

EARLY REGISTRATION DEADLINE: January 22, 2010

NAVIGATING IN A SEA OF CHANGE

Mennonite Health Assembly

**March 4 – 7, 2010
Marriott Norfolk Waterside
Norfolk, Virginia**

WHO SHOULD ATTEND?

- BOARD MEMBERS • CHAPLAINS • DEVELOPMENT DIRECTORS
- CEOs AND OTHER LEADERS • HUMAN RESOURCE DIRECTORS
- NURSES • PHYSICIANS • SOCIAL WORKERS • OTHER CLINICAL PROFESSIONALS
- PASTORS • CHURCH LEADERS

SCHEDULE AT A GLANCE

Thursday, March 4

- 8:00 AM – 3:30 PMMHS Alliance Committee and Board Meetings
- 4:00 – 6:30 PMMHS Alliance Members Business Meeting and Reception
- 6:00 – 7:15 PMMMA Invitational Dinner
- 7:30 – 9:00 PMOpening Session
- 9:00 – 10:00 PMWelcome Receptions

Friday, March 5

- 7:00 – 9:00 AMContinental Breakfast with Exhibitors
- 7:45 – 8:00 AMMorning Prayers
- 9:00 – 12:00 NOONWorship, General Session, and Discussion Groups
- 12:30 – 2:15 PMNetworking Luncheons
- 12:30 – 4:00 PMChaplains Off-site at Mennowood
- 12:30 – 5:00 PMGovernance Track
- 2:30 – 3:45 PMWorkshop Session #1
- 4:15 – 5:30 PMWorkshop Session #2
- 6:30 – 9:30 PMOff-site Dine-around
- 6:30 – 10:00 PMDevelopmental Disabilities Network Dinner

Saturday, March 6

- 7:45 – 8:00 AMMorning Prayers
- 8:00 – 10:30 AMOn your own for breakfast, fitness, sightseeing
- 8:00 – 10:30 AMMEP Governing Council
- 9:00 – 10:15 AMWorkshop Session #3
- 10:45 – 12:00 NOONWorship and Plenary
- 12:00 – 2:00 PMLunch on your own
- 12:30 – 6:00 PMGolf Outing
- 2:30 – 3:45 PMWorkshop Session #4
- 7:00 – 9:30 PMBanquet and General Session

Sunday, March 7

- 9:00 – 10:00 AMWorship
- 10:15 – 12:00 NOONAssembly Planning Committee Meeting

Dear Friends:

At Mennonite Health Assembly, you'll join hundreds of colleagues and new friends to receive valuable information, network with others, reconnect with friends, and revitalize your soul through inspiring presentations, rest, and refreshment.

We've heard your feedback and created an Assembly that blends structured programming with space for agendas and conversations that emerge when you meet face to face with others who share your interests.

At the time this letter is published, health care reform is a hotly debated topic in the United States with new proposals emerging almost daily. While we don't yet know what will happen, we expect that there will be much to talk about in March 2010, whether you're an employer, a provider, a consumer—or all three. Our speakers will share up-to-date information and help us navigate this and other changes in the context of our values.

Register now! We look forward to meeting you in sunny Norfolk, Virginia!

Mim Shirk & Don Tyson



Mim Shirk
Vice President
MHS Alliance



Don Tyson
Moderator,
Associate Professor
of Nursing, Eastern
Mennonite University

SPEAKERS



Leonard Sweet

Thursday evening, March 4
Cultural Currents and
Faithful Navigation:
Leonard Sweet

What are some of the key cultural currents and trends? How do we navigate as leaders and people of faith in swiftly changing cultural currents?

Leonard Sweet will explore these themes in our opening plenary session.

Len has been described as a historian of American culture, a futurist/semiotician who “sees things the rest of us do not see, and dreams possibilities that are beyond most of our imagining,” and as a preacher and writer who communicates the gospel powerfully to a postmodern age.

Currently the E. Stanley Jones Professor of Evangelism at Drew University, Madison, NJ and a Visiting Distinguished Professor at George Fox University, Portland, Oregon, Len is Vice President of Academic Affairs and Dean of the Theological School at Drew University. Previously, he served for eleven years as President and Professor of Church History at United Theological Seminary, Dayton, Ohio.

Author of hundreds of articles and published sermons and dozens of books, Len is the primary contributor (along with his wife Karen Elizabeth Rennie) to the web-based preaching resource, sermons.com. He has written a trilogy of resources to help leaders come to terms with post-modern culture (*Soul Tsunami*, *Aqua Church*, and *Soul Salsa*).

FRIDAY MORNING BREAKFAST WITH EXHIBITORS

Learn about products and services you can use.

E-mail: info@mhsonline.org

**Friday morning,
March 5**
Cultural Currents
and Faithful
Navigation,
Take 2:
Facilitated by
Dave Brubaker

Building on themes explored in the Thursday evening plenary, David Brubaker will guide us into discussion groups to help think about applying the themes to our work life and organizational cultures.

David R. Brubaker is Associate Professor of Organizational Studies at Eastern Mennonite University. David earned a BS in business administration from Messiah College, an MBA from Eastern University, and a PhD from the University of Arizona, where he specialized in the study of religious and organizational conflicts. He has trained or consulted with over 100 organizations.



David R. Brubaker

David served with several community development and conflict transformation organizations. These roles included Associate Director of Mennonite Conciliation Service and Assistant Director of Mennonite Central Committee's Recife, Brazil program where he became fluent in Portuguese. He is author of *Promise and Peril: Understanding and Managing Change and Conflict in Congregations* published by The Alban Institute.

MHS ALLIANCE 6TH ANNUAL MEMBERS MEETING

Thursday, March 4

4:00 – 5:30 PM Business Meeting

5:30 – 6:30 PM Reception

Join us to reconnect with old friends and welcome newcomers. Hear an MHS Alliance update, elect board members, and learn about new programs. All representatives of MHS Alliance member organizations are invited.

Saturday morning, March 6

The Ebb and Flow of Health Care Reform:
Tammy Alexander

As we go to press it is uncertain where the current tides of health care reform will come to rest. Tammy Alexander will help us review what has happened and what is currently happening and how we can respond as a faith community.



Tammy Alexander

Tammy Alexander is the Legislative Associate for Domestic Affairs, Mennonite Central Committee, Washington Office. Her focus is on immigration, the environment and health care. Prior to joining MCC,

Tammy was an intern/volunteer at the General Board of Church and Society of the United Methodist Church and worked for several years as an engineer. She is a graduate of American University, the University of Tennessee Space Institute, and Purdue University.

Saturday evening, March 6

Sea Change: Ken Medema



Ken Medema

Ken Medema will lead us in an inspirational and interactive concert experience as only Ken can provide them. His theme will be “Sea Change—the transformation from the current way of seeing which can follow from a deep encounter of the soul, to see change and make change.”

From the time he was born, Ken has been unable to see with his physical eyes. He says “Because I have lived with some degree of being different all my life, I have some sympathy for people who have been disenfranchised, whether they have been disabled or politically oppressed or whatever.”

Music early became a major component of Ken’s life. When he was eight years old, he had a wonderful teacher who taught him to play by ear. His teacher also taught him to improvise, and music became a second language.

Ken received a Masters degree in music therapy at Michigan State University. While working as a music therapist, he began writing and performing his own songs, based on the lives of his clients. Then he began writing songs about his Christian life, and people really responded.

In 1973 Ken left his work as a therapist and began a career as a performing and recording artist. In 1985, he founded Brier Patch Music, an independent recording and publishing company whose commitment is to produce and distribute music that represents the unity of concern for spirituality and justice on planet Earth.

MORNING PRAYERS

Friday and Saturday 7:45 – 8:00 AM

A quiet gathering of centering worship led by Mennonite Chaplains Association

GENERAL SESSION WORSHIP

Worship will be a part of each general session, with congregational singing and a meditation offered by Dr. Natalie A. Francisco, co-pastor, Calvary Community Church. Although ordained in 1999, for over 25 years, Dr. Francisco has served extensively in full-time ministry at Calvary in its Music and Arts and Christian Education departments, as well as in numerous other Christian organizations she co-founded. She recently published a book, *Wisdom for Women of Worth and Worship: Lessons for a Life of Virtue, Value, and Victory*.

◆ SPECIAL SESSION ON GOVERNANCE

Friday, March 5

12:30 – 5:00 PM

Cost: \$210 if purchased separately
(no additional charge with full registration)

Networking Lunch

12:30 – 1:15 PM

Keynote 1:30 – 2:15 PM

Governing in Turbulent Times: Jill Schumann

Turbulence creates stress. When the environment keeps shifting, leaders rely on vision, mission, and guiding principles to provide stability and context for decision-making. What are the spiritual resources and faith-moorings that boards of faith-based organizations can draw on? How do the board and staff develop a shared understanding of the organization's current reality and how future plans will be monitored and adapted? Jill will share perspectives from her years of experience as a CEO, as a board member, and as a governance consultant.



Jill Schumann

Jill Schumann, MBA, serves as the president and chief executive officer of Lutheran Services in America. LSA is an alliance of the Evangelical Lutheran Church in America and The Lutheran Church–Missouri Synod and their 300 health and human service organizations.

Jill serves on the boards of the American Association of Homes and Services for the Aging, the Roundtable of National Faith-Based Health and Human Service Organizations, and currently is chair of the National Human Services Assembly. In 2009, for the seventh year in a row, she was named by the Nonprofit Times one of the top 50 leaders of power and influence in the United States and was described as an “imaginative social entrepreneur.”

E-mail: info@mhsonline.org

Concurrent Governance Track Sessions

2:30 – 3:45 PM

G1 - Vocation of the Trustee: Doing God's Work

Faith-based organizations need board members who blend a spirit of Christian service with competency in leading through governance. Learn how your personal call to serve and your specific gifts and expertise can be used more effectively in the governing work of the board. This workshop is for new board members. *Tim Stair, Consulting Services Associate, MHS Alliance*

G2 - Board Self Assessment and CEO Appraisal

When done well, these key reviews can affirm strengths and identify opportunities for further growth, setting the stage for strong organizational performance. This seminar will describe best practices and will enable you to avoid some of the pitfalls related to board self-assessments and CEO performance reviews. *LaVern Yutzey, Consulting Associate, MHS Alliance*

G3 - The CEO Role in Equipping Boards for Leadership

Boards that rubber stamp; boards that look to the future; boards that micro-manage; boards that come prepared; boards that seem bored; boards that form a team --- there are lots of kinds of boards. This session will examine how the CEO can play an active role in equipping the board function at its best. This session will draw on the latest in board research and years of experience consulting with boards, serving on boards, and working for boards to provide practical suggestions for CEOs as they partner with boards for leadership. *Jill Schumann, President/CEO, Lutheran Services in America*

Panel Discussion 4:00 – 5:00 PM

Facilitated by Rick Stiffney

Hear from Board Chairs and CEOs of several organizations that have responded with creativity and acted nimbly in this changing environment.

WORKSHOPS

Friday, March 5
Workshop Session #1
2:30 – 3:45 PM

F1—Secure Your Own Mask Before Assisting Others [HR, L, MD, P, RN, SW]

In times of stress, the way leaders manage their own anxiety will greatly affect the health and functioning of the organization. Learn why self-care and boundary-setting are not selfish acts but rather good stewardship of the leadership role and essential for the organization to weather anxious times. Session is drawn from the Values-based Leadership Program. *Lee Schmucker, Consultant, MHS Alliance and Linford King, Denominational Minister, Mennonite Church USA*

F2—The Tools of Web 2.0 [AS, D, G, L]

Do you Tweet, Skype, or subscribe to RSS news feeds? Find out the ABCs of free web 2.0 tools that can transform communication, grow community, and increase efficiency within your organization or ministry. From the presenter and each other, learn which tools might be the best fit for your needs. *Shannon Pipkin, Technology Curriculum Integration Specialist (TCIS), Newport News Public Schools*

F3—Keys to Campaign Success [D]

In a fundraising campaign, an organization seeks to raise a lot of money in a short time for capital purchases, endowment, and other projects that strengthen mission. A successful campaign can also build relationships with friends who will support your organization far beyond the cam-

NETWORKING LUNCHEONS

Friday March 5 12:30 – 2:15 PM

Join colleagues for facilitated networking and conversation over lunch.

FL1—Aging Services

FL2—Developmental Disabilities

FL3—Mental Health

FL4—Human Resources

FL5—Development Directors

FL6—Nurses: Equipping Lay Health Promoters for Healthy Communities

Marilyn Metzler, Health Education Director, Cross Over Ministry

FL7—Physicians

FL8—Social Workers

FL9—Chaplains (Pastors welcome)

12:30 – 4:00 Travel by bus to Mennowood Retirement Community in Newport News. Tour the facility with Chaplain Frank Ferguson, focusing on ministry at Mennowood, the holistic care and spiritual growth program, spiritual assessment tool, and changes in advanced directives.

FL 10—Pastors

paign. This session will help participants know if your organization is ready for a campaign. *Rich Gerig, Principal & Consultant, Advancement Associates*

F4—Public Policy and Aging Services [AS]

This session will explore the advocacy role of Anabaptists around current federal policy issues in aging services, based on the Statements and Resolutions of the Brethren in Christ, Mennonite Brethren US Conference and Mennonite Church USA. *Suzanne Wiess, Senior Vice President of Advocacy, AAHSA; Dennis Russell, CEO, Friendsview Retirement Community; and Keith Stuckey, Vice President, MHS Alliance*

F5—Going Green Via MHS Alliance Purchasing Services [L]

We say we want to be good stewards of God's creation, but how might we do that practically. Come discover some of the "green" products that are available in the marketplace via MHS Alliance Purchasing Services and hear how they are benefiting and being used by other faith-based organizations. Hear how this part of the program benefits the environment, you as a provider and MHS Alliance. *Judy Spencer, Care Purchasing Services*

Workshop Codes

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Human Resources = HR

Leadership = L

Physicians = MD

Mental Health = MH

Nursing = RN

Pastors = P

Social Workers = SW

For information, phone (574) 534-9689

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F6—A Different Approach to Market Research [L]

Participants will hear about a unique approach to conducting market research. The presentation team will review the recent “qualitative linguistic” market research study performed at Mennonite Friendship Manor. *Becky Drumm, Principal, Advancement Associates; Lowell Peachey, President/CEO, Mennonite Friendship Manor; and Michael Wiese, Associate and Professor of Marketing, Advancement Associates*

F7—A Conversation with Hope House Foundation [DD]

Take a short stroll to Hope House Foundation for a conversation with Executive Director Lynne Seagle. Since 1964, Hope House Foundation has worked to achieve independence, community inclusion, and true citizenship for people with developmental disabilities. Lynne will talk about their work and how they use teams to achieve their goals.

Friday, March 5 Workshop Session #2 4:15 – 5:30 PM

F8—Working Together for Wellness [L]

The Mennonite Church USA’s health plan for pastors and church employees includes wellness features to support people in becoming healthier individuals and communities. Learn about opportunities you may have to get involved in your church or how they may be adaptable to your business, institution, or denominational health plan. *Ingrid Friesen Moser, Stewardship of Health Manager, MMA*

F9—Case Studies in Care-giving [C,P]

Through presentation of two case studies and group discussion, explore the experience of care-giving and focus on the person of the chaplain or pastor. Reflect on the array of care-giving opportunities that pastors and chaplains encounter. Bring your own experience and questions and

receive practical insights for care-giving and nurture of the care-giver. *Anita Rediger, Chaplain, Swiss Village Retirement Community and Bob Schreiner, Coordinator of Pastoral Care, Oaklawn*

F10—Identifying the Victims of Human Trafficking [MD, RN, SW]

Mennonite Church USA’s 2009 Resolution against Human Trafficking addresses the need for education of faith communi-

ties, and medical and social services personnel, to help identify victims of this crime. The workshop also highlights APECA’s ministry for sexually exploited children, a safe house for girls ages 11–17. Educational and worship materials provided.

Rhoda Keener, Executive Director, Mennonite Women USA and Janet Olson, Executive Director, Arizonans for the Protection of Exploited Children and Adults (APECA)

F11—Organizational Change Using Employee Feedback [AS, HR, L]

Research confirms that how employees experience the workplace impacts their retention, satisfaction, productivity, and quality. Transforming the employees’ experience translates to transforming the clients/residents’ experience. Learn from one organization’s long-term journey of transforming the workplace experience. *Lee Schmucker, Consultant, MHS Alliance and Mark King, President/CEO, Greencroft Retirement Communities*

NETWORKING DINE-AROUND

Friday 6:30 – 9:30 PM

Connect with new and old friends for a relaxing evening at one of the many restaurants located close to the hotel. You’ll choose whether to sign up with a group or invite your own dinner companions. Select a restaurant that matches your interests and head out to enjoy the vibrant activity of downtown Norfolk.

F12—Tele-health Care Services Improves Rural Services [MH]

Learn how one organization uses telecommunication technology to provide clinical services in a secure, compliant manner. Compare tele-psychiatry to more traditional delivery modalities, including cost benefits and consumer satisfaction. Discuss how technology-based solutions can help improve care for consumers in rural areas. *Leon Hoover, CEO, Kingsview; Bill Dollar, CIO, Kingsview; John Kasdorf, Director of Information Technology, Kingsview; and Dr. Herbert Cruz, Head of Service for Tele-psychiatry*



In the spirit of “the last shall be first,” a bowling foursome representing Greencroft, Goshen, Ind., demonstrated its underachieving form at Mennonite Health Assembly 2009. Team members were Ivan Kauffmann, Dee Swartz, Carol Hostetler Borkholder (a chaplain from Kalamazoo, Mich.), and Cathy Beery Berg

F13—From Strategic Initiatives to Achievable Plans [AS, L]

Most leaders of not-for-profit organizations enjoy the creative process of defining statements of mission, vision and values and generating strategic initiatives. But they flounder when it comes to assembling the operational plan needed to assure the strategic initiatives get accomplished. A panel will present proven models that accomplish and move strategic directives in their organizations. *Dennis Russell, CEO, Friendsview Retirement Community; Karen Lehman, Executive Director, Friends House Retirement Community; and John Hendrickson, CEO, Frederick Mennonite Retirement Community*

F14—Re-examine Your Endowment Spending [D]

Endowment funds are intended to last for generations, providing support for an institution’s mission and operations. While the investment policy is an important part of extending the endowment,

the spending policy is equally important. In light of the recession and financial market decline, what changes should you consider to strengthen the endowment for the future? *Bill Hartman, Executive Vice President, MMA and Arlan Yoder, Senior Investment Officer, MMA Trust Company*

F15—Create an Inclusive Ministries Networking Organization [DD]

People with cognitive, developmental and physical disabilities want to be included in all aspects of society, including active participation in their faith communities. Throughout the United States, organizations are forming to help make that happen. This session will provide the steps necessary to forming an inclusive ministries networking organization. *Karen Jackson, Director, Faith Inclusion Network (FIN) of South Hampton Roads*

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Saturday, March 6
Workshop Session #3
9:00 AM – 10:15 AM

S1—For Board Chairs [G]

Hear brief input about current trends in not-for-profit governance. Learn from each other about how your board is strengthening its ability to govern and the barriers that are holding you back. Explore practical solutions for issues and challenges your board faces. *Rick Stiffney, CEO, and LaVern Yutzy, Consultant, MHS Alliance*

S2—Helping Families Navigate the Passage of Death [AS C, G, MD, MH, P, SW]

Drawing upon family systems theory, participants will learn how an entire family is “navigating in a sea of change” upon the death of a family member. Consider how the crisis can be an opportunity for growth and change for current and future generations. Hear guiding principles for promoting a transforming passage and view a compelling case study illustrating one family’s passage. *Kenton Derstine, Director of Clinical Pastoral Education and Field Education, Eastern Mennonite Seminary*

S3—Nurse Navigators [RN]

Many people struggle with the complex US health care system at a time when they are fighting for their lives. Navigation is a

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program that assists patients in overcoming barriers to care and understanding the system. The goal of Navigation is to reduce health care disparities by ensuring that every person receives timely diagnosis and treatment. *Teresa Boshart Yoder, Director of Women’s Services, Women’s Health Focus*

S4—Reshaping the Team: A Christian Leader’s Approach [HR, L]

How does a caring leader in a faith-based organization make the tough decisions to let people go in order to help the organization be stronger? A panel will offer their experiences in forming a leadership team they believed would fulfill the organization’s goals. They will share lessons learned, discuss how they would approach decision-making differently in the future and reflect on how their actions can be perceived as Christian or not Christian. *Karen Lehman, Executive Director, Friends House Retirement Community; Larry Miller President/CEO, MMA; and Ed Brubaker, CEO, Living Branches*

S5—Real-time Management in Turbulent Times [D, L]

Economic and business climates in recent years have underlined several brutal realities. Outside changes and constraints come from all angles. Inside the organization, things change as soon as we take action. Strategy is always evolving and emerging. Learn about an innovative system that marries generative thinking with an information technology platform. Discuss the application of this management tool in the context of a case study of a successful company. *Larry Webber, Managing Director, Institute for Strategic Management, Inc. and David Lehman, President/CEO, Mennonite Mutual Insurance Company*

SATURDAY MORNING SELF-CARE

Do busy conference schedules leave you wishing for some “down time”? At Mennonite Health Assembly, we believe in taking care of yourself. On Saturday morning, you can choose whether to take in an educational workshop or use the time to go for a walk, have a leisurely breakfast with a friend or check out the waterfront.

GOLF OUTING

Saturday 12:30 – 6:00 PM Cost \$60

Join your colleagues for an afternoon of golf on the Ocean View Golf Course in Norfolk. Registration will begin at 12:30 with the first tee time at 1:00 sharp. Sign up with a team or individually on your registration form. Awards will be presented at the evening banquet at the Marriott. The dress code for all golfers is a shirt with a collar and either slacks or Bermuda-length shorts.

S6—Culture Change Through Reinvention [AS]

This session will describe the transformation of a 20-year-old medical model nursing center into a person-centered environment that has greatly improved quality of life for residents. This real-world example will review reinvention programming and design concepts from the perspectives of the organization, architect and general contractor. *Greg Scott, Partner; Reese, Lower, Patrick and Scott, Ltd Architects; Craig Kimmel, Partner; Reese, Lower, Patrick and Scott Ltd. Architects; Nelson Kling, President, Mennonite Home Communities; Jon Sauder, Vice President of Health Services, Mennonite Home Communities; Jeffrey Sturla, Vice President of Pre-construction, Benchmark Construction Company, Inc.; and Steven Conway, Construction Project Executive, Benchmark Construction Company, Inc.*

S7—Anabaptists and their Values [L]

Learn about beliefs and values of Anabaptist groups. This workshop is designed primarily for those who are new to Mennonite Church USA, Mennonite Brethren and Brethren in Christ organizations. This session will be educational and fun. *Tim Stair, Consulting Services Associate, MHS Alliance*

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S8—Leadership Needs for the Organization's Life Cycle [G,L]

Participants will review a model for understanding organizational life cycles and assess where their organization is based upon this model. Using the model, participants will explore what the organization needs from its board and executive and implications for current and future leadership. *Lee Schmucker, Consultant, MHS Alliance*

S9—What if Menno Simons Ran the Shop? [L]

As leaders, are we thoughtful and aware of the values or frame of reference we're using as we make tough decisions? Why is it important to be explicit in articulating our frame of reference to staff, the board, and our leadership team in these sticky situations? What do we do when our own values conflict with each other? A panel will share case studies and invite participant interaction. *Laurie Nafziger, CEO, Oaklawn; Valerie Rempel, Associate Professor of History and Theology, Mennonite Brethren Biblical Seminary; Tim Wiens, Executive Director, Jubilee Association; Cindy Vanover, CEO, Kidron Bethel; and Ron Sawatsky, CEO, Rockhill Mennonite Community*

2010 PLANNING COMMITTEE

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Mim Shirk
Goshen, Indiana

Lee and Marvin
Schmucker
Wichita, Kansas

For information, phone (574) 534-9689

Saturday , March 6
Workshop Session #4
2:30 – 3:45 PM

S10—Strategies for Resilient Leadership [L]

Resilience is the capacity to be robust and nimble in response to unpredictable situations and environments. Leaders who are resilient and adaptive tend to keep in step with rapid changes occurring in the workplace and in our world. This workshop will equip leaders with cognitive strategies to respond to the unexpected in innovative and productive ways. *Hope Witmer, Director of Services to Business and Industry, Phillhaven*

S11—Increasing Board Capacity: Role of the Governance Committee. [G]

The governance committee can play a very important role in strengthening the board's functioning. This workshop will describe the variety of ways that a governance committee can support a board's continuous improvement efforts. A panel of board members will share from their experience as members of governance committees and will invite your comments and questions. *LaVern Yutzzy, Consultant, MHS Alliance*

S12—Effective Personalized Comprehensive Evaluations [HR]

Come away feeling empowered to conduct effective performance appraisals that allow employees to take part in evaluating themselves with supervisor guidance. Participants will leave with the tools to structure an evaluation that can positively affect the future atmosphere of the workplace. *Patricia Wilkerson, Comprehensive Evaluations, Friendship Community*

S13—Navigating Supply and Demand of Nurses [RN]

What factors cause constant fluctuations in

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supply and demand of nurses? Participants will explore the effects of fluctuations of supply and demand on the profession of nursing. *Arlene Wiens, Nursing Department Chair, EMU*

S14—What's Next in Health Care Reform

Depending where we are in the process of health care reform by the time

of Mennonite Health Assembly, this session will follow-up the general session for a more in-depth look at the next steps of response and/or implementation. *Tammy Alexander, Legislative Associate for Domestic Affairs, Mennonite Central Committee U.S. Washington Office*

S15—Understanding Dementia [AS, C, P, SW]

Health care professionals are increasingly called upon to care for an aging population, a population that is at high risk for dementia. Dementia is more than a medical, social and economic dilemma. For the person with the disease it is like Columbus learning that the world really is flat and sailing over the edge. *Denton Hartman, Director of Staff Development, Menno Haven Retirement Communities*



Patricia Wilkerson of Friendship Community makes a point at Mennonite Health Assembly 2009

SESSION TRACKING CHART

	AGING SERVICES	CHAPLAINCY	DEVELOPMENT	DEVELOPMENTAL DISABILITIES	GOVERNANCE	HUMAN RESOURCES
Friday Session 1 2:30 – 3:45 PM	F4: Public Policy and Aging Services	Ministry at Mennowood (Off-site)	F3: Keys to Campaign Success	F7: A Conversation with Hope House Foundation	See Governance Track on page 5	F1: Secure your Own Mask Before Assisting Others
Friday Session 2 4:15 – 5:30 PM	F11: Organizational Change Using Employee Feedback	F9: Case Studies in Caregiving	F14: Re-examine Your Endowment Spending	F15: Create an Inclusive Ministries Networking Organization	See Governance Track on page 5	F11: Organizational Change Using Employee Feedback
Saturday Session 3 9:00 – 10:15 AM	S2: Helping Families Navigate the Passage of Death S6: Culture Change through Reinvention	S2: Helping Families Navigate the Passage of Death	S5: Real-time Management in Turbulent Times		S1: For Board Chairs	S4: Reshaping the Team: A Christian Leadership Approach
Saturday Session 4 2:30 – 3:45 PM	S15: Understanding Dementia	S154: Understanding Dementia			S11: Increasing Board Capacity: Role of the Governance Committee	S12: Effective Personalized Comprehensive Evaluations

SESSION TRACKING CHART

	LEADERSHIP	PHYSICIANS	MENTAL HEALTH	NURSING	PASTORS	SOCIAL WORKERS
Friday Session 1 2:30 – 3:45 PM	F1: Secure your Own Mask Before Assisting Others F5: Going Green via MHS Alliance Purchasing Services F6: A Different Approach to Market Research	F1: Secure your Own Mask Before Assisting Others			F1: Secure your Own Mask Before Assisting Others	F1: Secure your Own Mask Before Assisting Others
Friday Session 2 4:15 – 5:30 PM	F8: Working Together for Wellness F11: Organizational Change Using Employee Feedback F13: From Strategic Initiatives to Achievable Plans	F10: Identifying the Victims of Human Trafficking	F12: Tele-Health Care Services Improves Rural Services	F10: Identifying the Victims of Human Trafficking	F9: Case Studies in Caregiving	F10: Identifying the Victims of Human Trafficking
Saturday Session 3 9:00 – 10:15 AM	S4: Reshaping the Team: A Christian Leadership Approach S5: Real-time Management in Turbulent Times S8: Leadership Needs for the Organization's Life Cycle S9: What if Menno Simons Ran the Shop?	S2: Helping Families Navigate the Passage of Death	S2: Helping Families Navigate the Passage of Death	S3: Nurse Navigators	S2: Helping Families Navigate the Passage of Death	S2: Helping Families Navigate the Passage of Death
Saturday Session 4 2:30 – 3:45 PM	S10: Strategies for Resilient Leadership			S13: Navigating Supply and Demand of Nurses	S15: Understanding Dementia	S15: Understanding Dementia

VISIT THE MHS ALLIANCE WEBSITE TO REGISTER ONLINE!

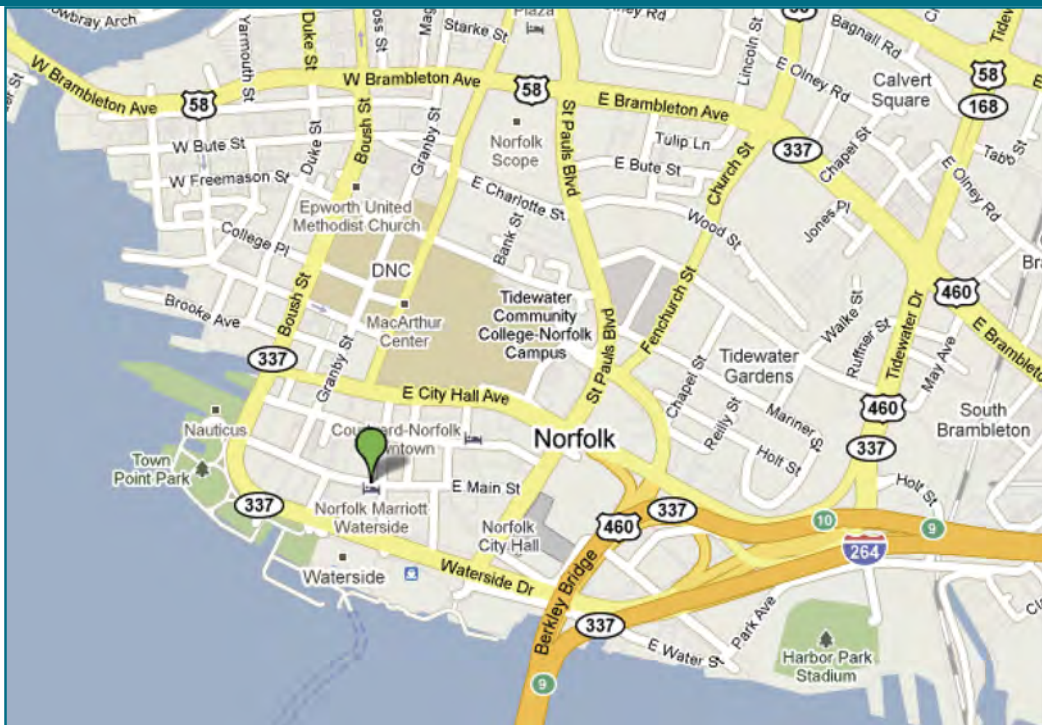
All information is provided at
<http://www.mhsonline.org/php/assembly/index.php>

SPECIAL OFFER FOR ORGANIZATIONAL LEADERS



MHS Alliance consultants are available for free one-hour sessions to help you get a handle on operational or governance issues that are troubling you. Offered on a first-come, first-served basis with no strings attached.

Contact Emily@mhsonline.org for more information or to sign up.



MARRIOTT NORFOLK WATERSIDE HOTEL, NORFOLK, VA

INFORMATION

Marriott Norfolk Waterside Hotel Reservations

To make a hotel reservation online, visit www.mhsonline.org and click on the link to Marriott Norfolk Waterside, 235 East Main Street, Norfolk, VA 23510 for the Mennonite Health Assembly rate of \$99 per night (plus tax) for a single to quad occupancy. Depending on room availability, this rate is available three days before and three days after our event. You may call 1-800-874-0264 to make a reservation by phone. Ask for the Mennonite Health Assembly group rate.

Reserve your room by February 9 to insure availability at the Mennonite Health Assembly group rate. Reservation requests after that date will be accepted based on space and rate availability.

Room Deposit and Cancellation: A credit card guarantee or a deposit equal to one night's stay is required to hold each individual's reservation. The deposit is refundable if notice is received by 4 pm day of arrival and a cancellation number is obtained.

Driving directions and hotel information are available at www.mhsonline.org

Parking

A \$2.50 discount on self-parking is available for Mennonite Health Assembly registered hotel guests at the Main Street Parking Garage (adjacent to the hotel). Current self-park rate is \$16.50 after the discount.

Air Travel

Norfolk International Airport (ORF) is the closest airport – 9 miles. Other options are Newport News/Williamsburg Int'l. Airport (PHF) – 28 miles or Richmond Int'l (RIC) - 87 miles from the Marriott Norfolk Waterside.

Airport Transportation

Norfolk Airport (ORF) to Marriott Norfolk Waterside Hotel Shuttle: Carey VIP Chauffeured Services at \$16 per person. Schedule on line – www.mhsonline.org or call 757-853-5466 and mention Mennonite Health Assembly. Taxi cost from Norfolk Airport is approximately \$25.

Newport News Airport (PHF) to Marriott Norfolk Waterside Hotel Shuttle: Carey VIP Chauffeured Services at \$46 per person. Taxi cost from Newport News Airport is approximately \$55.

Richmond Airport (RIC) Marriott Norfolk Waterside Hotel Shuttle: Carey VIP Chauffeured Services at \$96.50 per person. Taxi cost from Richmond Airport is approximately \$190.

Car Rental

Avis Rent-A-Car offers discounted rates for Mennonite Health Assembly attendees who use Avis Worldwide Discount (AWD) J099724. Advance reservations are advised and can be made online at www.avis.com or by calling 1-888-754-8878.

Refunds and Cancellations

The registration fee, meals, and events paid for are subject to the following refund policy:

1. All fees are 100 percent refundable, minus a \$25 handling charge, if the Mennonite Health Assembly office receives refund requests before 5 p.m. on February 5.
2. Fees are 50 percent refundable, minus a \$25 handling charge, if the Mennonite Health Assembly office receives refund requests before 5 p.m. on February 19.
3. No refunds will be made after February 19.

Scholarships and Grants

1. Full-time college, graduate, and seminary students are eligible for a reduced registration fee of \$130 made possible through student scholarships (a \$475 value). The package includes registration, lodging, and meal tickets. Register online, for questions call the Mennonite Health Assembly office at 1-800-611-4007.
2. A limited number of \$225 grants are available on a first-come, first-served basis to anyone with financial need who is registering without organizational sponsorship. Call the Mennonite Health Assembly office at 1-800-611-4007 for information.
3. No one may receive more than one of the above grants or scholarships.

Scholarship Contributions Needed

Scholarships are funded by sponsorships and by the interest from an endowment. With investment losses in the past year, there are limited funds available from the endowment for scholarships. If you are able to give \$50, \$100 or more to help others attend, please indicate your contribution amount on the registration form.

Continuing Education Credits

1. Contact hours for nurses will be submitted for approval for the workshops listed on the nurses' track.
2. This program will be submitted for continuing education clock hours from the National Association of Board of Examiners of Long Term Care Administrators.
3. Chaplains will be provided a certificate of attendance, if requested and CEUs paid for.
4. See the registration form to obtain CEU credit or contact the Mennonite Health Assembly office for more information.

Sponsored by:



Menonite Health Services Alliance (MHS Alliance)

is a community of Anabaptist health

and human service ministries committed to God's work of healing and hope in Christ Jesus through:

- connections with relating denominations
- collaboration among members
- programs and services for bottom-line value



Menonite Mutual Aid

(MMA) helps organizations integrate their values with their financial decisions.

MMA offers a full range of employee benefits, including health, retirement, and voluntary worksite. In addition, MMA provides investment

management, trust services, and planned charitable giving. MMA's partner, Menonite Financial Federal Credit Union, can bring onsite banking to employers."

Menonite Health Services
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