

**2023 MALA Conference and Dementia Summit**  
**May 2 and 3, 2023**  
**Lansing Center**

**CEU Information**

If you attend the entire in-person conference, you will earn 8 AFC CEUs and have access to virtual sessions to complete your 16 AFC CEUs. If you are unable to attend in-person, you can complete your 16 AFC CEUs through virtual sessions. Virtual sessions are available at your convenience during the months of May and June.

\*Please note that in 2023 we are unable to offer CEUs for nurses, social workers, and nursing home administrators. AFC CEUS will be made available.

Tuesday, May 2  
3:00 to 5:00 p.m.

**Workshop A**

**Re-engaging Your Team**

Workplace engagement is defined, in a broad sense, as the nature of the relationship between an organization and its employees and is characterized by employee commitment, motivation, inspiration, satisfaction, etc., or the lack of those elements. This presentation focuses on the importance of engagement, strategies and practices that support it, and identifying things leaders can influence to increase engagement or address disengagement. All levels of the organization need to be involved with supporting the outcomes associated with positive workplace engagement. We will discuss the strategies, along with practical tools, to implement this into your organization.

**Presenter:** Ed Kiefer, Training Supervisor, Easterseals MORC and John Williams, BA Business Consultant

**Workshop B**

**Caregiving, Communication and COVID**

Jim Mangi has never been more in love with his wife Kathleen than he is now, in the 15th year of their journey with her Younger Onset Alzheimer's Disease, and the 5th year of her residing in an assisted living facility. Starting as a totally unprepared caregiver, Jim gradually learned how to effectively communicate with his wife as she entered into the altered world of dementia, adapting his approach as Kathleen got deeper into her new reality. Today, she can no longer converse with him, but they communicate every day and their connection is still strong. With the compassionate assistance of the heroic staff of the memory care facility, Jim never lost touch with Kathleen, even during the 400-day Hug Hiatus due to COVID.

Jim will discuss the evolving communication techniques he has used during the several stages of this Unwelcome Journey, including the unprecedented challenges of the COVID lockdown. He'll share his observations of how much difference a little knowledge can make---how much more

empowered facility staff and family members are, and how much better care they can provide, when they have been equipped with some basic understanding of dementia difficulties.

**Presenter:** Jim Mangi, Dementia Friendly Saline

Wednesday, May 3

8:30 to 10:30 am

### **Plenary Session**

Welcome – Robert Stein, General Counsel, Michigan Assisted Living Association

Legislative and Public Policy Update - Melissa McKinley, President, Kelley Cawthorne

Learn about the latest developments in Lansing from Melissa McKinley, President of Kelley Cawthorne, one of Michigan's top government relations firms. This presentation will cover timely budget and other legislative issues, as well as regulatory considerations, impacting MALA members.

MALA is pleased to have retained the lobbying services of Kelley Cawthorne for more than 25 years.

### **Regaining Balance for a Brighter Tomorrow**

Whether the COVID-19 Pandemic is in the review mirror or still playing a leading role for you or your organization, the emotional effects of a disaster are something that cannot be ignored to build a healthy and brighter team for tomorrow. When we experience a disaster, like the pandemic, people will begin to experience emotional and behavioral health needs, when the threat has diminished. Join Erin Wallace, Program Manager from the Stay Well program through MDHHS, as she shares ways to regain balance while supporting yourself and your team today, as well as tomorrow. This session will offer positive, real-life solutions, to be used in a variety of care settings, with several free resources, tools and take-aways.

**Presenter:** Erin Wallace, Program Manager, Michigan Department of Health and Human Services

11:00 to 12:00 pm

### **Workshop A**

#### **Bloodborne Pathogens and Staff Training**

This session will discuss the recent changes to the standard. During the session, participants will learn how to maintain compliance.

**Presenter:** Jamie Green C.S.P, Industrial Hygienist, MIOSHA CET

### **Workshop B**

#### **Chronic Pain Management in People Living with Dementia: Challenges and New Approaches**

Chronic pain and dementia are a challenging combination to manage effectively. In this session, we will explore some of these challenges from the perspective of people living with both conditions. We call attention to the problem of the over-prescription of pain medications in this group. Finally, we will discuss the possibility of adapting non-pharmacologic pain self-

management strategies (e.g., mind-body approaches) for use by people living with cognitive impairment.

**Presenters:** Mary Janevic, PhD, MPH, Research Associate Professor University of Michigan School of Public Health; Donovan Maust, MD, MS Associate Professor; and Dr. Arnold S Beresh DPM Retired Foot and Ankle Surgeon Living with Mixed Dementia

### **Workshop C**

#### **What's The Worst That Could Happen?**

This session will provide a review of court cases, lawsuits and claims for insights on how to reduce risk.

**Presenter:** Daniel P. Hale, President and CEO, Michigan Business Insurance, Marsh & McLennan Agency

Wednesday, May 3

12:00 to 1:00 pm lunch

**Grab and Go Lunch** – Box lunches and seating will be available in the banquet room. Attendees can grab lunch and network with others or use the time to catch up on pressing emails and phone calls.

Wednesday, May 3

1:00 to 2:00 pm

### **Workshop A**

#### **AFC Licensing Update**

This session will discuss recent changes to the AFC licensing division, rule changes for reporting incident reports to AFC licensing and proposed administrative rule and statute changes. There will be discussion about licensing's new training section which will be providing opportunities for AFC provider trainings. This session will also discuss trends that licensing is seeing in the industry.

**Presenter:** Jay Calewerts, Division Director, State of Michigan-LARA

### **Workshop B**

#### **Considering Grief in Assisted Living, with a Special Focus on Residents Living with Cognitive Changes**

This presentation, co-presented by a doctor living with dementia and a clinical social worker, will explore grief among assisted living residents. We will consider non-death and death losses, as well as how grief arises for people living with cognitive changes. We will also explore how to support older adults as well as people living with dementia when a loss occurs in their life. This will include communication tips, the ways grief may present differently in people with dementia, and how to respond to questions about the person who died in ways that will not elicit a meltdown or cause re-traumatization.

**Presenters:** Jen Hirsch, MSW and MSU PhD., and Dr. Arnold S Beresh, DPM Retired Foot and Ankle Surgeon Living with Mixed Dementia

## **Workshop C**

### **Homes for the Aged Regulatory Update**

An update will be provided on regulatory issues related to licensure of Homes for the Aged. This will include a discussion on administrative rules changes, the website redesign, and new application forms. In addition, there will be an opportunity to have questions answered.

**Presenter:** Andrea Moore, Long-Term-Care State Licensing Section Manager, Michigan Department of Licensing and Regulatory Affairs

Wednesday, May 3

2:30 to 4:30 pm

## **Workshop A**

### **Update on Employment Law for Residential Care Providers**

The COVID-19 pandemic did not stop Congress, the Michigan Legislature, or the courts from changing significant aspects of employment law. Christian Lobb from Bator Lobb, P.C. will discuss changes in employment law since 2020 with a focus on how these changes impact the assisted living industry. This seminar will cover topics including workplace discrimination, employee benefits and labor organizing.

**Presenter:** Christian A. Lobb, J.D., M.P.A. Attorney, Bator Lobb, P.C.

## **Workshop B**

### **Characterizing Adult Neurocognitive Diseases and Adapting Care to Enhance Quality of Life**

A panel of retired health care providers living with various forms of dementia will discuss the underlying biological basis for the clinical changes observed in the major adult neurocognitive diseases. They will discuss what it is like to experience the challenges presented by their medical conditions and strategies to optimize their independence and happiness. The goal of this session is to increase satisfaction for both support professionals and persons served.

**Presenters:** Sara Langer, MD Retired Neurologist Living with Lewy Body Dementia; Joanna Fix PhD. Retired Psychologist Living with Alzheimer's Disease; Dr. Arnold S Beresh DPM Retired Foot and Ankle Surgeon Living with Mixed Dementia; Libby Ford MSN Retired Nurse Living with Posterior Cortical Atrophy; Bonnie Erickson Retired and Living with Vascular Dementia; and Brenda Roberts Director of Quality Assurance and Education, Michigan Assisted Living Association

**Virtual Courses – Included in the cost of the live conference registration.  
Available May 1 – June 30, 2023**

**MIOSHA 101**

This session is designed for all employees and will provide a brief overview of the Michigan Occupational Safety and Health Administration (MIOSHA) including its divisions and sections. Services provided by the Consultation Education and Training (CET) Division will be explained along with an outline of the General Industry Safety and Health Division's (GISHD) investigation and citation process.

**Presenter:** Augustine Syrov, Occupational Safety Consultant Michigan Occupational Safety and Health Administration

**Supervisor's Role in Safety and Health**

This session is designed for supervisors and will provide a brief overview of recommended practices for safety and health programs including inspections and incident investigation. Using Michigan Occupational Safety and Health Administration (MIOSHA) general industry standards as a baseline, supervisors are given suggestions to improve their safety and health hazard recognition skills.

**Presenter:** Augustine Syrov, Occupational Safety Consultant Michigan Occupational Safety and Health Administration

**Bathing: Pleasure or Pain?**

In this session you will learn how to create a win-win situation that will increase staff efficiency and improve quality of care. Discover how the bathing and personal care experience can build positive relationships and be an enjoyable experience for both residents and staff. Discuss the benefits of doing “with” rather than “for” another while exploring personalized strategies to reduce distress and create a relaxing, calm experience.

**Presenter:** Heather Comstock, Dementia Education & Consultant Navigating Dementia, LLC.

**How to Handle Resident Requests for Use of Marijuana**

**Presenter:** Christian A. Lobb, J.D., M.P.A. Attorney, Bator Lobb, P.C.

**Employee Use of Marijuana - Substance Screen Policies**

**Presenter:** Christian A. Lobb, J.D., M.P.A. Attorney, Bator Lobb, P.C.

**Most Common Causes of Injury and the Corresponding Loss Control Recommendations**

**Presenter:** Ken Smiley, Vice President Loss Control, Comprehensive Risk Services

**Building a High-Performing Organizational Culture**

Building a high-performing organizational culture is fundamental to a thriving healthy workplace environment. This session will discuss the power of respect, accountability, and appreciation in the culture of an organization.

**Presenter:** Brenda Roberts, Director of Quality Assurance and Education, Michigan Assisted Living Association

### **The 3 R's: Rapport, Relationship, Reputation**

A successful organization is built upon a positive image and quality services. This session will explore the 3 R's of success – Rapport – Relationship – Reputation – and the impact each has on staff recruitment, satisfaction, and retention.

**Presenter:** Brenda Roberts, Director of Quality Assurance and Education, Michigan Assisted Living Association

### **Communication & Connection Throughout the Journey**

The course will explain the ways in which the communication abilities of a person living with dementia change during the course of their journey, and how persons in a caring role can adapt their communication techniques to maintain meaningful connection throughout.

**Presenter:** James Mangi, PhD., Dementia Friendly Saline

### **Developing a Leadership Team**

A strong leadership team is essential to managing employees effectively. The quality of your organization's services and ability to retain employees depend on having a team that is confident in their ability to manage employees. This session will help attendees discover the tools needed to develop a strong leadership team.

**Presenter:** John Williams, BA Infuse LLC

### **Considering Grief in Assisted Living, with a Special Focus on Residents Living with Cognitive Changes**

This presentation, co-presented by a doctor living with dementia and a clinical social worker, will explore grief among assisted living residents. We will consider non-death and death losses, as well as how grief arises for people living with cognitive changes. We will also explore how to support older adults as well as people living with dementia when a loss occurs in their life. This will include communication tips, the ways grief may present differently in people with dementia, and how to respond to questions about the person who died in ways that will not elicit a meltdown or cause re-traumatization.

**Presenters:** Jen Hirsch, MSW and MSU PhD. and Dr. Arnold S Beresh, Retired Physician Living with Dementia

### **Re-engaging Your Team**

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**Presenter:** Ed Kiefer, Training Supervisor Easterseals MORC and Co-Presenter John Williams, BA Business Consultant

### **Dementia: Sensory Changes and Fluctuating Abilities**

This and will incorporate the experience of persons living with dementia. Together they will provide an overview of dementia with an emphasis on sensory changes. Discover how sensory changes impact a person's abilities and why abilities can fluctuate.

**Presenter:** Heather Comstock, Dementia Education & Consultant Navigating Dementia, LLC.

### **Dementia: Effective Communication Strategies**

Effective communication with persons living with dementia is crucial and attainable. Join Dementia Educator, Heather Comstock, MSc., and Dr. Joanna Fix who is living with early onset Alzheimer's Disease. Dr. Fix will share daily challenges she experiences related communication and supportive strategies. Heather will present evidence-based best practices for effective communication.

**Presenter:** Heather Comstock, Dementia Education & Consultant Navigating Dementia, LLC. and Joanna Fix Phd. Retired Psychologist Living with Alzheimer's Disease

### **Dementia: Reduce Distress by Addressing Anxiety and Fear**

When supporting someone living with dementia do you ever wonder, "How did we get here?" In this session Dementia Educator, Heather Comstock, MSc., will explore anxiety and fear as predecessors to anger. Heather will be joined by a person living with dementia who will discuss the feeling of anxiety and fear as well as supportive techniques to deal with these emotions. In addition, Heather will offer effective strategies to defuse escalating situations.

**Presenter:** Heather Comstock, Dementia Education & Consultant Navigating Dementia, LLC.

### **Dementia: Anger and De-Escalation**

Dementia educator, Heather Comstock, MSc., will discuss anger as a secondary emotion which is fueled by other emotions, and its importance to help persons living with dementia manage emotions. Heather will be joined by a person living with dementia who will share the challenge managing emotions, especially anger. Learn techniques that will enhance your de-escalation skills and help prevent adverse situations.

**Presenter:** Heather Comstock, Dementia Education & Consultant Navigating Dementia, LLC.

### **Person-Centered Approaches to Pain Management**

Achieving a standard in excellence through a person-centered methodology to pain is not a one-size-fits-all approach. This session will focus on immediately applicable ways professionals can detect pain in others. By reframing everyday resident interactions through careful observation and interpreting distressed communications (verbal and non-verbal) as a request for support and pain intervention, professionals can collaboratively create situation-specific person-centered interventions that better support residents who are enduring the distressing experience of pain.

**Presenter:** Heather Comstock, MSc Dementia Studies, Hub on Smith Street (formally the Sheridan Senior Center)

### **Improved Staff Engagement Through Effective Leadership: Are We Listening?**

The pressures of staff shortages are increasing the demand to retain excellent professionals already employed in our field. This session focuses on the subtle power of building more robust employee relationships with leadership through reframing and reapplying critical elements of trust.

**Presenter: Heather Comstock, MSc,** Hub on Smith Street (formally the Sheridan Senior Center)

**Elder Abuse, Neglect, and Exploitation: Your Role in Prevention, Recognition, and Reporting**

Each of us plays a critical role in protecting older and vulnerable adults against abuse, neglect, and exploitation. With that in mind, this presentation begins with identifying some of the signs and symptoms that might lead you to believe a vulnerable adult has been abused, neglected, and/or exploited, along with several practical tips for prevention. The roles of stress and burnout are covered, including suggestions for self-care and managing your stress. You will learn strategies for effective communication, especially for people living with dementia. We will explore the roles person-centered care and resident quality of life play in preventing elder abuse, neglect, and exploitation. And last, but not least, the importance of reporting your suspicions will be discussed.

**Presenter: Tammy Cordes, MA, CFLE,** Michigan Elder Justice Initiative

**Demystifying the Dying Process for Care Providers and Administrators**

The course will explain the ways in which the communication abilities of persons living with dementia change during the course of their journey, and how persons in a caring role can adapt their communication techniques to maintain meaningful connection throughout.

**Presenter: Jennifer Hirsh, LMSW, APSHW-C**