



2026 INSTITUTE & EXPO

Feb. 11-12 • St. Paul
March 3-5 • Virtual

LeadingAge®
Minnesota

WE ARE CHANGEMAKERS

2026 LEADINGAGE MINNESOTA

Annual Sponsors

With deep gratitude we recognize our Annual Sponsors whose unwavering commitment to our members and financial support to LeadingAge Minnesota help provide quality programs and resources throughout the year.

Please visit these exceptional sponsoring organizations in the Expo and look to them as you make decisions about purchasing products and services to support your business operations.

FOR ALL YOU DO – THANK YOU. WE TRULY ARE BETTER TOGETHER.



MCKESSON



CAPITAL :: INVESTMENTS :: ADVICE



Community Living Solutions -
A Division of DBS Group
Compeer Financial
Consonus Healthcare
Eide Bailly LLP
Elder Dynamics
Elim Preferred Services

Essity
Fredrikson
Guardian Pharmacy Minnesota
Health Dimensions Group
Healthcare Services Group
M3 Insurance
Minnesota Exteriors Commercial

New Horizon Foods
Northland Securities
Pathway Health
Paul Davis Restoration
of Greater MSP
Radius Living Rx

Senior Care Solutions
St. Croix Hospice
Wipfli LLP
Wold Architects and Engineers

Be a CHANGE MAKER at the 2026 Institute & Expo

Change makers celebrate the bold spirit that drives our field forward. It's about those who dare to ask what's possible—and then roll up their sleeves to make it real. It's about pushing past what has been to create what can be—for our organizations, our teams, and the people we serve. Together, we are advancing careers, strengthening communities, and reimagining aging services with courage and purpose.

Join us for LeadingAge Minnesota's 2026 Institute & Expo in St. Paul on February 11-12. Institute is two days packed with education, inspiration, and connection—plus the largest aging services expo in the state. Join us to gain the knowledge and relationships you need to serve older adults today, while contributing to the meaningful change shaping our field's future.

Together, we'll fuel optimism, spark creativity, and build bold new paths for those we serve.

Attend This Year's Institute for:

- Thought-provoking educational sessions
- Motivating keynote presentations
- Meaningful connections with your professional network
- Business solutions in the Expo
- Recognition of our Caregiver of the Year and other award recipients
- The Foundation's 10th Annual Silent Auction

Enhance Your Institute Experience

Take advantage of intensive sessions on February 10 to enhance your learning. Plus, as part of your Institute registration, you and your team can attend our virtual programming at no extra cost, March 3-5.

**FEB. 11-12
ST. PAUL**

WHAT'S INSIDE

- Pg. 4 Schedule of Events
- Pg. 6 Pre-Conference Intensive Sessions
- Pg. 12 Keynote and General Session Speakers
- Pg. 14 Wednesday In-Person Session Schedule
- Pg. 26 Thursday In-Person Session Schedule
- Pg. 36 Quality Conference Sessions
- Pg. 36 NEW Information Technology Track
- Pg. 37 Tuesday Virtual Session Schedule
- Pg. 40 Wednesday Virtual Session Schedule
- Pg. 43 Thursday Virtual Session Schedule
- Pg. 46 Photo Contest Contestants
- Pg. 48 Exhibit Hall
- Pg. 49 Special Features
- Pg. 51 Lodging
- Pg. 52 Registration and General Information
- Pg. 53 Registration Helpful Tips
- Pg. 54 Registration Fees
- Pg. 54 Register

Registration Desk Hours

- Tuesday, Feb. 10 1 – 5:30 p.m.
- Wednesday, Feb. 11 7 a.m. – 5:15 p.m.
- Thursday, Feb. 12 7:30 a.m. – 4:45 p.m.

Download the Event App

The Institute in the Palm of Your Hand!

Get ready to make the most of your conference experience! From daily schedules and room maps to exhibitor details, sponsors, and CEU info — it's all just a tap away.

Sponsored by



Keep an eye out for an email with download instructions a few weeks before the event!



SCHEDULE OF EVENTS

WEDNESDAY FEB. 11

8 a.m.							
9 a.m.	8:30 - 9:30 a.m. CONCURRENT SESSIONS						
10 a.m.	9:45 - 11:30 a.m. Opening Keynote						
11 a.m.	Sponsored by PIPER SANDLER						
12 p.m.							
1 p.m.							
2 p.m.	1:30 - 2:30 p.m. CONCURRENT SESSIONS		11 a.m. - 1:30 p.m. Grand Opening of Exhibit Hall				
3 p.m.	2:30 - 3 p.m. • Connection Break and Exhibit Hall Exploration Time		11 a.m. - 3 p.m. Exhibit Hall Exploration Hours				
4 p.m.	3 - 4 p.m. CONCURRENT SESSIONS						
					4 p.m.		
					4 - 4:15 p.m. • Connection Break		
					4:15 - 5:15 p.m. CONCURRENT SESSIONS		
					5:15 p.m. • Adjourn for the Day		
					6 p.m.		
					7 p.m.		
					8 p.m.		
					9 p.m.		
					10 p.m.		
					11 p.m.		
					8 - 11 p.m. Opening Night Jackpot Jam		

Tuesday, Feb. 10

Pre-Conference Intensive Sessions

Session A	8:30 a.m. - 3:30 p.m.
Session B	8:30 a.m. - 3:30 p.m.
Session C	8:30 a.m. - 3:30 p.m.
Session D	12:30 - 4:30 p.m.

SCHEDULE OF EVENTS

8 a.m.

9 a.m.

8:30 - 9:30 a.m.
CONCURRENT SESSIONS

10 a.m.

11 a.m.

10:30 - 11:30 a.m.
CONCURRENT SESSIONS

12 p.m.

1 p.m.

12:30 - 2:15 p.m.
General Session

Sponsored by

WIPFLI

2 p.m.

2:15 - 2:30 p.m. • Connection Break

3 p.m.

2:30 - 3:30 p.m.
CONCURRENT SESSIONS

4 p.m.

3:30 - 3:45 p.m. • Connection Break

5 p.m.

3:45 - 4:45 p.m.
CONCURRENT SESSIONS

4:45 p.m. • Conference Adjourns

THURSDAY FEB. 12

9:30 - 10:30 a.m.
Dedicated Exhibit Hall
Exploration Hour

9 a.m. - 12:30 p.m.
Exhibit Hall
Exploration Hours

11:30 a.m. - 12:30 p.m.
Snacks in the Exhibit Hall



Ziegler

CAPITAL :: INVESTMENTS :: ADVICE

www.ziegler.com

B.C. Ziegler and Company | Member SIPC & FINRA

PRE-CONFERENCE INTENSIVE SESSIONS

In-depth learning on the issues important to you

TUESDAY, FEB. 10
SESSION A

QAPI – MEETING AND EXCEEDING REQUIREMENTS TO DRIVE IMPROVEMENT

ABOUT THE INTENSIVE

This interactive workshop will help participants strengthen their understanding and implementation of Quality Assurance and Performance Improvement (QAPI) to meet and exceed regulatory requirements while advancing organizational performance.

By the end of this workshop, participants will be able to:

- Explain the key components and regulatory requirements of nursing home QAPI.
- Discuss leadership's role in fostering a culture of QAPI and supporting an effective quality management system.
- Apply practical strategies to drive improvement across all levels of care.
- Create or strengthen a QAPI Plan that aligns with organizational goals and compliance standards.
- Identify QAPI citations, requirements, and practical strategies for effective QAPI/quality committee structure, agendas, meetings, and documentation.
- Examine and apply strategies for selecting, creating, monitoring, and sustaining meaningful PIPs.
- Apply QAPI processes and tools to real-world case studies to improve systems and resident outcomes.
- Integrate QAPI principles into daily operations to build and sustain a culture of continuous learning, improvement, and excellence.

REGISTRATION FEES

LeadingAge Minnesota Members - \$145 per person

Prospective Members - \$200 per person

Registration includes lunch, refreshments, and handouts.

SCHEDULE

8:30 a.m.	Registration
9 a.m. – 3:30 p.m.	Program

PRESENTERS

Cyndi Siders, MSN, RN, CPHRM, CPPS, DFASHRM, CEO/Executive Consultant, Siders HealthCare Consulting, Grand Forks, N.D.; and Julie Apold, PhD, Vice President of Quality, LeadingAge Minnesota, Minneapolis



PRE-CONFERENCE INTENSIVE SESSIONS

In-depth learning on the issues important to you

CYBER RESILIENCE AND EMERGENCY PREPAREDNESS FOR NURSING HOMES AND ASSISTED LIVING

ABOUT THE INTENSIVE

Ransomware and data breaches have pushed healthcare into a new era of “always-on” crisis management, with researchers tracking 211 ransomware attacks on healthcare companies in just the first half of 2025—a slight increase over 2024 and part of a broader trend of growing cybercriminal extortion targeting hospitals, clinics, and long-term care providers. Massive incidents such as the Change Healthcare breach, impacting roughly 190 million people and disrupting claims processing nationwide, and the CommonSpirit Health ransomware attack, which led to an estimated \$160 million in response and recovery costs, have demonstrated that cyber incidents are no longer just IT problems but full-scale emergency preparedness events underscoring the urgent need to integrate cyber events into all-hazards emergency planning.

Against this backdrop, this intensive is designed to help healthcare organizations move beyond check-the-box compliance and build true operational resilience.

This full-day intensive weaves together real-world case studies, regulatory expectations, legal and insurance perspectives, and a hands-on simulation exercise. Participants will:

- Understand how major cyber incidents disrupt care, finances, and operations.
- Connect cyber threats directly to CMS emergency preparedness requirements.
- Strengthen governance, communication, and decision-making structures for cyber events.
- Complete a simulation exercise that meets emergency preparedness drill requirements.

TUESDAY, FEB. 10
SESSION B

REGISTRATION FEES

LeadingAge Minnesota Members - \$145 per person

Prospective Members - \$200 per person

Registration includes lunch, refreshments, and handouts.

SCHEDULE

8:30 a.m.	Registration
9 a.m. – 3:30 p.m.	Program

PRESENTERS

Blair Dawson, MSCyS, FIP, CIPP/US, CIPP/E, CIPM, Member, McDonald Hopkins, Chicago, Ill.; Emily Moilanen, MPH, Owner and Preparedness Consultant, Partners in Preparedness, St. Paul; Mark Schulz, JD, Vice President of Policy and Regulatory Affairs, LeadingAge Minnesota, Minneapolis; Rick Schute, Emergency Management Director, City of St. Paul; Matt Thomson, MSIA, GCIH, GPEN, CISSP, Director of Cyber Liability, M3 Insurance, Green Bay, Wis.; and Jaime Wascalus, Director and Chief Information Officer, Office of Technology and Communications, City of St. Paul

CYBER RESILIENCE AND EMERGENCY PREPAREDNESS FOR NURSING HOMES AND ASSISTED LIVING, *cont'd.*

AGENDA

Lessons from the 2025 City of St. Paul Cyberattack

Representatives from the City of St. Paul will walk through the July 2025 cyberattack that forced the city to declare a state of emergency, shut down key systems, and request support from the Minnesota National Guard. Attendees will hear how the incident was detected, how leaders coordinated with state and federal partners, what worked (and what didn't) in communications, and the long road of recovery and data-exposure concerns. Discussion will focus on parallels to healthcare operations and what long-term and post-acute providers can apply immediately.

Emergency Preparedness 101 – With a Cyber Lens

Review the core elements of emergency preparedness requirements for healthcare entities, highlighting where cyber risk fits into the all-hazards framework. Topics include hazard vulnerability analysis for cyber events, incident command integration, redundant communication planning, business continuity for EHR and billing downtime, and training and exercise strategies that support survey readiness when a cyber incident becomes your “emergency event.”

Revitalizing Cyber Resilience Through a Simulated Cyber Incident

Use a simulated cyber incident to explore legal, regulatory, and insurance implications in real time. Participants will walk through decision points around ransom negotiations, regulatory notifications, HIPAA breach analysis, contractual obligations with vendors, and how to work with carriers and incident-response teams. The focus is on practical steps organizations can take now to reduce risk, shorten downtime, and protect residents and staff.

Capstone Tabletop: Cyber Incident Emergency Preparedness Exercise

The intensive culminates in a facilitated group exercise built around a realistic cyberattack scenario (for example, ransomware impacting EHR, pharmacy, payroll, or building systems). You will:

- Practice activating an emergency operations plan for a cyber event.
- Simulate activating a facility response team to manage the cyber event.
- Identify gaps in downtime procedures, vendor coordination, and recovery planning.

Participants will leave with exercise materials and an after-action/improvement plan template that can be adapted for their organizations and used to help satisfy emergency preparedness training and testing requirements.

By the end of the day, attendees will have a clearer picture of the current threat landscape, concrete strategies to harden their organizations against cyber disruption, and a regulatory-ready exercise they can bring back to their own emergency preparedness programs.

PRE-CONFERENCE INTENSIVE SESSIONS

In-depth learning on the issues important to you

TUESDAY, FEB. 10
SESSION C

NAVIGATING LICENSURE, ACCOUNTABILITY, AND BOARD ENGAGEMENT: RESPONDING TO BOARD OF NURSING INQUIRIES

ABOUT THE INTENSIVE

Nurses and nursing leaders are increasingly finding themselves at the intersection of health department survey findings and licensing board oversight. This interactive workshop provides practical guidance on how to navigate that intersection with confidence.

Participants will explore how survey citations, complaint investigations, or substantiated maltreatment findings can lead to reports to the Minnesota Board of Nursing (MBN) and what happens next. Using real examples, we'll clarify the reporting and review process, when to involve legal counsel, and how to respond effectively to Board inquiries.

Ideal for nurse leaders, compliance officers, and administrators, this workshop builds confidence in managing licensure issues, supporting staff, and fostering a culture of accountability and integrity.

Participants will be able to:

- Identify when Minnesota Department of Health (MDH) survey findings, complaints, or maltreatment determinations trigger reporting to the MBN under Minn. Stat. §§148.261–148.263.
- Distinguish MDH licensing authority (Minn. Stat. §§144A and 144G) from the MBN's disciplinary and corrective action authority.
- Explain who is required to report nurses and in what circumstances following survey or complaint findings.
- Outline the stages of the MBN's complaint review process, including the Review Panel, Corrective Action, and Stipulation and Consent Order pathways.
- Develop strategies for preparing written responses aligned with practice standards and documentation evidence to Board inquiries.
- Describe the purpose and process of the Review Panel Conference and how to prepare effective supporting materials.
- Apply lessons from case examples to improve internal quality systems, documentation practices, and staff education to prevent future reportable events.
- Develop protocols that support nurses undergoing review while maintaining regulatory compliance, protecting residents, and upholding nurses' rights—including the option for a contested case hearing.

REGISTRATION FEES

LeadingAge Minnesota Members - \$145 per person
Prospective Members - \$200 per person
Registration includes lunch, refreshments, and handouts.

SCHEDULE

8:30 a.m.	Registration
9 a.m. – 3:30 p.m.	Program

PRESENTERS

Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, St. Paul; and Robert Rodè, JD, President/Partner, Rodè & Coffin, LLC, St. Paul

LEADERSHIP AND GOVERNANCE INTENSIVE BOLD IDEAS TO TRANSFORM AGING

A Leadership and Governance Workshop for Executive and Board Teams

**TUESDAY, FEB. 10
SESSION D**

ABOUT THE INTENSIVE

Join visionary strategist Bob Kramer for a provocative look at the forces disrupting aging services—and the bold leadership needed to turn crisis into opportunity.

The future of aging services is being redefined—and today's leaders have a vital role to play. In this dynamic workshop, Bob Kramer will challenge you to think boldly about the future of senior living, healthcare, and community. Together, we'll explore the disruptors transforming the field—shifts in demand, cost pressures, changing consumer expectations, and cultural attitudes toward aging—and uncover new opportunities in life plan communities, home- and community-based services, and integrated care models.

We'll also dive into the five essential CEO skills that define successful leadership in this era of change: personal depth, operational savvy, industry awareness, government smarts, and megatrend acumen. Through engaging discussion and peer dialogue, you'll translate insight into action—clarifying priorities, sparking innovation, and strengthening your capacity to lead confidently through disruption.

Leave equipped with the vision, strategies, and relationships to shape a future where aging well is the new expectation.

Part One: Seizing the Opportunities in a Time of Uncertainty

- Identify the disruptors reshaping aging services and assess their implications for your leadership and organizational strategy.
- Evaluate innovative business and care models that create new value in housing, healthcare, and community engagement.
- Apply bold, future-focused leadership approaches to reframe aging as opportunity and accelerate meaningful transformation.

Part Two: The Five Critical CEO Skills for the Future of Aging Services

- Assess and strengthen leadership capabilities across the five critical CEO skill areas to support both personal growth and leadership development in others.
- Anticipate and respond to emerging trends, workforce challenges, and policy shifts shaping the future of aging services.
- Apply actionable strategies to build agile, inclusive, and future-ready teams that can lead organizational transformation and continuity.

*The Leadership and Governance Intensive is supported by the
Ronald Patterson Governance Fund of the LeadingAge Minnesota Foundation.*

REGISTRATION FEES

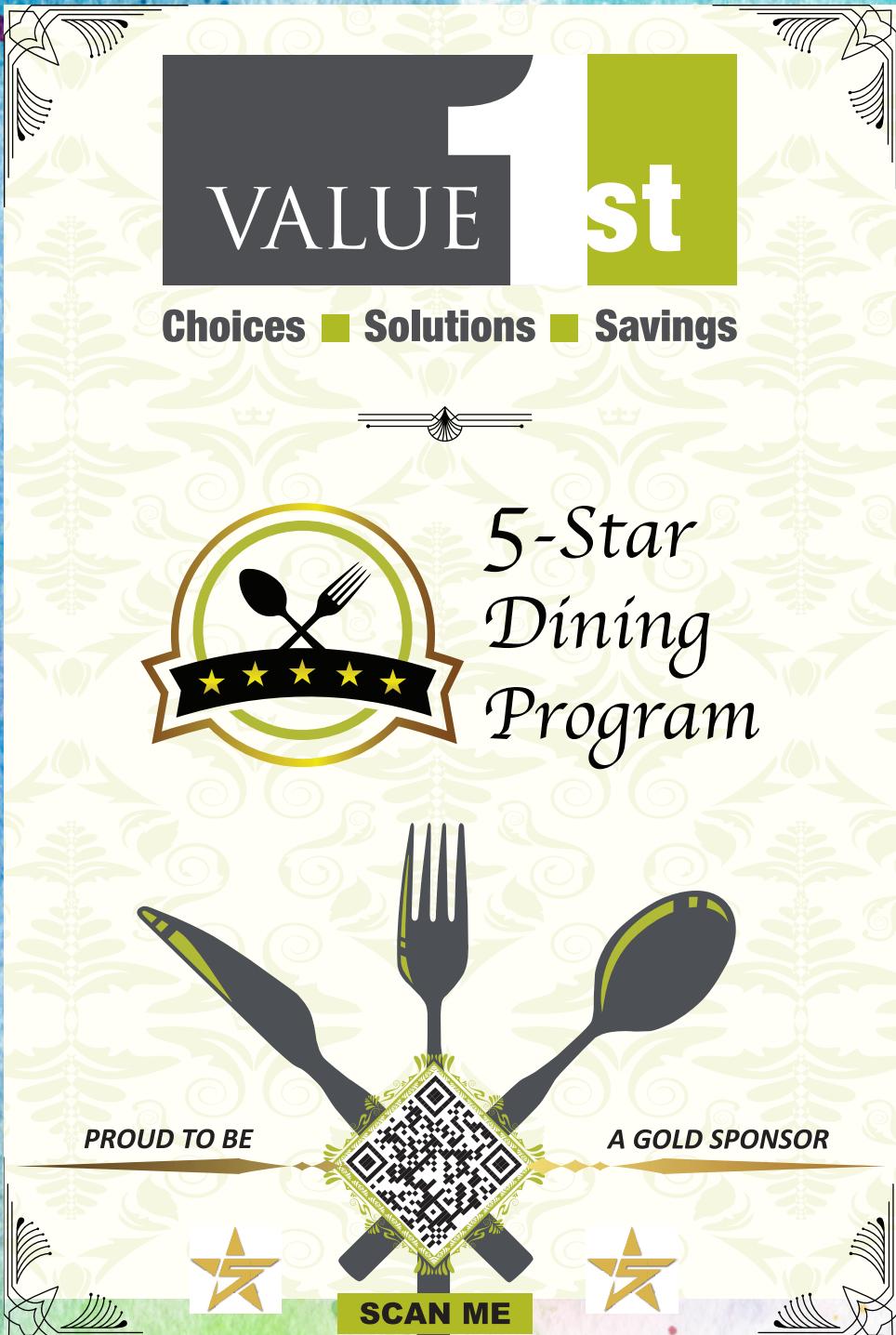
LeadingAge Minnesota Members - \$100 per person
Prospective Members - \$140 per person
Registration includes refreshments and handouts.
Lunch not included.

SCHEDULE

12:30 p.m.	Registration
1 – 4:30 p.m.	Program

PRESENTER

Robert G. Kramer, Founder, Nexus Insights, Co-founder, NIC, Arnold, Md.



1st VALUE

Choices ■ Solutions ■ Savings

5-Star Dining Program

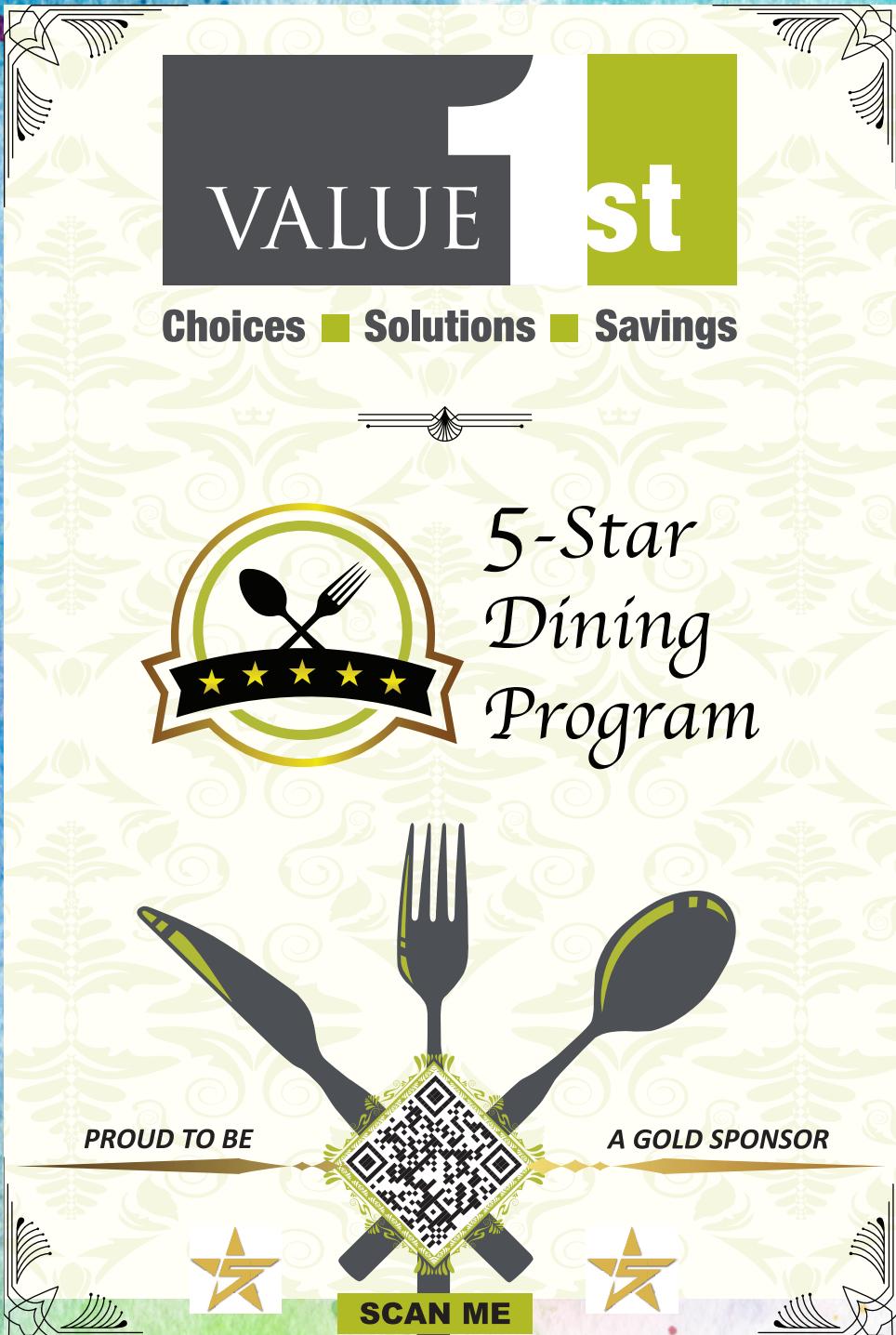
PROUD TO BE ■ **A GOLD SPONSOR**

SCAN ME









LEADERSHIP ACADEMY



We are proud to announce the successful graduation of the 16th cohort from our prestigious, nine-month Leadership Academy.

This rigorous program is designed to cultivate the next generation of leadership in aging services. Participants engage in intensive development across **leadership theory, applied learning, and critical skills mastery**.

**2025
Leadership
Academy
Graduates**

The diverse group of 63 graduating leaders represents virtually **every service setting, geographic region, and professional role** within our membership. These exceptional individuals are now **highly prepared and strategically positioned** to drive innovation and lead our field, as well as their respective communities, into the next era of aging services.

Join us in offering a sincere and heartfelt congratulations to these promising leaders!

The 2026 Leadership Academy is sponsored by Healthcare Services Group and Procare HR. Applications will be available in early December.

OPENING KEYNOTE

LOCKED IN: CHANGE MAKERS WHEN NO ONE'S WATCHING

"I know what it's like to work in the unseen. At eight years old, I set a bold dream to play football at Stanford, but it took 10 years of quiet, relentless work to get there. I grew up without a father, in poverty, carrying the weight of feeling like I didn't belong. But I discovered that true greatness is built in the hidden moments—when no one is clapping, watching, or even noticing. That's why I honor you. In long-term care, you are the quiet heroes who bring hope, dignity, and purpose into the lives of others every single day. Your unseen sacrifices matter. Your compassion shapes futures. The world may not always see it, but your work leaves a legacy of hope, healing, and humanity."

The applause will fade, but the character and impact you build in this sacred work will last forever.

PARTICIPANTS WILL:

- Explain how personal dedication contributes to residents' sense of purpose and enhances professional meaning for caregivers.
- Describe the ways consistent caregiving behaviors can lead to breakthroughs in residents' wellbeing.
- Identify how daily acts of care strengthen personal resilience and support long-term effectiveness in caregiving roles.
- Discuss how caregiver presence and authentic connection promote hope and dignity for residents.
- Recognize how service to others fosters personal leadership growth and inspires those within the care environment.



**WEDNESDAY, FEB. 11
9:45 - 11:30 A.M.**

Sponsored by

PIPER | SANDLER



DAMON DUNN

Damon Dunn broke the cycle of poverty by earning a full scholarship to Stanford University and pursued a path to the NFL. He later founded two companies with institutional investors and became a Fellow at Stanford's Hoover Institution. Damon's journey transcends age, race, and geography, offering valuable insights and inspiring others to **live BOLD.**

GENERAL SESSION

THE SCIENCE OF STUCK: TOOLS FOR CHANGE MAKERS IN CHALLENGING TIMES

Life is complicated. Change doesn't have to be. It's a myth that people hate change. What we resist isn't change itself, but the chaos and uncertainty that often comes with it. And in senior living, where loss, stress, and tough transitions are daily realities, it's easy to feel overwhelmed or stuck. But you don't need a title, another to-do list, or superhuman strength to be an effective change maker. In this energizing and practical keynote packed with actionable takeaways, licensed neuropsychotherapist and author Britt Frank demystifies the change process and equips audiences at all levels with simple, science-backed strategies to break through burnout, manage stress, and create momentum. Whether you're leading a team, supporting residents, or navigating emotionally complex situations, this session will leave you empowered to act without overhauling your life.

PARTICIPANTS WILL UNDERSTAND:

- Why motivation isn't required to take meaningful action.
- A brain-based framework to calm chaos and build momentum.
- Simple, effective tools for navigating high-pressure moments.
- How to defuse conflict without playing therapist.

THURSDAY, FEB. 12
12:30 - 2:15 P.M.

Sponsored by

WIPFLI



BRITT FRANK

Britt Frank is a licensed neuropsychotherapist, award-winning adjunct professor, and a human behavior expert who wrote a book on getting unstuck. The Science of Stuck has helped millions of people around the world break through what's holding them back.

No matter how successful or high achieving, everyone knows what it's like to feel stuck. With her candor, humor, and practical approach, Britt quickly cuts through the cultural fluff with actionable science-based tools to help everyone think better. Because when your brain BRAINS better, your life gets better.

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11

TRACKS FOR SESSIONS

AL – Assisted Living
ADS – Adult Day Services
HCBS – Home- and Community-Based Services
IL – Independent Senior Housing
NH – Nursing Home
Peer Genius – providers sharing expert, hands-on insights

CEU TYPE	Today's Sessions Eligible for Hours/Units
MN Board of Long Term Services and Supports	All Sessions excluding 205, 206, 209
MN Board of Social Work	Keynote, 103, 201, 203, 302, 306, 307, 309, 401, 403, 408, 409
MN Board of Nursing	Keynote, 102, 104, 203, 206, 301, 307, 308, 401, 403, 407, 409, 411
National Certification Council for Activity Professionals	Keynote, 103, 201, 203, 302, 306, 401, 403, 408, 409
Certifying Board for Dietary Managers and Association of Nutrition and Food Service Professionals	Keynote, 203, 205, 401, 404, 408, 409

Note: Sessions have been submitted for board approval of continuing education activities.

Final approval will be posted when received. General certificates will also be available to submit to other credentialing bodies.

8:30 – 9:30 a.m.

CONCURRENT SESSIONS

101 – Board Governance: Best Practices to Maximize Governance Effectiveness (All Settings; Peer Genius)

- Understand how boards impact the organization's ability to achieve strategic and financial goals.
- Explore best practices for board governance.
- Learn from case studies how things can go right and wrong and the implications of both.

Lynn Daly, MBA, Executive Vice President, Co-Head of the Not for Profit Banking Team, HJ Sims, Chicago, Ill.; and Annette Greely, Ed.D, MS, HSE, Chief Executive Officer, American Baptist Homes of the Midwest, Eden Prairie

102 – Nursing Leadership for Purposeful Communication and Documentation (AL, NH)

- Describe core elements of clinically pertinent communication and documentation.
- Review contributing factors for significant resident safety events involving failures in communication and care coordination.
- Illustrate tools and strategies that facilitate clinically pertinent communication and documentation.

Cyndi Siders, MSN, RN, CPHRM, CPPS, DFASHRM, CEO/Executive Consultant, Siders HealthCare Consulting, LLC, Grand Forks, N.D.

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

103 – Designing for Impact: Creative and Sustainable Intergenerational Programs (ADS, AL, IL, NH)

- Identify the benefits of intergenerational programming on residents, team members, and community engagement.
- Develop creative and sustainable intergenerational programs (with or without on-site childcare) by leveraging partnerships and resident-driven interests.
- Apply practical strategies to overcome barriers and adapt programs for long-term success.

Jay Benedict, MBA, LALD, Outreach & Sales Director, and Erin Erdahl, Director of Programming and Partnerships, The Pillars of Prospect Park – Ebenezer, Minneapolis; Jody Schumann, Director of Child Care and Intergenerational Programming, Ebenezer Ridges Campus, Burnsville; and Chloe Shimota, LALD, LNHA, Executive Director, The Pillars of Lakeville – Ebenezer, Lakeville

104 – Drug Diversion: It Can Happen Anywhere (AL, HCBS, NH)

- Review regulatory obligations regarding drug diversion prevention and reporting so participants can develop strategies to mitigate risks associated with drug diversion.
- Identify best practices aimed at preventing and detecting drug diversion.
- Understand when to contact outside agencies and law enforcement and manage relationships with those outside agencies.

Jen Bernstein, Paralegal, Compliance Specialist/Paralegal, and Robert Rodè, JD, President/Partner, Rodè & Coffin, LLC, St. Paul

105 – Navigating Background Studies in Aging Services (AL, ADS, HCBS, NH)

- Understand the background studies process for employees in aging services and best practices for maintaining compliance.
- Identify key regulatory requirements and recent updates impacting background studies in assisted living and customized care settings.
- Explore common challenges in background study compliance and strategies to address them effectively in day-to-day operations.

Andrew N. Johnson, External Relations and Engagement Consultant, Office of Inspector General – Background Studies Division, Minnesota Department of Human Services, St. Paul

106 – Physical Environment Survey Findings (AL)

- Identify the most common engineering citations for AL and ALDC licensed communities.
- Discuss how to navigate door locks in assisted living and best practices for moving snow or using space heaters in colder months.
- Outline when engineering needs to review construction plans.

Bob Dehler, PE, Engineering Manager, Minnesota Department of Health, St. Paul

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

107 – Technology Partnerships that Work – Outsourcing and Co-Management (All Settings)

- Differentiate between full outsourcing, co-management, and hybrid IT service models, and evaluate their advantages and risks for aging services providers.
- Identify key criteria for selecting and managing technology partners, including service level agreements, performance metrics, and shared accountability.
- Develop strategies to maintain operational continuity, data integrity, and organizational control while leveraging external IT expertise.

Nick Patel, President/CEO, ThriveWell Tech, Frederick, Md.

108 – Driving Quality Through Innovation: Lessons from Minnesota's PIPP Program (NH)

- Describe Minnesota's unique Performance-Based Incentive Payment Program (PIPP) and how it supports measurable quality improvement and innovation.
- Explore real-world PIPP project examples from project leads and identify common success factors across projects.
- Apply proven strategies and lessons learned from successful PIPP initiatives to design, implement, and sustain quality improvement projects within your own organization.

David Hill, Quality and Research Unit Supervisor, Nursing Facility Rates and Services, and Teresa Lewis, Research Scientist, Nursing Facility Rates and Services, Minnesota Department of Human Services, St. Paul

9:45 – 11:30 a.m.

Opening Keynote

sponsored by

Locked In: Change Makers When No One's Watching PIPER | SANDLER

Damon Dunn, Author, Former NFL Player, CEO, Board Member, Sign Talent Solutions, Seattle, Wash.

(See page 12.)

11 a.m. – 1:30 p.m.

Grand Opening of Exhibit Hall

11 a.m. – 3 p.m.

Exhibit Hall Exploration Hours

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

1:30 – 2:30 p.m.

CONCURRENT SESSIONS

201 – More Than Bingo: How Resident Experience Boosts Quality of Life and Census (AL, IL; Peer Genius)

- Define resident experience and how to integrate residents' interests into their daily living.
- Explore innovative strategies on how a team outlook can enhance resident quality of life in a community setting.
- Identify various approaches in utilizing the resident experience as a marketing tool, to increase outside interest and exposure to your community.

Gwen Lyon, Memory Care Program Director, and Kaitlyn Ryan, CDP, Life Enrichment Director, Wellstead Senior Living, Rogers

202 – EOS: Data Driven Solutions for Operational Excellence (AL, IL, NH; Peer Genius)

- Understand the basic fundamentals of Entrepreneurial Operating Systems.
- Identify areas of operational weakness by identifying issues and barriers to operational success.
- Analyze data effectively to help your company achieve operational and financial success.

Jessica Gier, DNP, MSN, RN, Vice President of Clinical Operations and Reimbursement, and Lisa Kalla, RN, HSE, Chief Operating Officer, Saint Therese, St. Louis Park

203 – The Wisdom on Wheels Journey: Capturing Stories that Inspire Care (All Settings)

- Describe the purpose and impact of gathering and sharing residents' life stories.
- Identify lessons from the "Wisdom on Wheels" journey that can improve marketing, resident quality of life, and staff retention and satisfaction.
- Apply strategies to strengthen community culture by making story capture an expected and valued practice within senior living communities.

Jack York, Founder, TaleGate, Castle Rock, Colo.

204 – Building a Strong Foundation — Modernizing IT Infrastructure (All Settings)

- Assess current IT infrastructure maturity and identify areas for modernization in alignment with clinical and operational needs.
- Apply best practices for designing scalable and resilient infrastructure to support future growth and innovation.
- Integrate data governance, performance monitoring, and interoperability considerations into infrastructure planning and management.

Nick Patel, President/CEO, ThriveWell Tech, Frederick, Md.

205 – Culinary Professionals: Power of Peers Networking Discussion (All Settings; Peer Genius)

- Identify the top challenges facing culinary leaders in aging service settings.
- Discuss strategies to maintain compliance with regulatory requirements, particularly health and safety surveys and audits.
- Share best practices, tools, and tips that help your culinary program promote resident engagement and assure customer satisfaction.

Discussion Host: Jillian Gessell, Corporate Director of Nutrition and Culinary Services, Presbyterian Homes and Services, Roseville

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

206 – Nurse Leaders: Power of Peers Networking Discussion (All Settings; Peer Genius)

- Identify the top challenges facing nurse leaders in aging services including workforce and case complexity.
- Discuss strategies and solutions to overcome challenges and embrace opportunities to provide quality resident care.
- Share best practices, tools, and tips that could be applied in aging services settings.

Discussion Hosts: Dr. Cami Peterson-DeVries, AGNP, DHA, MSN, LNHA, St. Francis Health Services of Morris; and Brianna Olson, Vice President of Clinical Services, Vitality, Aitkin

207 – Chief Financial Officers: Power of Peers Networking Discussion (All Settings; Peer Genius)

- Identify the top challenges facing long-term care finance departments and discuss how you are addressing them in your organization.
- Discuss what you expect to be the most positive aspect of your financial outlook for 2026 and what represents the biggest obstacle to a successful fiscal year.
- Share best practices, tools, and tips that help your organization operate successfully.

Discussion Hosts: Troy Hanson, Vice President/CFO, Guardian Angels Senior Services, Elk River; and Kevin Rymanowski, SVP, Finance/CFO, Benedictine, Fridley

208 – Human Resources: Power of Peers Networking Discussion (All Settings; Peer Genius)

- Identify current challenges and opportunities facing human resource professionals in aging services settings.
- Share effective approaches and strategies that support employee recruitment, retention, and overall workplace culture.
- Discuss practical ideas and peer-tested solutions to strengthen HR practices and promote shared-learning.

Discussion Host: Becky Peitersen, Senior Human Resource Business Partner, Ebenezer, Minneapolis

209 – Independent Living and HUD: Power of Peers Networking Discussion (All Settings; Peer Genius)

- Identify the top challenges facing independent living settings in aging services.
- Share best practices, tools, and tips that could be applied in independent living senior housing.
- Discuss strategies and solutions to overcome challenges and embrace opportunities for attaining strong occupancy.

Discussion Host: Emily Kjelstad, Director of Housing, Apple Valley Villa Assisted Living, Apple Valley; and Grady Shapiro Zimmer, Housing Director, Cornelia House, St. Paul

210 – Chief Operating Officers: Power of Peers Networking Discussion (All Settings; Peer Genius)

- Describe how artificial intelligence and other emerging technologies can be investigated and implemented to enhance operational efficiency and decision-making in senior living organizations.
- Evaluate innovative staffing solutions—including the use of technology platforms and process redesigns—that improve workforce stability, scheduling effectiveness, and employee engagement.
- Collaborate with peers to analyze and apply lessons learned from current operational challenges to develop actionable strategies that strengthen organizational performance and leadership practices.

Discussion Host: Anneliese Peterson, LALD, SVP Operations/COO, Benedictine, Fridley

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

211 – Sales and Marketing: Power of Peers Networking Discussion (All Settings; Peer Genius)

- Explore current trends driving move-in decisions and learn how to adapt your outreach and messaging.
- Trade creative ideas for community events, tours, and digital engagement that spark genuine connections.
- Compare notes on handling common hurdles like waitlists, competition, and changing consumer expectations.

Discussion Host: Rachelle Lavalier, Vice President of Sales and Marketing, Sholom, St. Louis Park; and Betsy Stauss, Senior Sales and Marketing Director, The Waters Senior Living, Minnetonka

2:30 – 3 p.m.

Connection Break and Exhibit Hall Exploration Time

3 – 4 p.m.

CONCURRENT SESSIONS

301 – Navigating the Nuances of CADI and Elderly Waiver (AL)

- Learn what needs to be discussed with residents at the time of admission regarding the CADI and Elderly Waiver programs.
- Understand how customized living setting limits may impact reimbursement from the CADI program.
- Identify best practices for educating residents on how and when to apply for CADI and Elderly Waiver, the application process, spenddown obligations, and housing support.

Jen Bernstein, Paralegal, Compliance Specialist/Paralegal, and Robert Rodè, JD, President/Partner, Rodè & Coffin, LLC, St. Paul

302 – Creating Community: One Call or Click at a Time (All Settings)

- Identify the bevy of accessibility issues experienced by many older adults.
- Discuss the benefits of accessible technology and programming to successfully reach a diverse population of older adults.
- Outline how older adults can engage with the Well Connected programs as participants or volunteers from the comfort of home.

Amber Carroll, M.A., Senior Director, Connection Programs, Front Porch Communities and Services, Glendale, Calif.

303 – The Performance Excellence Journey: Getting Started with Baldrige (All Settings; Peer Genius)

- Review and understand the Baldrige framework for performance excellence.
- Gain insights into how healthcare organizations are using the Baldrige framework to improve systems and results.
- Practice by reflecting on a Baldrige framework question, assessing your organization, and identifying opportunities for improvement.

Brian Lassiter, President/CEO, Organization for Alliance for Performance Excellence, Phoenix, Ariz.; and Anneliese Peterson, LALD, SVP Operations/COO, Benedictine, Fridley

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

304 – BELTSS License Updates for HSE, NHA, and LALD (AL, NH)

- Review the new rules outlined in Chapter 6400 that impact Nursing Home Administrators and Assisted Living Directors.
- Discuss the process and requirements for obtaining dual licenses through BELTSS and other health licensing boards.
- Identify the responsibilities, standards of practice, and steps to become a licensee for those not currently licensed.

Rebecca Bollig, LHSE, Director of Assisted Living and Education, and Steve Jobe, LALD, NHA, Executive Director, Board of Executives for Long-Term Services and Supports, St. Paul

305 – State Fire Marshal Life Safety Code Update for Nursing Homes (NH)

- Identify the top 10 K-tags being cited in life safety surveys to help you remain in compliance.
- Learn about current activities and initiatives within the State Fire Marshal's inspection team.
- Explore other timely topics related to the Life Safety Code.

Travis Ahrens, Deputy State Fire Marshal-Supervisor, and Greg Hubbard, Deputy State Fire Marshal, Health Care and Correctional Facilities, State Fire Marshal Division, Minnesota Department of Public Safety, St. Paul

306 – Navigating Minnesota's Paid Leave Requirements for HR Professionals (All Settings)

- Explain the key provisions of Minnesota's Paid Leave law.
- Identify how this law interacts with existing employer policies, FMLA, and other leave benefits, and determine what updates are required to ensure compliance.
- Explore organizational strategies to align policies and practices with the new law.

Penelope (Penny) Phillips, Attorney, Felhaber Larson, Minneapolis

307 – Connected Communities: Building Rural Aging Infrastructure (All Settings; Peer Genius)

- Describe the current progress and early outcomes of Minnesota's five Connected Communities pilot sites.
- Analyze lessons learned from cross-sector collaborations that support community aging infrastructure.
- Apply key strategies from the pilot experience to participants' own communities, even without grant funding.

Shanna Eckberg, Consultant, St. John's Lutheran Community, Albert Lee; Maggie Fresonke, Healthcare Strategist, Perham Health, Perham; Stacy Mohs, Director of Community Connections, Guardian Angels Senior Services, Elk River; Kristin Rucks, Vice President of Development and Marketing, Bethesda, Willmar; Lindsey Sand, Vice President of Population Health, Vivie, Alexandria; and Facilitator: Gina DiMaggio, Foundation Director, Leadin-

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

gAge Minnesota Foundation, Minneapolis

308 – Staff Education Programs (AL, NH; Peer Genius)

- Describe the education and competency expectations outlined in Minnesota statutes and federal long-term care regulations.
- Recognize the link between staff education programs and survey readiness, quality improvement, and resident safety outcomes.
- Integrate education into daily operations to reinforce professional standards, teamwork, and resident-centered care.

Morgan Johnson, RN, Clinical Nurse Supervisor, and Lisa Martin, LALD, Executive Director, Farmstead Care of Moorhead; and Moderator: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, St. Paul

309 – The Resident Application Process: What's Legal and What's Not (AL, IL)

- Identify key and most common components of an effective tenant application process.
- Recognize what is and isn't permitted under federal, state, and local fair housing and discrimination laws — including HUD guidelines and city-specific renter protections.
- Discuss specific contract requirements for long-term care providers.

Rebecca Coffin, Attorney, Rodé & Coffin, LLC, St. Paul; and Michael Vraa, Managing Attorney, HOME Line, Bloomington

310 – Cybersecurity, Risk Management, and the Impact of Emerging AI Tools (All Settings; Peer Genius)

- Identify key cybersecurity threats and vulnerabilities specific to aging services providers and strategies to mitigate them through proactive risk management.
- Apply best practices for building a culture of cybersecurity awareness, resilience, and accountability across all levels of the organization.
- Examine how artificial intelligence is influencing cybersecurity—both as a tool for enhancing defense and as a potential source of new risks.

Shawn Johnson, Vice President, Information Technology, Benedictine, Fridley; and Kory Nadeau, Vice President of IT, Presbyterian Homes and Services, Roseville

311 – Guiding for the Future: The Board's Role in Strategic Planning Amid Change (AL, IL, NH)

- Identify the key responsibilities of board members in the strategic planning process within aging services organizations.
- Understand the external forces reshaping the sector and how boards can help organizations respond.
- Learn strategies to foster strong board-executive collaboration that drives mission-aligned innovation and long-term success.

John Capasso, MHSA, Senior Vice President, Senior Care, and Erin Shvetzoff Hennessey, MA, NHA, CPG, Chief Executive Officer, Health Dimensions Group, Hopkins

4 – 4:15 p.m.

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

Connection Break

4:15 – 5:15 p.m.

CONCURRENT SESSIONS

401 – Honoring Culture Needs in Elder and Disability Health Care (All Settings; Peer Genius)

- Recognize the impact of cultural values and traditions on health care perceptions and decision-making among elders and individuals with disabilities.
- Identify strategies for providing culturally grounded, person-centered care that respects clients' languages, traditions, and lived experiences.
- Develop skills to navigate cross-cultural communication challenges and build trust with clients from diverse cultural backgrounds in elder and disability health care settings.

Jae England-Sullivan, Director of 245D Services, Circle of Life, Shoreview

402 – From Insight to Action: Driving Quality Outcomes Through Data and Process (AL, IL, NH)

- Define the CMS 5-Star quality measures for skilled nursing facilities and understand their impact on outcomes.
- Outline effective strategies that enhance care and lead to improved quality measures.
- Understand the quality processes that drive better outcomes and improved 5-Star ratings.

Veronica James, RN, RAC-CT, Vice President of Clinical Reimbursement, and Barb Klick, RN, MBA, Executive Vice President of Quality, Health Dimensions Group, Hopkins

403 – Who is the Medical Decision-Maker? (AL, NH)

- Understand the differences among various documents that can help inform who the medical decision-maker is.
- Discuss these tools in the context of honoring patient choices and complying with legal requirements.
- Explore ways to manage disputes when disagreements arise regarding the course of care.

Maggie, Green, J.D., B.S., Attorney, and Tracy Jacobs, J.D., B.S., Attorney, Winthrop & Weinstine, P.A., Minneapolis

404 – Food Code Requirements, Frequent Citations, and Resources for Compliance (ADS, AL)

- Review the types of kitchen surveys for assisted living and adult day services, what to expect during survey, and how to prepare.
- Discuss recent assisted living licensure survey trends related to food code and how to avoid getting cited.
- Review the Minnesota Food Code and a new Food Code Toolkit that will help you maintain compliance.

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

Pierre Genereux, Chef, Culinary Director, and Dawn Nickleson, CDM, CFPP, Pastry Chef, Owner, Passion for Dining and Nutrition, Cottage Grove

405 – Minnesota OSHA Inspections – Is Your Community Prepared? (AL, NH)

- Understand the inspection process, types, and priorities for Minnesota OSHA in the healthcare sector.
- Identify inspection trends including the most frequently cited standards and best practices to avoid citations and penalties.
- Discuss the significance and requirements for respiratory protection program requirements as they relate to the healthcare sector.

Autumn Gomez, Senior Industrial Hygienist, Rasana Rana, Senior Industrial Hygienist, Workplace Safety Consultation, and Emily Tintes-Schiwal, Senior Industrial Hygienist, OSHA Compliance, Minnesota Department of Labor and Industry, St. Paul

406 – Assisted Living and Comprehensive Home Care License Updates (AL, HCBS)

- Identify current survey trends in assisted living and home care settings.
- Explain what variance requests are, when it is appropriate to request one, and how they can support compliance.
- Apply knowledge of licensing laws, rules, and available resources to prevent citations and maintain regulatory compliance.

Casey DeVries, Regional Evaluation Supervisor, Amy Hyers, RN, Evaluation Regional Operations Manager, and Daphne Ponds, RN, MSN, JD, State Executive Operations Manager/OHFC Director, Minnesota Department of Health, St. Paul

407 – Navigating Minnesota's Nursing Complaint and Investigation Process (AL, NH)

- Explain the Minnesota Board of Nursing's complaint and investigation process, including stages from report intake through final resolution.
- Identify common situations and statutory triggers that result in a nurse being reported to the Board under Minn. Stat. §§148.261–148.263.
- Apply best practices for responding to Board inquiries professionally and maintaining documentation that supports compliance and accountability.

Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, St. Paul; and Robert Rodè, JD, President/Partner, Rodè & Coffin, LLC, St. Paul

408 – Strengthening Retention Through Gratitude and Connection (All Settings)

- Create a culture that attracts candidates who value belonging and appreciation.
- Identify how gratitude influences workplace culture, engagement, and retention.
- Demonstrate practical ways to apply the “Know the Person” approach to build trust, strengthen relationships, and support individuals.

Heather Johnson, RN, BSN, PHN, Executive Director, and Kelly Klund, Resource Nurse, Empira, Edina

SESSION SCHEDULE (IN-PERSON)

WEDNESDAY, FEB. 11, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

409 – How to De-Escalate Yourself, Family Members, Staff, and Residents (All Settings)

- Learn and apply protocols and ethical strategies for de-escalation to reduce resistance during client encounters.
- Recognize how your internal mood state can interfere with effective de-escalation.
- Develop skills to use your “mental health stethoscope” to assess the “6 Flavors” of a human being.

Dr. John Brose, PhD, LP, LMFT, LADC, CEO, Owner, Clinical Director, Associated Clinic of Psychology, Minneapolis

410 – IT Strategy Leader Panel – What's Next for Technology in Aging Services (All Settings; Peer Genius)

- Explore current and emerging information technology priorities impacting aging services organizations, including innovation, data, and infrastructure needs.
- Gain insights from IT leaders on effective strategies to align technology investments with organizational goals and long-term sustainability.
- Identify opportunities for collaboration, knowledge-sharing, and innovation that strengthen the role of IT in enhancing quality, efficiency, and resident experience.

Christian Gustafson, Chief Technology Officer, Vista Prairie Communities, Champlin; Reed Hofmann, Vice President IT/CIO/CISO, St. Francis Services of Morris; Shawn Johnson, Vice President, Information Technology, Benedictine, Fridley; and Kory Nadeau, Vice President of IT, Presbyterian Homes and Services, Roseville

411 – Be a PDPM Change Maker! Strategies for a Successful Medicaid Transition (NH)

- Understand the impact of recent MDS 3.0 changes on reimbursement, care planning, and interdisciplinary team processes.
- Learn from PDPM implementation strategies across more than 20 states and apply relevant insights to Minnesota's Medicaid landscape.
- Optimize PDPM compliance and reimbursement by aligning accurate documentation with quality improvement efforts and leveraging technology to improve outcomes.

Eugene Gonsiorek, PhD, NHA, Vice President of Clinical Regulatory Standards, PointClickCare, Lakeview, N.Y.; and Genice Hornberger, RN, RAC-CT, Regulatory Affairs Director, PointClickCare, Troy, Ohio

5:15 p.m.

Adjourn for the Day

8 – 11 p.m.

Opening Night Jackpot Jam

(See page 50.)



PROUD GOLD SPONSOR OF LEADINGAGE MINNESOTA

We Provide HR for Senior Care.

Services

- Payroll
- HR Administration
- Talent Acquisition
- Employee Benefits
- Strategy & Compliance
- Labor Management



proCare HR

VISIT US AT BOOTH 211
LEARN MORE AT PROCAREHR.COM

CAPITAL FINANCING SOLUTIONS

Senior Living and Health Care

We offer financing for senior living and health care projects.

Our Team



Aaron Schroeder
Managing Director



Craig Theis
Managing Director



Frank Hogan
Managing Director



Kurt Apfelbacher
Managing Director

P: 612.376.4000 | colliers.com

Colliers
Securities

Colliers Securities is a member SIPC/FINRA.




LOTUS
PHARMACY

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12

TRACKS FOR SESSIONS

AL – Assisted Living
ADS – Adult Day Services
HCBS – Home- and Community-Based Services
IL – Independent Senior Housing
NH – Nursing Home
Peer Genius – providers sharing expert, hands-on insights

CEU TYPE	Today's Sessions Eligible for Hours/Units
MN Board of Long Term Services and Supports	All Sessions
MN Board of Social Work	General Session, 502, 503, 504, 601, 603, 701, 702, 704, 706, 708, 802, 807
MN Board of Nursing	General Session, 502, 504, 505, 507, 508, 602, 605, 607, 704, 707, 708, 801, 805, 806, 807, 808
National Certification Council for Activity Professionals	General Session, 502, 503, 601, 701, 702, 704, 706, 708, 802
Certifying Board for Dietary Managers and Association of Nutrition and Food Service Professionals	General Session, 604, 701, 708

Note: Sessions have been submitted for board approval of continuing education activities.

Final approval will be posted when received. General certificates will also be available to submit to other credentialing bodies.

8:30 – 9:30 a.m.

CONCURRENT SESSIONS

501 – AI, Analytics, and Liability: Simplifying Data Use in Senior Living (AL, IL)

- Examine the expanding role of AI in senior living and its potential impact.
- Understand discoverable data and how data governance supports your goals.
- Identify actionable steps for applying AI responsibly and with accountability.

Mark Anderson, MPH, Chief Client Officer, Eldermark, Minneapolis; and Robert Rodè, JD, President/Partner, Rodè & Coffin, LLC, St. Paul

502 – Breaking the Forgetting Curve: Five Strategies for Training that Sticks (All Settings)

- Identify five evidence-based methods to enhance knowledge retention and improve training effectiveness.
- Define competence in the context of professional learning and explore techniques to support and increase it.
- Recognize the critical role supervisors and leaders play in reinforcing learning and driving real-world application.

Sarah Stein, Educational Services Coordinator, STAR Services, St. Paul

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

503 – Public Policy: 2026 Legislative Session Impacts to Older Adult Services (All Settings)

- Understand how the political landscape of the 2026 Legislature will shape policy priorities over the upcoming legislative session and beyond.
- Identify emerging public policies that will likely be considered in the 2026 Legislative Session.
- Explain potential policy and regulatory issues to be addressed through the work of various state agencies.

Shelli Bakken, LALD, LSW, Director of Housing Policy and Expert Support, Erin Huppert, Vice President of Advocacy, and Kayla Khang, Government Affairs Manager, LeadingAge Minnesota, Minneapolis

504 – Ensure Safety and Compliance: Assisted Living Maltreatment Investigations (AL)

- Understand when and how to report suspected maltreatment in assisted living.
- Identify key components of a thorough investigation.
- Explore root cause analysis techniques to identify underlying problems and prevent recurrence.

Julie Dietz, RN, Chief Clinical Officer, Senior Care Solutions, Stillwater

505 – Office of Health Facilities Complaints Update (AL, NH)

- Identify types of reports received and how they compare to previous year's reports.
- Understand issues and themes that may inform how to prevent issues in your setting.
- Review how the OHFC Rapid Response team responds to maltreatment reports.

Matthew Heffron, JD, NREMT, State Rapid Response Operations Manager, Health Regulation Division / Office of Health Facility Complaints, Minnesota Department of Health, St. Paul

506 – Fire Safety Updates for Assisted Living, Independent Living, and Adult Day Services (ADS, AL, IL)

- Understand which fire safety requirements apply to independent living, assisted living, and adult day services.
- Learn specific requirements for fire alarm systems, locking arrangements, and other building features.
- Clarify the roles of the Minnesota State Fire Marshal and local fire code officials in interpreting and applying applicable codes.

Speaker to be announced

507 – Nursing Home Survey Findings (NH)

- Learn about common Immediate Jeopardy findings.
- Compare and contrast Immediate Jeopardy Removal Plans.
- Identify effective strategies for writing plans of correction.

Shannon Gilb, Regional Operations Manager, and Sarah Grebenc, MSW, Executive Regional Operations Manager, Federal Team - Health Regulations Divisions, Minnesota Department of Health, St. Paul

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

508 – Nurse Leadership Panel (AL, HCBS, NH; Peer Genius)

- Describe effective nursing leadership traits.
- Discuss essentials for achieving leadership effectiveness.
- Identify where you are in your personal nursing leadership journey.

Shelly Hanneken, BSN, LNHA, LALD, SNF Quality Director, St. Francis Health Services of Morris; Jesse Noska, RN, LALD; Director of Clinical Quality, ProgressiveCare, Grand Rapids; Brianna Olson, BSN, RN, LALD, PHN, Housing Clinical Consultant, Vitality Healthcare Management, Aitkin; and Moderator: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, St. Paul

9 a.m. – 12:30 p.m.

Exhibit Hall Exploration Hours

9:30 – 10:30 a.m.

Dedicated Exhibit Hall Exploration Hour

10:30 – 11:30 a.m.

CONCURRENT SESSIONS

601 – Will AI Replace Chaplains? (All Settings; Peer Genius)

- Explore historical examples of how various religious groups have responded to previous technological advances and how that might guide the future.
- Understand how the creation of an AI generated chat bot of a deceased loved one might both support their grief process and possibly extend it into unhealthy modes of care.
- Evaluate some of the challenges, concerns, and ethical considerations involved when ministers or others create chat bots of living spiritual figures.

Rev. Christopher Beckman, BCCi, Corporate Director of Spiritual Care, Ebenezer, Edina

602 – Beyond the Binder: Bringing Emergency Preparedness to Life in Assisted Living (AL)

- Identify strategies to move from written emergency plans to real-world application and team readiness.
- Describe how to effectively conduct drills that go beyond checking a box and actually test staff readiness.
- Apply creative and compliant approaches to emergency preparedness training, drills, and scenario-based learning.

Niki Ballingrud, RN, LALD, Executive Consulting Director, and Ashley Klipstein, LALD, SWD, Operations Specialist, Advanced Health Institute, Bloomington

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

603 – Beyond the Bulletin Board: Empower Your Team to Communicate with Clarity (All Settings; Peer Genius)

- Identify the core elements of a scalable internal communications strategy, even without a formal communications role.
- Develop a practical message cascade plan to use for team updates, changes, and recognition efforts.
- Equip frontline and mid-level managers with ready-to-use tools that make communication part of their daily leadership practice.

Libbie Chapuran, Director of Communications, Vivie, Minnetonka

604 – Menu Matters: Elevating Dining Through Resident Engagement (All Settings)

- Review common concerns from residents of senior communities related to food and dining services.
- Explore strategies for engaging residents and responding to feedback.
- Discuss best practices for planning meals and snacks in senior living.

Dawn Nickleson, CDM, CFPP, Pastry Chef, Owner, Passion for Dining and Nutrition, Cottage Grove; and Emma Shepard, Self-Advocacy Specialist, Minnesota Department of Human Services, St. Paul

605 – Microbes on the Move: Containing C. diff and Other Unwanted Guests in LTC (AL, NH)

- Explain the epidemiology, transmission routes, and clinical relevance of Clostridioides difficile, carbapenem-resistant organisms (CRO/CRE), Candida auris, and multidrug-resistant gram-negative bacteria in long-term care environments.
- Identify current CDC and state public-health guidance for detection, prevention, and containment of multidrug-resistant organisms in nursing homes and assisted living communities.
- Apply practical infection-prevention, environmental cleaning, and antibiotic-stewardship strategies to reduce the spread and impact of these pathogens through interdisciplinary teamwork and quality-improvement systems.

Bree Friedman, Epidemiologist Intermediate, Surveillance Unit, and Kristi Juaire, RN, CIC, Nurse Specialist, Infection Control Assessment and Response (ICAR), Minnesota Department of Health, St. Paul

606 – Excellence in Practice Award Presentations – Workforce Initiatives (ADS, AL, NH; Peer Genius)

- Discover practical ideas and initiatives implemented by two member organizations who have received LeadingAge Minnesota's Excellence in Practice Awards.
- Identify best practices in onboarding and orientation programs that create a more engaged workforce, reduce turnover, and foster a homelike environment for residents as implemented by Samaritan Bethany.
- Describe how organization-wide de-escalation training enhances staff safety, emotional well-being, and resident care as implemented by Cassia.

Tanya Black, Assistant Clinical Mentor, Samaritan Bethany Home on Eighth, Rochester; Pam Hayle, ACC, S.F.P.T., Director of Safety and Quality Support, Cassia, Edina; and Moderator: Barbara Landeen, Senior Director of Leadership and Member Experience, LeadingAge Minnesota, Minneapolis

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

607 – Safe Lift in Action: Human-Centered Practices for Mechanical Lift Safety (AL, NH; Peer Genius)

- Understand how Safe Lift practices enhance mechanical lift safety by addressing human factors and system design.
- Learn implementation strategies and tools to successfully adopt Safe Lift practices at the site level.
- Gain insights from providers in the field and leave with take-home strategies to increase safety, reduce falls, and build staff confidence.

Julie Apold, PhD, Vice President of Quality, LeadingAge Minnesota, Minneapolis; and a Safe Lift Member Organization to be announced

608 – Teamwork in AR: How Administrators and Finance Partner for Success (AL, NH; Peer Genius)

- Identify what can be done prior to admission to minimize risk of non-payment.
- Understand what is a reasonable expectation for aging Accounts Receivable.
- Take away advice from current and former administrators that can be implemented in your communities.

Margaret Brandt, LSW, RN, LNHA, LALD Administrator/CEO St. Luke's Lutheran Care Center, Blue Earth; Jessi Muras, LNHA, Administrator, Sauer Healthcare, Winona; John Huhn, LNHA, Vice President of Senior Living Operations, Community Living Solutions - A Division of DBS Group, Minneapolis; Robert Rodè, JD, President/Partner, Rodè & Coffin, LLC, St. Paul; and Moderator: Kim Conner, Business Office Consultant, Pope & Conner Consulting, Inc., Hudson, Wis.

11:30 a.m. – 12:30 p.m.

Snacks in the Exhibit Hall

12:30 – 2:15 p.m.

General Session

**The Science of Stuck: Tools for Change
Makers in Challenging Times**

Britt Frank, LSCSW, SEP, Speaker, Author, Adjunct Professor, Human Behavior Expert, Kansas City, Mo.

(See page 13.)

2:15 – 2:30 p.m.

Connection Break

sponsored by

WIPFLI

PIPER | SANDLER

**We are proud to be an annual
Silver Sponsor of LeadingAge
Minnesota**

Contact us for more information:



Brad Wirt
MANAGING DIRECTOR



Anna Starks
VICE PRESIDENT

pipersandler.com

Since 1895. Member SIPC and NYSE. © 2024 Piper Sandler & Co. CM-24-1871 11/24

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

2:30 – 3:30 p.m.

CONCURRENT SESSIONS

701 – Leading with Clarity: Gaining Traction using Operational Fundamentals (AL, HCBS, IL, NH; Peer Genius)

- Learn approaches for assessing your team and understanding their strengths and opportunities for alignment.
- Understand how to set SMART goals that align with your mission and vision.
- Receive tools to identify key performance indicators, improve time management, and move big rocks to get results.

Jim Bettendorf, President and CEO, Vista Prairie Communities, Champlin; Annette Greely, Ed.D, MS, HSE, Chief Executive Officer, American Baptist Homes of the Midwest, Eden Prairie; Melissa Kirchhoff, LALD, CEC, Principal Consultant, Adept Senior Living Solutions, Lakeville; and Kris Jacobson, MBA, LNHA, LALD, Executive Consultant, Adept Senior Living Solutions, Ham Lake

702 – Training Your Team to Use GenAI with Confidence (AL, NH; Peer Genius)

- Identify common tasks within senior living departments that are well-suited for GenAI support.
- Examine ethical considerations and common risks related to AI-generated outputs in real-world settings.
- Develop a department-specific GenAI standard operating procedure that includes use guidelines, review processes, and team resources.

Angi Moore, Certified Digital Marketing Expert (CDME), Professional Certified Marketer (PCM), Director of Digital Marketing, Ebenezer, Edina

703 – Using Existing Buildings to Create a New Assisted Living (AL, NH)

- Understand the assisted living physical environment regulatory process when submitting for an assisted living license or construction project.
- Analyze the 2018 NFPA Life Safety Code and 2018 FGI barriers that would prevent obtaining a new license.
- Review design and construction lessons learned through a case study discussion.

Michael Mireau, Licensed Architect, Owner, The Source Assisted Living Consultants, Hudson, Wis.

704 – Before Goodbye: How Storytelling Supports Anticipatory Grief (AL, IL)

- Define anticipatory grief and describe its emotional, relational, and spiritual impact across care settings, distinguishing it from other forms of grief.
- Demonstrate how storytelling fosters connection, meaning-making, and emotional regulation for individuals and families experiencing anticipatory grief.
- Apply reflective prompts and legacy-centered questions to initiate meaningful, healing conversations before loss or major life transitions.

Thomas Waknitz, M.Div., Chaplain / Doula, OneMTL, LLC, Minneapolis

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

705 – Navigating Reimbursement Models: MN Case Mix, VBP, and QRP Demystified (NH; Peer Genius)

- Describe the foundational principles of Minnesota's Case Mix System and its impact on facility-level payment.
- Identify strategies for optimizing reimbursement captured through accurate documentation, coding, and assessment practices.
- Summarize expanded components of the CMS Value-Based Purchasing and Quality Reporting System to avoid Medicare penalties.

Michelle Stober, RN, BSN, Nurse Consultant/CEO, Senior Care Solutions, Stillwater; and Anna Olinger, Administrator, PRN Consultant, Aurora on France TCU, Edina

706 – Communicating and Engaging with Resident Families (AL, NH)

- Identify how best to partner with the Office of Ombudsman and opportunities for staff training.
- Understand the value, requirements, and best practices for effective communication with residents and their families.
- Describe strategies to build and sustain meaningful Resident and Family Councils and support groups that foster engagement and collaboration.

Maisie Blaine, MSW, Policy Specialist, and R. Brian Stamschror, Resident and Family Advisory Council Education (RFACE) Specialist, Minnesota Office of Ombudsman for Long-Term Care, Minnesota Board on Aging, St. Paul

707 – Technology at Work: Provider Innovation Applications for Safer Care (AL, NH; Peer Genius)

- Describe how a variety of emerging technologies—including hygiene, monitoring, dietary, and engagement tools—can be integrated into care processes to improve resident safety and wellbeing.
- Identify effective implementation strategies and change management approaches that support successful adoption of new technologies.
- Apply lessons learned and best practices from a provider's experience to guide your own organization's efforts to enhance safety, efficiency, and resident-centered care through technology.

Autumn Herzog, LNHA, Administrator/Director of HR, Browns Valley Health Center, Browns Valley

708 – How New American Workforce Strategies Strengthen Long-Term Care (All Settings, Peer Genius)

- Explore the organizational and community benefits of recruiting and integrating New Americans into the long-term care workforce, drawing from real-world examples of successful provider initiatives.
- Understand how to apply practical strategies and membership resources, such as the Employer Guide: How to Recruit, Retain, and Advance New Americans in Long-Term Care, Employer Collaborative, the Multilingual Video Series for New Americans in MN, and other resources, to strengthen recruitment and retention practices within participants' organizations.
- Evaluate proven approaches to engage New American communities, identifying action steps to adapt these models for your workforce.

Panelists: Joshua Orenge, RN, MSN, LALD, Director of Nursing, The Birches at Trillium Woods Health Center, Plymouth; Sheila Tandingan, RN, Onboarding Program Manager Presbyterian Homes and Services, Roseville; Tecla Welch, RN, Director of Health Services, Catholic Eldercare, Minneapolis; Roger White, LNHA, SPHR, SHRM-CP, Associate Administrator, Mount Olivet Careview Home, Minneapolis; and Moderator: Kirstan Ketter, Foundation Project Manager, LeadingAge Minnesota Foundation, Minneapolis

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

3:30 – 3:45 p.m.

Connection Break

3:45 – 4:45 p.m.

CONCURRENT SESSIONS

801 – MDS Accuracy: Updates, Compliance, and Outcomes (NH)

- Explain the justification and heightened significance of overseeing MDS accuracy.
- Illustrate the changes to the regulatory guidance on MDS accuracy.
- Evaluate three methods to ensure documentation meets the MDS assessment requirements.

Colleen Toebe, MSN, CWCN, RAC-MTA, RAC-MT, DNS MT, Vice President of Clinical Services, Pathway Health, Lake Elmo

802 – Radical Acceptance: Find Peace and Power by Ending Your Battle with Reality (All Settings; Peer Genius)

- Introduce Radical Acceptance as a skill—distinct from resignation or fatalism—that builds empowerment and resilience and reduces suffering in circumstances beyond our control.
- Explore how Radical Acceptance can transform our approach to processing, healing from, and navigating difficult or painful experiences in the past, present, or future.
- Engage in a pragmatic Radical Acceptance practice to develop or deepen competence and confidence in this challenging but transformative skill.

Erin Hurley Robinson, M.Div., M.A., Mental Health First Aid Instructor, Team Chaplain Manager, Vivie, Minnetonka

803 – MN Statute 144G and How it's Affecting Assisted Living Buildings (AL)

- Recognize the physical environment and fire safety requirements included in Minnesota's assisted living licensure law, including the 2018 Life Safety Code and the 2018 FGI.
- Distinguish how different portions of an assisted living facility or campus will be surveyed after an addition, alteration, or new building is added to the license.
- Understand the assisted living physical environment regulatory process when submitting for an ALFDC license or construction project.

Michael Mireau, Licensed Architect, Owner, The Source Assisted Living Consultants, Hudson, Wis.

804 – Solving the Staffing Crunch with AI and Smart Automation (AL, IL, NH; Peer Genius)

- Identify high-burden HR tasks causing dissatisfaction and turnover and learn how AI can flag early warning signs of caregiver attrition to improve retention.
- Evaluate the impact of automating tasks like onboarding, OIG checks, credential tracking, and care plan updates to reduce admin load and support care teams.
- Develop a practical, non-technical plan to pilot AI and use real-time SMS scheduling to fill last-minute shift gaps and scale within existing HR systems.

Vipin Bharadwaj, MBA and AI certifications, CEO, NuAig, Edison, N.J.; and Mark Leonard, Chief Executive Officer, United Methodist Communities, Neptune, N.J.

SESSION SCHEDULE (IN-PERSON)

THURSDAY, FEB. 12, cont'd.

TRACKS FOR SESSIONS

AL – Assisted Living
ADS – Adult Day Services
HCBS – Home- and Community-Based Services
IL – Independent Senior Housing
NH – Nursing Home
Peer Genius – providers sharing expert, hands-on insights

805 – Nursing Home Rate and Policy Update (NH)

- Describe the 2026 rate setting process for nursing homes and implementation of the PDPM transition, operating rate caps, and minimum wage rate add-on.
- Discuss the auditing process and issues that come up regularly in the setting of care center payment rates.
- Provide an update on the work of the Nursing Home Workforce Standards Board.

Kim Brenne, Audit Director, Jane Gottwald, NFRP Audit Director, and Shelly Jacobs, State Program Administrator, Principal, Aging, Minnesota Department of Human Services, St. Paul

806 – Licensing Update for Nursing Homes (NH)

- Understand the steps in the nursing home licensure renewal process.
- Review requirements for skilled nursing bed layaway.
- Discuss the current process and challenges from licensing renewals and changes of ownership.

Shellae Dietrich, Federal Operations Manager, Rick Michals, Executive Regional Operations Manager, and Kia Moua, Federal LCR Supervisor, Health Regulation Division, Minnesota Department of Health, St. Paul

807 – Nurses Peer Support Network: Mental Health and Addiction (All Settings; Peer Genius)

- Identify available peer support resources and referral options within the Minnesota Nurse Peer Support Network.
- Apply confidentiality principles that protect nurses seeking assistance through peer support programs.
- Recognize the importance of fostering psychological safety in nursing practice environments that encourage openness, mutual support, and help-seeking without fear of judgment.

Nurse Peer Support Network members to be announced, and Moderator: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, St. Paul

808 – Global Solutions to Minnesota's Nursing Shortage: The Role of International RNs (ADS; HCBS, IL, NH)

- Explain the key causes of Minnesota's nursing shortage and why it is projected to worsen through 2035.
- Describe the standard business practices and processes involved in hiring international nurses.
- Outline the legal visa pathways and timelines for employing international nurses in Minnesota.

James Kaiser, JD, MA, Co-Founder, Project Workforce International Inc. St. Louis Park

4:45 p.m.

Conference Adjourns



PROUD TO BE AN ANNUAL GOLD SPONSOR

SAVINGS AND SOLUTIONS FOR MINNESOTA'S AGING SERVICES PROVIDERS



STACY ROGERS

*Vice President of
LeadingAge Minnesota Solutions*

**Our mission is to bring
services to our members.**

VISIT WWW.LEADINGAGEMN.ORG/SOLUTIONS



Employee Owned - Est. 1884

Providing Long Term Care Pharmacy
services for over 30 years.

1-800-816-2887

www.thriftywhite.com

Debbie Hjelmeland
Long Term Care Marketing Manager

Tim Peterson
Long Term Care Marketing Manager

NUMBERS. PEOPLE.

It takes balance.™



We'll get you there.

CPAs | CONSULTANTS | WEALTH ADVISORS

Matt Wocken | 612-376-4500 | CLAconnect.com

©2024 CliftonLarsonAllen LLP. CLA (CliftonLarsonAllen LLP) is an independent network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

LEADINGAGE MINNESOTA QUALITY TRACK



A COMPREHENSIVE AND PRACTICAL APPROACH TO QUALITY

Quality Conference-Within-A-Conference

Our shared goal is to provide quality care and services to our residents and program participants. This requires a culture focused on continuous learning and improvement.

This “conference-within-a-conference” includes five in-person education sessions devoted to key quality and safe care issues, with five more sessions included in the virtual Institute.

Contact [Julie Apold](#), Vice President of Quality, to learn more about LeadingAge Minnesota quality programs and resources.



NEW - INFORMATION TECHNOLOGY TRACK

As technology becomes an essential driver of organizational success, IT professionals in aging services are leading efforts to modernize systems, strengthen partnerships, and safeguard data. Four complementary sessions are being offered this year covering both strategic insights and practical takeaways—from partnership models and infrastructure modernization to cybersecurity and forward-looking leadership perspectives.

Wednesday, Feb. 11

- 107 – Technology Partnerships that Work — Outsourcing and Co-Management from 8:30 – 9:30 a.m.
- 204 – Building a Strong Foundation — Modernizing IT Infrastructure from 1:30 – 2:30 p.m.
- 310 – Cybersecurity, Risk Management, and the Impact of Emerging AI Tools from 3 – 4 p.m.
- 410 – IT Strategy Leader Panel — What's Next for Technology in Aging Services from 4:15 – 5:15 p.m.

Quality Conference Sessions

Wednesday, Feb. 11

- 108 – Driving Quality Through Innovation: Lessons from Minnesota’s PIPP Program from 8:30 – 9:30 a.m.
- 303 – The Performance Excellence Journey: Getting Started with Baldrige from 3 – 4 p.m.
- 402 – From Insights to Action: Driving Quality Outcomes Through Data and Process from 4:15 – 5:15 p.m.

Thursday, Feb. 12

- 607 – Safe Lift in Action: Human-Centered Practices for Mechanical Lift Safety from 10:30 – 11:30 a.m.
- 707 – Technology at Work: Provider Innovation Applications for Safer Care from 2:30 – 3:30 p.m.

Virtual Quality Conference Sessions

- V1202 – Managing Risks for Assisted Living on March 3, 10 – 11 a.m.
- V1302 – Preventing Medication Errors When Medications are Not Available to Administer on March 3, 11:30 a.m. – 12:30 p.m.
- V1402 – The Leader’s Top 10 on March 4, 8:30 – 9:30 a.m.
- V1801 – Turning Your 5-Star Report Into Action: Quality Data to Drive Improvement on March 5, 10 – 11 a.m.
- V1901 – From Metrics to Meaning: Making Sense of Quality Data in Senior Care on March 5, 11:30 a.m. – 12:30 p.m.

VIRTUAL SESSION SCHEDULE

TUESDAY, MARCH 3

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

CEU TYPE	Today's Sessions Eligible for Hours/Units
MN Board of Long Term Services and Supports	All Sessions excluding V1303
MN Board of Social Work	V1101, V1102, V1103, V1201,
MN Board of Nursing	V1101, V1102, V1203, V1302
National Certification Council for Activity Professionals	V1101, V1102, V1103, V1201
Certifying Board for Dietary Managers and Association of Nutrition and Food Service Professionals	V1101, V1301

Note: Sessions have been submitted for board approval of continuing education activities.

Final approval will be posted when received. General certificates will also be available to submit to other credentialing bodies.

8:30 – 9:30 a.m.

CONCURRENT SESSIONS

V1101 – Interdisciplinary Approaches to Nutrition Care: Collaboration Across Teams (AL, IL, NH)

- Understand the critical role of nutrition in resident health and how it intersects with other care domains.
- Apply strategies for effective interdisciplinary communication and collaboration in nutrition care planning.
- Identify tools and technologies that support integrated, team-based approaches to nutrition in long-term care.

Amy Wootton, RDN, LDN, Head of Nutrition and Food Services Technology, MatrixCare, Bloomington

V1102 – Dementia Care Models: Leadership Lessons from the GUIDE Pilot (AL, NH)

- Examine Medicare's Guiding and Improved Dementia Experience (GUIDE) Model as an alternative approach to dementia care and its first-year outcomes.
- Identify how to mitigate negative impacts of dementia caregiving by providing tools needed to cope and understand the journey ahead.
- Discuss key lessons and strategies from the GUIDE Model that leaders can apply in various care settings to promote equity and support caregivers.

Martha Etzell, LSW, CDP, CPPM, Senior Director of Value Based Care Management, and Anna Stanislawski, AGPCNP-BC, Minnesota Clinical Practice Director, Bluestone Physician Services, Mankato

VIRTUAL SESSION SCHEDULE

TUESDAY, MARCH 3, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living
ADS – Adult Day Services
HCBS – Home- and Community-Based Services
IL – Independent Senior Housing
NH – Nursing Home
Peer Genius – providers sharing expert, hands-on insights

V1103 – Beyond Burnout: Contemplative Strategies for Changemaking Caregivers (AL, NH, IL)

- Identify key internal sources of caregiver burnout, reframing them through the Buddhist concepts of Dukkha (suffering) and the Kleshas (emotional obstacles), enabling them to proactively address challenges and embody the “Changemakers” spirit.
- Apply at least two “micro-practices” of mindfulness and one heart-centered practice (like Self-Compassion or Sympathetic Joy) to manage in-the-moment stress and cultivate emotional resilience, thereby strengthening their capacity to lead and innovate.
- Explore how perspective shifts—such as seeing beyond roles (Interdependence) and recognizing Innate Dignity—can reduce feelings of personal burden and combat the cynicism that leads to burnout, fostering the courage needed to reimagine aging services.

Shane E. Hoffman, MA, ADC, Life Enrichment Director, The Pillars of Mankato

9:30 – 10 a.m.

Break

10 – 11 a.m.

CONCURRENT SESSIONS

V1201 – Empowering Care: Leveraging Technology for Family-Centric Support (All Settings)

- Recognize the diverse needs of families in aging services and the role of technology in addressing them.
- Evaluate inclusive tech tools that enhance communication and engagement across cultural and linguistic differences.
- Design actionable, culturally responsive strategies for implementing family-centric technology solutions.

Allison Rainey, APRN, FNP-BC, Head of Nursing and Clinical Informatics, MatrixCare, Knoxville, Tenn.

V1202 – Managing Risks for Assisted Living (AL)

- Review current assisted living claim trends and contributing factors.
- Define proactive risk management actions that support resident safety and defensibility.
- Describe specific actions that support recognition and response to change in condition and adverse events.

Cyndi Siders, MSN, RN, CPHRM, CPPS, DFASHRM, CEO/Executive Consultant, Siders HealthCare Consulting, LLC, Grand Forks, N.D.

V1203 – Adapting to Minnesota's Evolving Long-Term Care Population (All Settings)

- Analyze data specific to Minnesota to understand the changing age, cultural, and socioeconomic of long-term care residents and demand for specialized clinical interventions.
- Understand strategies for effectively identifying, managing, and supporting residents with mental health conditions, dementia-related behaviors, and substance use disorders.
- Discuss proactive strategies for workforce development, facility design, and service offerings to meet the anticipated needs of tomorrow's long-term care residents in Minnesota.

Simon Mittal, MD, MMM, CMD, CHMD, Founder, SMM Coaching & Consulting and Envisage Health, Roseville

VIRTUAL SESSION SCHEDULE

TUESDAY, MARCH 3, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

11 – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

CONCURRENT SESSIONS

V1301 – Implement a Team-Based Recruitment and Retention Strategy (All Settings)

- Identify the key components of recruitment and retention plans that align with the facility assessment.
- Describe how to implement a team-based approach for recruitment and retention.
- Review three tools that attendees can implement within their organization to support their workforce strategy.

Lisa Thomson, BA, LNHA, HSE, CIMT, Chief Operating Officer, Pathway Health, Lake Elmo

V1302 – Preventing Medication Errors When Medications are Not Available to Administer (AL, NH; Peer Genius)

- Identify the key factors contributing to medication errors caused by medications not available to administer, based on findings from the LeadingAge Minnesota Quality Committee work group.
- Describe effective processes and escalation protocols for timely response and resolution when a medication is unavailable, including staff communication and accountability strategies.
- Implement system-level strategies—such as cycle fill oversight, pharmacy collaboration, and redundancy planning—to reduce the risk of unavailable medications and strengthen medication safety culture.

Julie Apold, PhD, Vice President of Quality, LeadingAge Minnesota, Minneapolis; and provider member to be announced

V1303 – Minnesota Housing – MHFA and HUD Updates (HCBS, IL)

- Identify recent changes in HUD regulations and their impact on housing policies.
- Review updates on HOTMA — the Housing Opportunity through Modernization Act.
- Discuss Risk-Based Monitoring — Management and Occupancy Review procedures and protocols.

Jes Christiansen, COS, TCS, Senior Housing Management Officer, Minnesota Housing, St. Paul

VIRTUAL SESSION SCHEDULE

WEDNESDAY, MARCH 4

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

CEU TYPE	Today's Sessions Eligible for Hours/Units
MN Board of Long Term Services and Supports	All Sessions
MN Board of Social Work	V1403, V1601
MN Board of Nursing	V1403, V1503, V1601
National Certification Council for Activity Professionals	V1403, V1501, V1503, V1601, V1602, V1603
Certifying Board for Dietary Managers and Association of Nutrition and Food Service Professionals	V1403, V1501, V1603

Note: Sessions have been submitted for board approval of continuing education activities.

Final approval will be posted when received. General certificates will also be available to submit to other credentialing bodies.

8:30 – 9:30 a.m.

CONCURRENT SESSIONS

V1401 – Medicare Certified Home Care Agency Updates and Survey Findings (HCBS)

- Identify recent findings and citation trends for Medicare certified home care agencies, including a deeper dive into top deficiencies.
- Review the new regulation under Conditions of Participation – Organization and Administration of Services (i) HHA Acceptance-to-Services.
- Describe supervision expectations when no skilled services are provided in an episode and outline appropriate steps for addressing concerns with your surveyor.

Karen Aldinger, Health Facility Evaluation Supervisor Senior, and Nikki Harvey, Health Facility Evaluation Supervisor, Health Regulation Division, Minnesota Department of Health, St. Paul

V1402 – The Leader's Top 10 (NH)

- Understand the CMS reports (iQIES) available for SNF leaders to understand the current status and drive performance.
- Identify the Top 10 reports for operational use.
- Describe the key leadership strategies related to the Top 10 reports for positive operational outcomes.

Lisa Thomson, BA, LNHA, HSE, CIMT, Chief Operating Officer, Pathway Health, Lake Elmo

VIRTUAL SESSION SCHEDULE

WEDNESDAY, MARCH 4, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

V1403 – Best. Supervisor. Ever! Creating the Team of Your Dreams (All Settings)

- Assess your comfort and skill with important supervisory topics, determining which areas you feel confident and which you could use more development.
- Prioritize your workload to balance the needs of completing tasks and assignments with the demands of fostering supervisory relationships.
- Identify strategies and methods that you can bring back to your team and your workplace for immediate application.

Jennifer May, MA, Master Trainer Certification, Certified Trainer True Colors©, Narrative4 Certified Trainer, Vice President, STAR Services, St. Paul

9:30 – 10 a.m.

Break

10 – 11 a.m.

CONCURRENT SESSIONS

V1501 – The Shift Towards Wellness (AL, IL, NH)

- Identify the core dimensions of wellness and how a holistic approach can positively impact resident experience and community outcomes.
- Explore a step-by-step process to begin wellness planning, including budgeting and applying it across all levels of care.
- Understand how departments like dining and activities can consistently support wellness throughout the continuum of care.

Rebecca McCullough, MS, RDN, LD, CDP, FAND, Senior Vice President of Nutrition, Health and Wellness, NEXDINE Hospitality, Charlotte, N.C.

V1502 – Top Trends in Aging Services: Strategies for Success (AL, IL, NH)

- Gain insight into the top trends shaping senior living and care.
- Discover the strategies employed by successful providers to prepare for these imminent changes.
- Assess the potential impact of these trends on your organization and market positioning.

Erin Shvetzoff Hennessey, MA, NHA, CPG, Chief Executive Officer, Health Dimensions Group, Hopkins

V1503 – Maximizing Value with After-Hours and Weekend Nurse Triage (AL, NH, Peer Genius)

- Explain how after-hours and weekend nurse triage operates within a care setting.
- Identify the organizational and clinical benefits of implementing nurse triage services.
- Evaluate how nurse triage can reduce staff attrition, enhance care quality, and lower costs.

Mike McGuire, Co-Founder and CEO, Accelerated Care Solutions, Shakopee; Elsa Niska, LNHA, LALD, RN, Campus Administrator, Annandale Care Center, Annandale; and Calista Vos, BSN, RN, Director of Clinical Services, Faribault Senior Living, Faribault

VIRTUAL SESSION SCHEDULE

WEDNESDAY, MARCH 4, *cont'd.*

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

11 – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

CONCURRENT SESSIONS

V1601 – Substance Use and Associated Complexities (All Settings)

- Identify key distinctions between substance use, abuse, and dependence, and recognize how these patterns present in clinical settings.
- Examine the impact of manipulative behaviors on care dynamics and apply evidence-based strategies to maintain healthy boundaries and therapeutic rapport.
- Explore salutogenic principles and motivational interviewing techniques that support resilience, engagement, and recovery in individuals with substance use disorders.

Michael Goldsmith, LCSW, Certified Clinical Trauma Specialist for Individuals (CCTS), Vice President of Integrated Behavioral Health, Behavioral Care Solutions, Novi, Mich.

V1602 – Philanthropy in Action: Elevating Dementia Care through Lifelong Learning (ADS, AL, IL, NH, Peer Genius)

- Describe how philanthropy can drive innovation in senior living through community partnerships and lifelong learning initiatives.
- Identify evidence-based programs in music and arts that enhance quality of life for persons living with dementia.
- Explore training and development strategies for staff that promote creative engagement and legacy-building with residents.

Brendan Bannigan, MPA, CFRE, Director of Philanthropy, and Ann Schrempp, CDT, Timeslips Certified Facilitator, Dimensions Coordinator, Ebenezer, Edina; and Jennifer Ensign, LALD, Executive Director, and Kara Roberts, Dimensions Manager, Amira Choice Plymouth, Edina

V1603 – Build a High-Impact Workforce in Health Care Through Cross-Industry Insight (HCBS, NH)

- Analyze effective retention and engagement strategies used in hospitality, technology, and retail industries.
- Apply cross-industry approaches to solve workforce challenges in aging services settings.
- Design a draft implementation roadmap to pilot one new strategy within their organization.

Kecia Hayslett, RN, HCTC, CHWI, Founder and Executive Director, Excellence Health Career Center, Minneapolis

VIRTUAL SESSION SCHEDULE

THURSDAY, MARCH 5

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

CEU TYPE	Today's Sessions Eligible for Hours/Units
MN Board of Long Term Services and Supports	All Sessions
MN Board of Social Work	V1703, V1802, V1902, V1903
MN Board of Nursing	V1703, V1802, V1902, V1903
National Certification Council for Activity Professionals	V1703, V1802, V1902, V1903
Certifying Board for Dietary Managers and Association of Nutrition and Food Service Professionals	V1702, V1903

Note: Sessions have been submitted for board approval of continuing education activities.

Final approval will be posted when received. General certificates will also be available to submit to other credentialing bodies.

8:30 – 9:30 a.m.

CONCURRENT SESSIONS

V1701 – From Data to Decisions: How Medicaid Cuts Are Reshaping Strategy (AL, NH)

- Analyze how Medicaid reimbursement changes impact senior care operations at the service line level.
- Explore interactive modeling techniques to guide board-level decisions during fiscal uncertainty.
- Identify actionable operational strategies to maintain access and care standards under constrained budgets.

Matthew Borchardt, CPA, MA, Founder and CEO, Astrelis, Minnetrista; and Kris Jacobson, LALD, NHA, Executive Business Consultant, Adept Senior Living Solutions, Ham Lake

V1702 – Leveraging Labor Market Data to Shape Workforce Strategies (All Settings)

- Analyze rural and metro job seeker trends and labor force projections to understand their impact on the older adult services workforce, supporting strategic and responsive employer planning.
- Recognize Minnesota's statewide shortage of essential caregivers and assess the potential impacts of added workforce pressures.
- Explore new hiring opportunities by leveraging labor market forecasting.

Anthony Schaffhauser, Regional Analyst, Northwest Minnesota, Minnesota Department of Employment and Economic Development, St. Paul

VIRTUAL SESSION SCHEDULE

THURSDAY, MARCH 5, cont'd.

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

V1703 – The Role of Physical, Occupational, and Speech Therapists in LTC (AL, NH)

- Describe the distinct roles and scopes of practice of physical, occupational, and speech therapists in long-term care settings, including how each discipline supports resident safety and quality of life.
- Identify common conditions and functional deficits addressed by these roles to help maintain or improve mobility, ADL performance, cognitive-communication skills, and swallowing safety.
- Explain how interdisciplinary collaboration among therapy disciplines, nursing, and other care team members enhances resident outcomes.

Christen Bliss, MOT, RAC-CT, Vice President of Clinical Services, Blue Stone Therapy, Urbandale, Iowa

9:30 – 10 a.m.

Break

10 – 11 a.m.

CONCURRENT SESSIONS

V1801 – Turning Your 5-Star Report Into Action: Quality Data to Drive Improvement (NH)

- Describe the structure and methodology of the CMS Five-Star Quality Rating Program, including the health inspection, staffing, and quality measure domains.
- Review and interpret facility-level Five-Star and Quality Measure reports to identify trends, strengths, and opportunities for improvement.
- Develop strategies to translate report findings into actionable quality improvement initiatives that drive performance, enhance outcomes, and sustain high-quality care.

Stephanie DeWees, LPN, NHA, HSE, Owner, Squared Business Solutions, Canal Winchester, Ohio

V1802 – Pain Management in Skilled Nursing Facilities: Ensuring Safety and Quality (AL, NH)

- Understand and learn about the significance of effective pain management in skilled nursing facilities and its impact on residents' physical and mental health.
- Gain insights into safe prescribing practices for pain medications, focusing on understanding the principles and guidelines that minimize risks and enhance pain relief.
- Equip participants with strategies to reduce the potential for medication misuse and abuse, ensuring the safety and well-being of residents.

Kari Bakke, DNP, APRN, AGNP-C, Director of Clinical Services, Georgann Gillund, Chief Operating Officer, and Robert Long, MD, Board Certified in Physical Medicine and Rehabilitation, Board Certified in Pain Medicine, Medical Director, Rehabilitation Medicine Associates, Excelsior

VIRTUAL SESSION SCHEDULE

THURSDAY, MARCH 5, cont'd.

TRACKS FOR SESSIONS

AL – Assisted Living

ADS – Adult Day Services

HCBS – Home- and Community-Based Services

IL – Independent Senior Housing

NH – Nursing Home

Peer Genius – providers sharing expert, hands-on insights

V1803 – Elderly Waiver and Disability Waiver Customized Living Update (ADS, AL, HCBS)

- Discuss the cost reporting process, how the process will impact providers, and how the information will be used.
- Provide an overview of the Elderly Waiver rate study and its implication for the future of rates.
- Discuss the implications of Waiver Reimagine for the future of Customized Living under Disability Waivers.

Ashley Erdmann, Human Services Program Representative, and Amy Inglett, Fiscal Policy Lead, Aging and Adult Services Division, Minnesota Department of Health and Human Services, St. Paul

11 – 11:30 a.m.

Break

11:30 a.m. – 12:30 p.m.

CONCURRENT SESSIONS

V1901 – From Metrics to Meaning: Making Sense of Quality Data in Senior Care (AL, NH)

- Identify and interpret key quality metrics in senior care to understand their connection to resident outcomes and organizational goals.
- Apply strategies to translate performance data into actionable insights that drive continuous quality improvement.
- Communicate quality data clearly and effectively to engage leadership, staff, and families in meaningful performance discussions.

David Marc, PhD, CHDA, Associate Professor, Department Chair, Health Informatics Graduate Program Director, The College of St. Scholastica, Duluth

V1902 – CARES® Serious Mental Illness™: A Person-Centered Approach (AL, HCBS, NH)

- Examine serious mental illness and identify the major serious mental illness categories.
- Explain how care providers can make a difference and impact the quality of life of a person living with serious mental illness.
- Describe the CARES® Approach and give examples of each step (or letter) in the CARES Approach.

John Hobday, Founder and CEO, HealthCare Interactive, Minneapolis

V1903 – Ethical Dilemmas in Health Care: Oh My, What Shall I Do? (AL, NH; Peer Genius)

- Identify and review challenging clinical and legal ethical dilemmas encountered in health care and senior living.
- Increase providers awareness and understanding of what constitutes an ethical dilemma and the potential impact.
- Describe and discuss approaches and interventions to mitigate risk when managing an ethical dilemma.

Jane Danner, MA, LSW, LALD, Director of Operations, Our Lady of Peace Hospice and Home Health Care, St. Paul; and Robert Rodè, JD, President/Partner, Rodè & Coffin, LLC, St. Paul



CHANGE MAKERS PHOTO CONTEST

Our Change Makers photo contest had over 50 terrific submissions. We narrowed it down to six finalists, which will be voted on live during Thursday's General Session. Come ready to cast your vote to select a first, second, and third place winner!

1 DAVID PETERS

David Peters, who attends the MN Veterans Home Adult Day program, built a scale-size model train that won first place at the 2025 MN State Fair.

2 ERNIE JENSEN MICHELLE JOHNSON JIM ROTHERBERGER

At Eventide, each day is filled with moments that matter. Take this fishing trip with staff as an example – with two residents who love to fish; they connect over a shared pastime. These simple moments make for vibrant living at its best. *From left to right: Ernie Jensen, Michelle Johnson (Life Enrichment Assistant), and Jim Rotherberger.*

3 MARION CLABO VIOLET OACHS

Marion and Violet, of The Good Shepherd Community in Sauk Rapids, share a moment during a recent summer activity. This photo highlights the bold and enduring friendship that happens across senior living communities.

4 MARY BOWEN

Mary Bowen, of Amira Choice Roseville, seen skydiving in one of her recent adventures. She often says that these experiences give her the “wind in her sails,” inspiring her to continue encouraging those she mentors to live with courage and kindness.

5 ELEANOR NASI

This is Eleanor Nasi: At 100 years young, Eleanor proves that age is just a number! She joins every daily activity, bringing her energy and spunky personality, and reminds us that life in a care community should be full of friendship, purpose, and fun.

6 BETTY CARPENTER PRESCHOOLER DAX

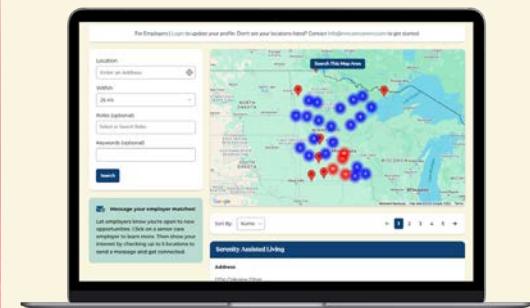
During an intergenerational event hosted at Benedictine Living Community - Ada, residents welcomed preschoolers for a day of reading, art, and connection. While a hometown author shared her book, it was the small, unscripted moments that truly captured the heart of the day. One of the most precious moments was an embrace between resident Betty Carpenter and preschooler Dax after he gave her a handmade card and Grandparent pin.



Caring Careers
Start Here

Enhance recruitment efforts with
CaringCareersStartHere.com

the premier resource to help
Minnesotans explore meaningful
careers in aging services.



Help job seekers
understand ALL your
organization has to offer.

Get Started Today!

Update your Employer Match profile
to get matched to job seekers
near you by sharing what makes
your community unique.

Learn more at CaringCareersStartHere.com.

DISCOVER, CONNECT, AND ELEVATE Your Experience in the Exhibit Hall!

This year, we've gathered an impressive lineup of exhibitors, all here to showcase the latest innovations, products, and services that can make a difference for you.

EXPO HOURS

WEDNESDAY, FEB. 11

11 a.m. – 1:30 p.m.
11 a.m. – 3 p.m.

Exhibit Hall Grand Opening
Exhibit Hall Open

THURSDAY, FEB. 12

9 a.m. – 12:30 p.m.
11:30 a.m. – 12:30 p.m.

Exhibit Hall Open
Snacks in the Exhibit Hall

Whether you're looking for new solutions, want to expand your network, or are simply curious to learn about the latest trends, the Exhibit Hall is the place to be.

Don't miss one of the most exciting parts of our Institute – the Exhibit Hall!



SPECIAL FEATURES

LEADINGAGE MINNESOTA FOUNDATION SILENT AUCTION

Join us for the 10th annual LeadingAge Minnesota Foundation Silent Auction! All proceeds go to the *Gayle Kvenvold Commitment to Caregivers Fund* to honor and support our outstanding caregivers!

There are three ways to participate in this popular event: *LeadingAge®MN FOUNDATION*

NOW

Do you like to shop? Take advantage of holiday sales and donate an item for the auction. Your personal or corporate donations are tax deductible. Information on how to donate is [here](#).

LATER

At Institute, visit the Silent Auction on your way to the Expo and bid on a wide variety of wonderful items. Be sure to check out the Institute App in advance for a preview!

NEW

If you are more of a competitor than a consumer, join us for the *LeadingAge Minnesota Foundation Midway!* Our Silent Auction has been expanded to include fun carnival games where you can show off your talents and compete for prizes, all while raising funds to support caregivers!

Check out the Institute App for more details!

EDUCARE/ONTRACK

Stop by the EduCare and OnTrack display located on the ballroom concourse outside of the General Session ballroom.

OnTrack is more than just a nursing assistant curriculum—it's a comprehensive training solution with complimentary 1:1 support. With over 10,000 nursing assistants trained, our cutting-edge curriculum connects compassion with online, on-demand, flexible training with pass rates that continue to exceed the state average. Whether you are looking to start your own in-house CNA training program or need support certifying one or two aides, learn how OnTrack can help.

OnTrack
Powered by EduCare

**GET STARTED
TODAY!**



SPECIAL FEATURES



POWER OF PEERS NETWORKING DISCUSSION

Power of Peers sessions offer a dynamic space to discuss current topics of interest with attendees with similar roles and responsibilities. CEUs will be available for these structured and facilitated learning discussions.

POWER OF PEERS SESSIONS INCLUDE:

- Chief Financial Officers
- Independent Living Executives
- Chief Operating Officers
- Nurse Leaders
- Culinary Executives
- Sales and Marketing
- Human Resources

WEDNESDAY, FEB. 11

1:30 - 2:30 P.M.

OPENING NIGHT JACKPOT JAM

WEDNESDAY, FEB. 11 • 8 - 11 P.M. • ST. PAUL HOTEL

It's time to trade your conference badge for a poker face! Join us for a night of glitz, games, and good vibes at our Opening Night Jackpot Jam. Test your luck at the tables, rack up some (pretend!) winnings, and then let loose when the DJ cranks up the beats.

Whether you're here for blackjack or the boogie, it's a sure bet you'll have a blast!



REGISTRATION AND GENERAL INFORMATION



LOCATION

Institute & Expo is held at RiverCentre,
175 W Kellogg Blvd., St Paul, MN 55102.
www.RiverCentre.org

CANCELLATION POLICY

Cancellations must be received in writing by Jan. 30, 2026, to receive a refund, less a \$50 processing fee. No refunds for cancellations received after Jan. 30, 2026, or for no-shows. LeadingAge Minnesota reserves the right to cancel individual sessions.

FOR FURTHER INFORMATION

Exhibits, Lodging, or Sponsorship

Jenny Prosser
jprosser@leadingagemn.org

CEUs, Concurrent Sessions, Pre-Conference Intensives, or Virtual Sessions

Sharon Hollister
shollister@leadingagemn.org

A single flat fee is charged for each organization (building, service site, or entity) based on service line, size, and geographic location. Each building/service site/entity on a single campus must register and pay a separate fee.

Registration includes full conference participation in both in-person and virtual formats, CEUs, and exhibit hall admission for all staff employed at the registered site. An additional per-person fee applies to attend the Pre-Conference Intensives.

As an Institute participant, you will receive information on both the in-person and virtual formats. Pre-registering for sessions is strongly encouraged for the in-person Institute. Pre-registration for virtual sessions is not required. Content from the virtual portion of the Institute will be available to all staff from registered organizations for on-demand viewing through April 30, 2026.

Individual fees apply if only one employee of a provider organization is attending the conference or expo.

Non-exhibiting vendors fall under the organizational fee structure and are not eligible for the individual conference fee.

**The fee structure
for Institute is
designed for flexibility
and maximum
economic benefit.**

Online Registration Assistance

Education Department
education@leadingagemn.org
651.645.4545 or 800.462.5368

INSTITUTE FEE STRUCTURE

ORGANIZATION/SITE FEE

Each building/site/service entity on a single campus must register and pay a separate fee.



NON-EXHIBITING VENDORS

Business Partners and non-exhibiting vendors fall under the organizational fee structure and are not eligible for the individual conference fee.



INDIVIDUAL FEE

Individual fees apply if only one employee of a provider site/entity is attending the conference.



BENEFITS OF ATTENDING THE INSTITUTE

- Organization/service site registration fee includes attendance for any/all staff at your site.
- All staff from registered organizations receive access to in-person and/or virtual content.
- Earn up to 10 CEUs by participating in the in-person Institute.
- Register for an in-person Tuesday Intensive and earn 3-6 more CEUs.
- Earn up to 29 CEUs by viewing all the virtual Institute sessions live and/or on-demand.

See page 54 for registration fees details.

FEE INCLUDES
IN-PERSON
AND/OR
VIRTUAL
CONFERENCE

REGISTRATION FEES

SAVE \$100 by registering on or before Jan. 7, 2026.

ORGANIZATIONAL REGISTRATION FEES

One flat fee includes in-person and/or virtual conference participation for all staff at a single location/entity. Fees listed are the regular rate. **SAVE \$100 by registering on or before Jan. 7, 2026. ADD \$100 if registering on or after Feb. 4, 2026.**

CARE CENTERS

Number of Care Center Beds	Metro*	Greater MN
1-40	\$1,170	\$960
41-60	\$1,545	\$1,070
61-100	\$2,090	\$1,545
101-150	\$2,320	\$1,730
151+	\$2,430	\$1,770

Prospective member Care Center fee is \$2,590

*Metro area includes Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington counties.

HOUSING

Number of Housing Units	
1-20	\$675
21-40	\$780
41-70	\$880
71+	\$1,000

Prospective member Housing fee is \$1,170

ADULT DAY CENTERS

\$340

Prospective member Adult Day Center fee is \$480

ASSOCIATE COMPANIES*

\$700

Prospective member Associate fee is \$980

*Includes home care, hospice, and other community-based services.

CORPORATE/ MANAGEMENT OFFICES

Number of Owned and Managed Sites in MN

1-5	\$775
6-10	\$1,040
11+	\$1,290

Prospective member Corporate Office fee is \$1,465

NON-EXHIBITING VENDORS*

Business Partner \$1,105

Prospective Business Partner \$1,550

*Non-exhibiting vendors fall under the organizational fee structure and are not eligible for the individual registration fee.

INDIVIDUAL REGISTRATION FEES

All fees are listed per-person. \$100 discount/late fee does not apply. Individual rates do not apply to non-exhibiting vendors.

CONFERENCE REGISTRATION

Provider/Associate Member (full conference)*	\$455
Prospective Provider (full conference)*	\$640
Full-time Student/Faculty Member	\$40
State/Government Agency Staff	\$115
Expo Only One Day Pass – Provider	\$40
Expo Only One Day Pass – Vendor	\$250

*Individual fees are for one person only from an organization/entity to attend. If registering more than one person, use the organizational fees above.

SPECIAL EVENTS

(per person fees)	Member/Prospective Member
Pre-Conference A (Feb. 10)	\$145/200
Pre-Conference B (Feb. 10)	\$145/200
Pre-Conference C (Feb. 10)	\$145/200
Pre-Conference D (Feb. 10)	\$100/140

REGISTER

Registration questions?
Contact education@leadingagemn.org.

Not a member? Join today and save! Contact Jessica Lacher at jlacher@leadingagemn.org to explore the value of membership.