

# MWCN NETWORK NEWS

Fall 2021

## GOOD-BYE, BUT NOT FAREWELL!

Sonya Steward-Cass, BSN,  
Director of Quality Risk & Compliance, [Fordland Clinic](#)

As my tenure as Board President closes, I would like to thank Midwest Clinicians' Network for the opportunity to serve, and for the broadened knowledge and appreciation for what they do.

I would like to reflect on the many, many positives we have all discovered this past year. Well, I hope I am not alone in my discoveries, anyway! I have discovered that there are people in your life that you would never dream of having so many things in common. That acts of random kindness are still alive and well. The past year plus has enabled many of our community clinics to shine in their community, both to the folks that knew them and people who did not. I, for one, cannot recall the times I heard "I didn't know you guys had all these things available!" (Which also means we need to do better at marketing!)

I think we all discovered that our co-workers would pull together for the greater good when their co-workers are sick, or quarantined, or there is an outbreak in the area. And I think, for the most part, we all became Ambassadors for Health in our cities and towns....providing insight, information, and comfort to those we know best.

I am sure that we have all found grace, patience, and fortitude to NOT reply to ALL of the (mostly) well meaning armchair researchers who have discovered a study that shows rubbing dandelion fluff on your right cheek while facing the West will cure COVID. (I jest, but not by much). Do I sound bitter? I think that sounded a little bitter. All joking aside, I simply try to educate as much as possible, and when all else fails, unfollow them.

With Thanksgiving nearly in sight now, I reflect on the blessings too numerous to mention. I know so many who are approaching the holidays with less on the table, fewer around the table, and sorrow in their hearts.....and not all of them are COVID related. I hope that you will all hug your loved ones a little tighter, say "I Love You" a little more often, and enjoy your particular blessings, whatever they may be.

I know that our President-Elect, Darryl Roberts, will be a great asset to Midwest Clinicians'.

Have a wonderful Holiday Season, and may you all be kept in good health.

*Sonya*



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*“The Midwest Clinicians’  
Network, Inc.’s (MWCN)  
mission is to enhance  
professional and personal  
growth for clinicians to become  
effective leaders for their  
health centers and promoters  
of quality, community-based  
primary health care.”*

One of the hardest non-paying positions to recruit for is board of directors at Community Health Centers. Having a board of directors is not only written into federal law<sup>1</sup>, but it is the essence of the health center movement. HRSA has a number of different requirements that health centers must follow in order to be compliant with the program requirements, which can be found in the Health Center Program Compliance Manual, Chapter 20: Board Composition<sup>2</sup>. In order to be compliant, there must be board members to oversee the Community Health Center. The biggest question often asked is, “How do we recruit board members?”

Before recruiting, it’s important to determine the skills and expertise that a health center would need on their board. While HRSA provides examples of skills and expertise needed, it’s important that the Board of Directors determine the appropriate mix of skills, resources, backgrounds, community connections and whether special populations are served to help navigate the health center’s challenges, not only in the present, but over the next three to five years.

Developing a board matrix is one way to assess not only what current board members bring to the group, but if there are any gaps or areas of expertise that a board would like to have. A board matrix provides an outline of the current mix of skills, demographics and expertise on the board and can then be compared to the ideal board of directors that a health center has identified.

Once the board of directors come together and decide what areas of expertise are needed, the next step is to begin the search for new board members. While there are many different avenues available when looking to recruit board members, here are a couple of ideas which may help identify new individuals:

- **Asking individuals to serve on a board committee:** At times, serving on a non-profit board, especially one that is involved in health care, can be a little daunting for



some. Individuals may think they don’t have the skills needed to serve on a board, but that can’t be further from the truth. Serving on a committee, such as the Quality, Finance or Facility committee, would help a new individual learn more about your community health center, understand the “inner workings” of the health center and be comfortable asking questions. Non-board members that sit on committees do not have any voting authority but are able to provide recommendations to the committee, who in turn will make recommendations to the full governing board. They are also able to attend board meetings as a guest. When a seat opens up on the board, a health center will be able to recruit those individuals on the committee and they will feel more comfortable to accept.

- **Ask health center staff for recommendations:** One of the major requirements of a Community Health Center board is that 51% must be patients of the health center. Instead of recruiting board members that are not patients, why not take a chance and see if staff can recommend individuals that may be interested in being more involved within their community? Providers, whether dental, medical or behavioral health, may know of patients that have an interest in serving as a board member. Flyers and information on the requirements can be posted in the lobby, patient treatment rooms or anywhere visible to patients. It is important to ensure that any informational flyers are also be posted in a patient’s preferred language if it’s not English.

1 <http://uscode.house.gov/>

2 <https://bphc.hrsa.gov/programrequirements/compliancemanual/chapter-20.html#titletop>

## Strategies for Recruiting Board Members

- **Word of mouth referrals from other board members:** Existing board members may know of individuals who may be interested in being a board member. As board members look within their network, it's important for members to put aside their preferences and instead focus on the needs of the health center. Questions such as, "What does my health center need?" instead of, "Would this individual vote the way I would?" should be top of mind for board members. It is important for board members to determine who would be a good fit for the board in the upcoming years; taking into consideration the HRSA requirements for board composition.

When new board members are recruited it is important to provide:

- **Orientation.** A new board member orientation on the Community Health Center movement, an understanding of the individual health center, roles and responsibilities of health center boards, and information on how a board functions (especially if this is the first board an individual has ever served on). Having an acronym "cheat sheet" would also benefit new board members.
- **A mentor.** Pairing a new board member with a more seasoned member will help the new board member understand roles

and responsibilities, and the board will want to ensure new board members are able to express themselves during meetings.

- Resources to assist in eliminating barriers to sitting on a health center board. HRSA permits the health center to use Federal award funds to reimburse board members for certain limited purposes, such as costs for childcare, transportation and other barriers. Specific guidance on this can be found in Footnote #6 at <https://bphc.hrsa.gov/programrequirements/compliancemanual/chapter-20>

Recruiting new board members gives board of directors new ideas and new concepts, thus moving them in a more high level, generative direction. There is no one way to recruit board members, but if a health center has found a niche on how to recruit new members, sharing resources with other health center boards of directors is also part of the health center movement.

Resources:

<https://mentorcentralohio.org/wp-content/uploads/2020/08/Recruiting-Right-Board-Members-1.pdf>

<https://boardsource.org/fundamental-topics-of-nonprofit-board-service/composition-recruitment/>

## HEALTHY RECIPE: Apple Pie Quinoa Breakfast Bowl

*This Apple Pie Quinoa Breakfast Bowl will make your Fall weather loving life. It's spicy and topped with shredded apples, FTW. Serves 4. Calories 230, Sugar 11g, Sodium 125mg, Fat 4g, Carbs 43g, Fiber 6g, Protein 7g per serving*



### INGREDIENTS:

- 1 cup quinoa, rinsed
- 2 cups unsweetened vanilla almond milk
- 1/4 cup unsweetened applesauce
- 1/2 tsp apple pie spice
- 1/4 tsp vanilla extract
- pinch of salt
- 2 medium apples, shredded
- 100% pure maple syrup, optional\*

### DIRECTIONS:

1. Bring quinoa, almond milk and applesauce to a boil in a medium pot.
2. Reduce to simmer and continue to cook for 15 minutes until liquid is absorbed.
3. Stir in apple pie spice, vanilla and salt.
4. Pour into bowls and top with shredded apples and a drizzle of maple syrup if desired.

### NOTE:

\*Optional topping of syrup not included in nutrient analysis.

Resource:  
<https://www.loveandzest.com/apple-pie-quinoa-breakfast-bowl/>

# Asthma Visit in 15 Minutes- Provider Tools & Resources

Click for printable infographic, provider resources and patient education.



## Patient Centricity: Putting Patients at the Center of Healthcare Delivery and Decision-Making

Presented by the Association of Clinicians for the Underserved and Pfizer  
Thursday, October 21: 12-1 p.m. ET

Respectful, compassionate care that puts patients first is crucial to improving clinical outcomes while advancing health equity. But what is patient-centricity, and how can we better integrate health equity, health literacy, and other concepts to ensure a patient-centric approach across the development continuum and healthcare system, including health centers? Join Pfizer and ACU as we address these vital questions in our presentation featuring the expertise of Dr. Kevin W. Williams, MD, JD, MPH, Chief Medical Officer, Internal Medicine, at Pfizer. This free webinar will define patient centricity, discuss its intersections with health equity and health literacy across the development continuum and healthcare system, and share efforts by the pharmaceutical industry to advance patient centricity with a focus on specific Pfizer initiatives.



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# Diabetes Virtual Group Visits: MESSAGES Project Update!

Congratulations to the 5 Health Centers that have completed 6 sessions of Virtual Diabetes Group Visits for their patients. These teams were flexible and adapted to a constantly changing environment in order to move group visits from in person to virtual during the pandemic. Thank you for your perseverance! Your hard work not only gave patients excellent diabetes education but also a social support connection that they valued.



Your determination to move forward and adapt an alternative visit method has allowed the University of Chicago to collect valuable information on how virtual group visits can succeed. This information will be disseminated to others through a toolkit the research committee is working on as well as papers and posters at various conferences. Most recently, the team submitted an abstract “Adapting In-Person Diabetes Group Visits to a Virtual Setting” that was approved for poster presentation at the Conference of the Science Dissemination and Implementation!

\*MESSAGES (Medical Care, Education, Social Support and Goal-Setting to Empower Self-Management.)

## How Group Visits Provide Social Support

Patients living with chronic illnesses often feel as though nobody else understands their struggles. Group visits provide an opportunity to address these feelings by providing a safe space for people with similar diagnoses to share their experiences and provide social support. Working in groups can provide emotional support by reducing feelings of stigma and isolation patients may feel (Weigner 2003). In our recent cohort of group visits, several patients enjoyed the group visit setting so much they began a system of group texts so that members could support each other from different locations.

During these group visits, patients not only receive support from their peers, but also from a dedicated team of health center staff. Group visits include individual medical visits where patients can address any personal concerns with their provider. Additionally, staff help patients set and manage their diabetes-related goals by periodically checking-in with patients during group visit sessions.



Health center staff also develop innovative and engaging activities for their patients. For example, one health center livestreamed a cardio drum session to encourage their patients to exercise in different, fun, and creative ways. They also offered a grocery store gift card to incentivize cooking healthy meals. One patient volunteered to cook a recipe of their choice and presented on its nutritional value.

With a combination of dedicated staff and understanding peers, group visits can be a source of important social and emotional support for patients.

## Resource: Retinal Assessment Article

A recently published article emphasizes the importance of retinal assessment to prevent not only sight-threatening diseases, but also other diabetes complications such as coronary disease and stroke...

- Screening for cardiovascular disease should be prioritized in patients with diabetic retinopathy or diabetic macular edema because there is epidemiological evidence that these conditions independently predict incident coronary heart disease, fatal cardiovascular diseases (CVD), heart failure and stroke
- Since the retina is a brain-derived tissue, assessment of it might reveal information about the status of the brain, which is particularly important as individuals with type-2 diabetes are at higher risk of developing cognitive dysfunction and neurodegenerative diseases
- Diabetic retinopathy and CV D should no longer be considered as entirely separate entities and diabetic retinopathy should be taken into account as a primary cardiovascular risk factor, at least on the same level as dyslipidaemia and hypertension

Simó, R., Stehouwer, C.D.A. & Avogaro, A. Diabetic retinopathy: looking beyond the eyes. *Diabetologia* 63, 1662–1664 (2020). <https://doi.org/10.1007/s00125-020-05195-4>

## Illinois

### Various Positions

Illinois Primary Health Care Association seeks Physicians, Medical Directors, Nurse Practitioners, Physician Assistants, Certified Nurse Midwives, Dentists, Dental Hygienists, LCSWs, LCPCs and Clinical Psychologists for positions in urban, rural and suburban health centers in Illinois and Iowa. To take advantage of IPHCA's complimentary recruitment assistance service please contact Emma Kelley, [ekelley@iphca.org](mailto:ekelley@iphca.org), or visit [www.iphca.org](http://www.iphca.org).

### Various Positions

[TCA Health, Inc.](http://www.tcahealth.org) is seeking New Hires for the following positions, Physicians, Nurse Practitioners, Medical Asst, Dentist, Dental Asst, Covid-19 Immunization LPN, CFO and Revenue Cycle Manager. Contact Sheila Gray by e-mail [sgray@tcahealth.org](mailto:sgray@tcahealth.org).

### Director of Finance/Controller

[Eagle View Community Health System \(EVCHS\)](http://www.eagleviewhealth.org) is seeking a motivated full-time Director of Finance/Controller. EVCHS is a Federally Qualified Health Center located in West Central, Illinois offering comprehensive medical, dental, and behavioral health services to all regardless of their ability to pay. Please send your resume to Katie Waller, the Executive Assistant at [kwaller@eagleviewhealth.org](mailto:kwaller@eagleviewhealth.org).

## Indiana

### Various Positions

The Jane Pauley Community Health Center is a thriving Federally Qualified Healthcare Center (FQHC) in the central Indiana region. We are leaders in compassionate, integrated care. We are seeking talented professionals who are Licensed Behavioral Health Clinicians that also include Psychiatrists and Psychologists. We are also seeking talented professionals as Medical Assistants and Patient Service Representatives positions. We offer competitive salaries, generous benefit package, and great work-life balance! Come join our mission! For more information, visit our website at [www.janepauleychc.org](http://www.janepauleychc.org).

### Chief Medical Officer

[Neighborhood Health Center \(NHC\)](http://www.neighborhoodhc.org) is seeking to hire a motivated full-time CHIEF MEDICAL OFFICER. This position will be ¾ patient care and ¼ administrative overseeing several nurse practitioners in our two locations. NHC offers a competitive salary and benefit package. Contact Carrie Miles, CEO, by e-mail, [carrie.miles@neighborhoodhc.org](mailto:carrie.miles@neighborhoodhc.org) or mail 101 S 10th Street, Richmond Indiana 47374 for more information.

## Iowa

### Various Positions

[PHC](http://www.phciowa.org) is a community health center serving patients in Ames, Des Moines, and Marshalltown. We have immediate openings for Dental Assistants, Dental Hygienists, RNs, LPNs, and Medical Assistants. View openings and submit your application at [www.phciowa.org/careers](http://www.phciowa.org/careers) or contact Amanda Wagoner, Talent Acquisition Partner at 515.248.1869 for more information.

## Michigan

### Chief Medical Officer

[Family Health Care](http://www.familyhealthcare.org), one of the longest-established community health centers in the nation, is seeking a Chief Medical Officer (CMO) as our medical leader. The CMO is responsible for planning, organizing staff, and coordinating the quality and quantity of care for over 26 medical providers. This role is 80% administrative and 20% clinical, maintaining a primary care practice at one of FHC's clinics. For more information or to apply, visit [familyhealthcare.org/careers](http://familyhealthcare.org/careers).

### Chief Executive Officer

Hackley Community Care is a FQHC located in Muskegon, Michigan along the beautiful shores of Lake Michigan and Muskegon Lake. HCC is seeking to hire a full-time CHIEF EXECUTIVE OFFICER. We offer a competitive salary and a generous benefit package. For more information, go to [Hackley Community Care | West Michigan Health Services](http://www.hackleycommunitycare.org). Send cover letter and resume to [hayslipk@hccc-health.org](mailto:hayslipk@hccc-health.org).

### Various Positions

[Alcona Citizens for Health, Inc.](http://www.alconahc.org) is hiring for multiple full time Behavioral Health Therapist and Substance Use Program Care Manager-R.N. positions. We offer low deductible Medical, Rx, Vision, and Dental insurance at a minimal cost for employees. Retirement Savings Plan, FSA, Life, AD&D, and Short/Long Term Disability Insurance are also offered. Resumes and cover letters will be accepted with the application process through our Careers page at [www.alconahc.org/careers/](http://www.alconahc.org/careers/) or questions can be sent to [careers@alconahc.org](mailto:careers@alconahc.org).

### Various Positions

[MyCare Health Center](http://www.mycarehealthcenter.org) is seeking to hire an Accounting Specialist (Center Line, MI) and Certified Medical Assistants (Center Line and/or Mt. Clemens, MI). We offer paid health insurance for our employees and a competitive wage, PTO, and benefits package. Contact our Human Resources Dept by e-mail at [hr@mycarehealthcenter.org](mailto:hr@mycarehealthcenter.org) for more information.

### Various Positions

Grace Health, an FQHC in Battle Creek, MI has several career opportunities, including an opening for a Manager of Clinical Services - OB/GYN & Pediatrics, Material Management Coordinator, PT Technician, patient service positions and clinical support positions (RN, LPN, MA). We offer competitive wages and a comprehensive benefits package that includes a sign-on bonus! For more information about these opportunities, please visit our careers page at [www.gracehealthmi.org](http://www.gracehealthmi.org).

### Various Positions

[Community Health and Social Services Center](http://www.chasscenter.org) is seeking to hire Spanish-speaking workers in the following roles: a Social Worker (BSW/BSP), Breastfeeding Peer Counselor, Customer Service Representative, Certified Medical Assistant, Community Health Worker- Vaccine Outreach, Licensed Practical Nurse, and Human Resources Specialist. For more information, please get in touch with Angela Salgado, COO, via email: [asalgado@chasscenter.org](mailto:asalgado@chasscenter.org).

## Various Positions

Western Wayne Family Health Centers (WWFHC) a FQHC with 4 locations is seeking vibrant Internal Medicine Physicians, Family Practice, DO, OB-GYN Physician, Nurse Practitioners, Registered Nurses, LPN's, Dentist, Dental Hygienist, Therapist, Certified Medical and Dental Assistants, Medical & Dental Customer Service Reps, Billers and Community Health Workers. We offer competitive salaries and full benefits package including loan repayment through HRSA and NHSC. Forward your CV/resume to: [humanresources@wwfhc.org](mailto:humanresources@wwfhc.org). Please see our "jobs" on our website at [wwfhc.org](http://wwfhc.org) or on indeed.

## Minnesota

### Various Positions

Open Door Health Center is seeking Medical and Behavioral Health Providers. If you are looking for a work environment that is patient focused and passionate about what we do, then we want to hear from you! To explore these positions, visit our website at [www.odhc.org](http://www.odhc.org).

### Behavioral Health Providers

[Northwest Health Services](http://Northwest Health Services) is currently looking for Behavioral Health providers to join our team! We offer GREAT benefits including: PTO, 9 paid holidays, full health insurance package, 401K with employer match and more. If you're looking for a local health care provider with a family atmosphere then NHS is the place for you. To apply, visit [nwhealth-services.org/careers](http://nwhealth-services.org/careers) - we can't wait to meet you!

## Ohio

### Various Positions

Community Health Centers of Greater Dayton in Dayton, OH has multiple career opportunities for Clinical and managerial staff, including Family Practice physician, Behavioral Health Consultants, Psychiatrist and Nurse Practice Manager. CHCGD offers a competitive salary and benefits. Contact Sheryl Fleming at [sfleming@chcgd.org](mailto:sfleming@chcgd.org) or visit our website, <http://www.communityhealthdayton.org> and apply under the Careers tab.

### Psychologist

Fairfield Community Health Center (FCHC) is seeking to hire a motivated full-time PSYCHOLOGIST. You will be hired for our brand new facility and will work at our East Main St clinic until the Health Center opens next year. FCHC offers a competitive salary and benefit package. Contact Aimee Case, HR Manger, by e-mail [acase@fairfieldchc.org](mailto:acase@fairfieldchc.org) or [fairfieldchc.org](http://fairfieldchc.org).

### Medical Director

Neighborhood Health Association is looking for a Medical Director to provide direction and oversight of the nurse practitioners, the development, oversight of all clinically related programs (i.e., Centering, Health education, but not the daily operation of the clinics), and the overall operation of NHA's medical services. For more information on the position and how to apply, please visit our website at <https://nhainc.org/> or call Rebecca Shields at 419-780-7883 ext. 1013.

### General Dentist

Valley View Health Centers, CAC of Pike County is searching for a full-time general dentist to join the practice in Southern Ohio. A dentist with Valley View Health Centers is leader and clinical supervisor to the dental team. A dentist with Valley View Health Centers is leader and clinical supervisor to the dental team. As part of the team, will provide comprehensive and appropriate dental care to patients, maintaining and restoring the oral health of their patients. VVHC offers a competitive salary, generous benefits, and signing bonus. To learn more contact Sarah Williams, Director of Dental Operations by email [swilliams@pikecac.org](mailto:swilliams@pikecac.org) or visit <https://www.valleyviewhealth.org/>

### Various Positions

[Third Street Family Health Services](http://Third Street Family Health Services) is seeking a Compliance Director, Dentist, LISW, Physician, NP, Certified Nurse Midwife, LPN, RDH, Practice Manager, Dental Assistant, and Medical Assistant to join our team for a rewarding career at our FQHC. We offer competitive compensation and excellent benefits! For more information, contact [hr@tsfhs.org](mailto:hr@tsfhs.org) or apply to join our

forward-thinking, collaborative, transparent team today [here on our career page](#).

## Various Positions

The HealthCare Connection is a dynamic & growing Community Health Center located in Northern Hamilton County/Cincinnati. The first CHC in Ohio! We are seeking a Chief Financial Officer (CFO), Pediatrician, school-based Behavioral Health Provider, Dental Hygienist, Dental Asst, and several other support roles (Spanish Bilingual a plus). Multiple NHSC approved sites. Apply at: [www.healthcare-connection.org](http://www.healthcare-connection.org) or contact Lisa Degaro at [ldegaro@healthcare-connection.org](mailto:ldegaro@healthcare-connection.org).

## Wisconsin

### Various Positions

[Lakeshore Community Health Care \(LCHC\)](http://Lakeshore Community Health Care (LCHC)) is seeking to hire a motivated full-time general dentist and behavioral health counselors to our growing team. LCHC provides patient-centered, comprehensive, and integrated healthcare to its patients. Compensation includes a competitive salary, NHSC Loan Repayment, and a comprehensive benefits package. For more information, visit: <https://www.indeed.com/cmp/Lakeshore-Community-Health-Care/jobs>.

