

January 2020

The Washington Voice

An E-Newsletter From



Adult Family Home Council

OF WASHINGTON STATE

Who We Are

Advocates for compassionate, individualized care. Serving adult family homes for more than 20 years!

Our Mission

To improve the lives and well-being of vulnerable adults through support of adult family homes.

In This Issue

Letter from Executive Director John Ficker	p. 1
Welcome Your New 2020 Executive Board Members	p. 2-3
2020 Lobby Day	p. 4
2020 Legislative Agenda	p. 5
Affiliate Business Profile - Dispatch Health	p. 6
Hazardous Medications: Considerations for Safe Handling	p. 7-8
DSHS Adult Family Home Administrator Instructor	p. 9-10
Upcoming Events & Trainings	p. 12
Upcoming Webinars	p. 13
Are You Up-To-Date with Your Chapter?	p. 14
Buy - Sell - Trade	p. 15

Hello Adult Family Homes of Washington,

Happy New Year! As 2020 begins we jump right into our state's legislative session. Washington's 2020 legislative session is a short, 60-day, session. We are hopeful it will improve opportunity and resources for adult family homeowners and the residents they serve. We are monitoring several pieces of legislations related to how health care is delivered, small business regulation and protection of vulnerable adults. The AFH Council's main priority in the next 60 days is to pass House Bill 1023. **HB 1023** is the bill that will allow certain adult family homes to increase capacity to 7 or 8 beds.

We believe this legislation is important to the overall success of our state's long-term care system. This legislation allows an opportunity for providers to increase their potential services and revenue. Additionally, we know that the number of individuals seeking long term care continues to grow. Over the next 10 years we will see a doubling of the population over 75. Currently there are not enough resources to serve the number of people who will be in need.

Of course, even with these opportunities, it will not mean anything if we cannot find, hire, train and retain care-giving staff. That is why we are invested in making 2020 the year we act. The AFH Council and the Long-Term Care Foundation are already underway in developing an Adult Family Home Training Network. This network is defined in law as a nonprofit with the capacity to support the workforce development needs of adult family homes. DSHS has an obligation to fund the network through contributions made for each date of service to a Medicaid client. This will provide opportunity to make investments in training programs and supports to help adult family home providers. Be on the lookout and please participate in our information gathering with meetings and surveys that will ask you about your staffing and training needs. We are eager to find the right solutions to support our mission.

In 2020 the AFH Council will be negotiating new Medicaid contract rates. We need all adult family homes to help support these efforts. Only by banding together as members of the AFH Council can we impact the challenges of costs related to minimum wage increases, new benefit requirements, rising costs and increased administrative responsibilities.

Thank you to those of you who are current members of the AFH Council. To those of you who are not a current member of the AFH Council, I hope each of you will join us! Together we can continue to deliver on our mission to improve the lives vulnerable adults in our care.

All the best,



John Ficker
Executive Director

Welcome Your New 2020 Executive Board Members



At Large Delegate

Jeannie Schmid (Willow Creek AFH - Port Orchard)

Jeannie Schmid - Owner of AFH for 21 years-Opened 1st home in 1998, second home in 2000 and third home in 2001. Past Vice President for Kitsap Chapter. Served as Delegate for Kitsap Chapter. Past Board Treasurer and have served on and off the Board since 2000. Member of AFHC for 21 years. Volunteer for the AFHC Mentor Program. I started my involvement with AFHC in 1999 when we didn't have an office or employees, everything was done on a volunteer basis. I am very proud of how far we have come over the past 21 years. I have enjoyed serving on the Board and I am honored to continue my service to you.



Region 3 Delegate

Edwin Bondoc (A Good Shepherd AFH, LLC - Lynnwood)

I am Edwin T. Bondoc a resident and an Adult Family Home Provider in Lynnwood Washington. I am a proud supporter of AFHC since its inception and a member of WSRCC since becoming an AFH Provider in 2005. In my years of being AFH provider I have seen the evolution and progressive movement of our industry. To this date Adult Family Home business is still a growing home business and no doubt a vital service to our community. So, for those who have nominated me for the Executive Board position, I now accept your nomination to become one of your elected Board of Directors. If, I am elected as a Board Member, I will do my best to contribute more to our industry and membership. I believed my experiences in the AFH Operation and Administration is going to be a tremendous asset in serving as one your board members. I also, strongly believed that it is our duty as members to help and support the growth of our organization. I will be glad to promote the good cause we do as an AFH Provider and serve our aging community.

Welcome Your New 2020 Executive Board Members



Amelia Hertog (Angelwings AFH - Des Moines)

My name is Amelia Hertog and I have been an Adult Family Home Provider in the Burien/Des Moines area since 2004. I became a member of the Adult Family Home Council a year before I got licensed for my first AFH and have been an active member ever since. I served as Secretary of the AFH Council South King Chapter for four years and have had the privilege to serve one term as AFHC Board Member and would like to run again for this coming term. During my first term, I had the chance to be on the Bargaining team and help advocate for members' rights, Medicaid rate increases, etc. I have also consistently participated for many years in our Yearly Lobby Day, communicating our challenges, concerns, and aspirations not only to my legislators, representatives, and senator but going along to face to face meetings for support with other AFH constituents to their legislators, representatives, and senators. I am passionate about the work we do and truly believe in not just preserving but broadcasting to the world the AFH option in Long Term Care as the very best. In order to do that, I know it takes hard work, perseverance and everyone doing our part. If reelected, I humbly aspire to continue to serve you respectfully, diligently, and resolutely to the best of my ability.



Region 6 Delegate

Joseph Stephens (A Meadow View AFH, LLC - Camas)

Having been an AFH provider for 7 years now, I am encouraged by the opportunities for the AFHC to work with DSHS as stakeholders working together to enhance programs that improve the lives of our residents and the compensation for the time it takes to implement, at our end, these programs. I would very much enjoy the chance to represent the members on the AFHC board as the council continues to forge ahead with these efforts, be involved in collective bargaining to ensure fair compensation for the work we all do and to develop resources to help overcome the challenges to find and keep quality staff. If elected to your board, it would be a privilege to represent all of you, with the AFHC, before the state to ensure we are able to continue providing the best solution for the long term care needs of our growing elder population. Thank you for your consideration and your vote.



The AFH Council's 2020 Legislative

Lobby Day

January 23, 2020

8:00 AM - 4:00 PM

The United Churches of Olympia

Sponsored by:



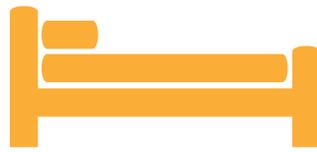
Join Us In Olympia for AFH Council's Legislative Lobby Day!

We will make appointments for you to talk with your legislators about the needs of adult family homes in Washington state. Your stories and perspectives will have the greatest impact! Please sign up below to join us on Thursday, January 23, 2020 at your state capitol!

We will be able to register Member walk-ins at Lobby Day

[Click Here to Register](#)

Adult Family Home Council 2020 Legislative Agenda



8 Bed Bill

House Bill 1023

For qualified homes with appropriate space and experience, an AFH would be allowed to increase their bed capacity from 6 to 7 or 8.

With input and direction from the long-term care Ombud's, DSHS, disability advocates, state fire chiefs and fire marshals, this legislation was developed and worked thoroughly over the last two sessions to allow for opportunity without negatively impacting resident care or safety. This legislation authorizes qualified adult family homes to provide services for up to 8 adults upon approval from the Department of Social & Health Services.

- Currently the licensed capacity of an adult family home is limited to maximum of 6 residents receiving personal or special care services.
- If an AFH has the appropriate square footage (see WAC 388-76) and would otherwise qualify to open an additional home, they could apply to expand to a maximum of 8 beds under the same license.

Reasons to support this legislation:



Expands resources at a time when the demand is increasing to critical needs



Will allow experienced providers to expand their capacity without having to open an additional home



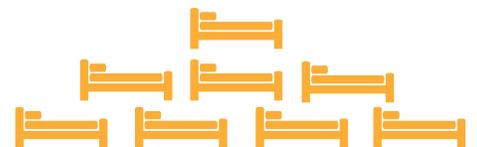
Increases available resources and creates a larger economy of scale for those serving Medicaid residents



Increases opportunity for providers to consider serving Medicaid/state funded residents



Allows greater business opportunity and flexibility to AFH owners and operators



Providers serving only 6 residents, may want that 7th bed to allow them to market an empty bed while resident 6 is on hospice and actively dying



Affiliate Business Profile



Advanced Healthcare Delivery Serving the Seattle, Tacoma and Olympia Metro Areas: Bringing Back the House Call

DispatchHealth brings advanced medical care to the home so that patients can avoid unnecessary trips to the emergency room and save on their total cost of high-acuity care.

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What We Treat

DispatchHealth can treat common to complex injuries and illnesses, all from the comfort of the patient's home. Common conditions include the flu, urinary tract infections, respiratory infections, skin infections, joint and back pain, strains or sprains, dehydration, minor fractures, and more.

Our Providers

For every house call, we send a physician assistant or nurse practitioner, along with a medical technician. An on-call physician is also available at all times via phone. To ensure continuity of care, a detailed report is sent to each patient's care team.

How it Works

Affordable in-home healthcare is just a few simple steps away:

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2. Explain symptoms
3. We dispatch our medical team
4. Patients receive the care they need



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Tacoma Residents: 253.271.9720
Olympia Residents: 360.200.8245

For more information or partnership opportunities, contact your local team.

Karrie Austin
Regional Market Director - Washington
karrie.austin@dispatchhealth.com



Hazardous Medications: Considerations for Safe Handling

By Joanna Rusch, Consultant Pharmacist – Ready Meds Pharmacy

Hazardous medications are those that pose a potential occupational hazard to healthcare workers who come into contact with them. To be considered hazardous, a medication must exhibit one or more of the following:

- Carcinogenicity
- Teratogenicity/Developmental toxicity
- Reproductive toxicity
- Organ toxicity at low doses
- Genotoxicity
- A structure/toxicity profile that mimics an existing hazardous medication

The National Institute for Occupational Safety and Health (**NIOSH**) periodically publishes a list of hazardous medications which can be located on the Centers for Disease Control (**CDC**) website. The list includes several medications commonly used in adult family homes, including but not limited to the following:

- Clonazepam (**Klonopin**)
- Divalproex sodium (**Depakote**)
- Finasteride (**Proscar**)
- Paroxetine (**Paxil**)
- Spironolactone (**Aldactone**)
- Warfarin (**Coumadin**)

In order to protect caregivers and staff who handle hazardous medications, it is crucial to have a plan in place for identifying them and exercising appropriate precautions. In fact, under **WAC 296-62-500**, employers in health care settings (including Adult Family Homes) are required to develop a written **Hazardous Drugs Control Program**. This WAC is enforced by the Washington State Department of Labor and Industries (**L&I**).

As part of developing a hazardous drug control program, you must create a written

inventory of hazardous medications used within your Adult Family Home. Keep in mind that some pharmacies may not identify and/or label medications as hazardous when they are dispensed to your facility. Ask your pharmacy if this is a service they provide. In any case, it is highly recommended to keep a copy of the NIOSH list readily accessible.

Your hazardous drugs control program must include policies and procedures designed to minimize occupational exposure risk. The recommended handling precautions vary depending on the medication itself, the dosage form, and the type of handling required. For example, oral solid dosage forms such as coated tablets and capsules likely do not pose the same exposure risk as liquids and topical products. However, manipulating tablets (by splitting, crushing, or dissolving) or capsules (by opening) will increase the risk of exposure. These types of dosage-form manipulations are commonly performed in Adult Family Home settings.

Minimally, hazardous medications should be handled with gloves. However, additional personal protective equipment (PPE) and/or engineering controls may be necessary in some cases. For example, if it is necessary to crush a hazardous medication, you must use a closed-system pill crusher such as the Silent Knight. Open-system crushers may expose caregivers, staff, and other residents to residue left by the hazardous medication.

The Washington Health Care Association (WHCA) has developed a helpful work aid for determining PPE requirements when handling hazardous medications. A preview of the resource is shown on the following page; the table lists PPE recommendations for common hazardous medications based on the type of handling required.

Continued on page 8

Hazardous Medications: Considerations for Safe Handling

By Joanna Rusch, Consultant Pharmacist – Ready Meds Pharmacy

Continued from page 7

Minimum PPE Required		PPE Requirements Hazardous Drug Handling				Minimum PPE Required
Universal (Green) - handling and disposed of using normal precautions. Low (Yellow) - handle at all times with gloves and appropriate engineering controls. Moderate (Orange) - handle at all times with gloves, gown, eye and face protection (with splash potential) and appropriate engineering controls.						High (Red) - double gloves, gown, eye and face protection in addition to any necessary engineering controls.
Dispensed/Common Drug Name (Formulation) and (NIOSH CATEGORY #)	Other Drug Name	Handling only - No alteration	Tablet		Open Capsule	
		Minimum PPE Required	Contained Crush/Split	Crush/Split	Minimum PPE required	Additional Information
abacavir (susp) (2)	ziagen/epzicom/trizivir	Low				
abacavir (tablet) (2)	ziagen/epzicom/trizivir	Universal	Low	Moderate		
acitretin (capsule) (3)	soriatane	Universal			Moderate	
anastrozole (tablet) (1)	arimidex	Low	Moderate	High		
andriod (capsule) (3)	methyltestosterone	Universal			Moderate	
apomorphine (inj sq) (2)	apomorphine	Moderate				
astagraf XL (capsule) (2)	tacrolimus	Universal			do not open	
avordart (capsule) (3)	dutasteride	Universal			Moderate	
azathioprine (tablet) (2)	apomorphine	Universal	Low	Moderate		
bicalutamide (tablet) (1)	casodex	Low	Moderate	High		
brisdelle (capsule) (3)	paroxetine	Universal			Moderate	
caprelsa (tablet) (1)	vandetanib	Low	do not split/crush			
carbamazepine (suspension) (2)	tegretol	Low				
carbamazepine (tablet) (2)	tegretol	Universal	Low	Moderate		
carbamazepine ER (tablet) (2)	carbatrol/equatrol	Universal	do not split/ crush			
clonazepam (tablet) (3)	Klonopin	Universal	Low	Moderate		
clonazepam ODT (tablet) (3)	Klonopin	Universal	do not split/ crush			
colchicine (capsule) (3)	colchicine	Universal			Moderate	
colcrys (tablet) (3)	colchicine	Universal	Low	Moderate		
crizotinib (capsule) (1)	xalkori	Low			do not open	
cyclophosphamide (capsule) (1)	cyclophosphamide	Low			High	
cyclophosphamide (tablet) (1)	cyclophosphamide	Low	Moderate	High		
cyclosporin (solution) (2)	sandimmune/neoral /gengraf	Low				
cyclosporine (capsule) (2)	sandimmune/neoral /gengraf	Universal			Moderate	
cyclosporine (eye drops) (2)	restasis	Low				
diclofenac/misoprostol (tablet) (3)	cytotec	Universal	Low	Moderate		
divalproex (tablet) (2)	depakote	Universal	do not split/ crush			
divalproex ER (tablet) (2)	depakote er	Universal	do not split/ crush			

DSHS Adult Family Home Administrator Instructor

Description:

Highline College's Continuing Education is seeking a DSHS Adult Family Home Administrator instructor. This position is responsible for upholding the state curriculum, education and training of our students. Schedule, hours and dates will vary, and will be established based upon assignment. Schedule may include day or evening shifts, weekdays or weekends. Teaching assignments may include lecture presentations, grading quizzes, homework and exams as well as coordinating guest speakers. Position rate is \$80/hour, each sessions is generally around 54 hours of instruction. Highline College is situated in a diverse community just 20 minutes south of Seattle where we serve a student population of over 70% students of color, representing over 35 nations and more than 100 languages. The college embraces equity, inclusion, and social justice, with core goals of Student Attainment, Diversity, Community Engagement, and Sustainability. Highline is a four-time winner of the Higher Education Excellence in Diversity (HEED) award from Insight into Diversity magazine (2013-16), the 2016 winner of the Association of Community College Trustees (ACCT) Equity Award for the Pacific Region and the 2014 winner of the American Association of Community Colleges' (AACC) Award of Excellence for Advancing Diversity. In 2015, Highline was the only community college in the Pacific Northwest to earn the Chronicle of Higher Education's "Great Colleges to Work For" honor.

Continuing Education (CE) is committed to enriching the community through personal and professional lifelong learning opportunities.

Position Duties and Responsibilities:

Responsible for presenting the DSHS materials and curriculum and staying apprised of any changes to the DSHS program.

Representing the DSHS department's viewpoint on AFH policies and procedures.

Develop and maintain effective working relationships with students, staff and guest speakers.

Provide for the orderly conduct of program learning activities, individual student learning needs, and the appropriate evaluation of student progress towards attaining the learning objectives.

Work effectively with students from academically, culturally and economically diverse backgrounds. Plan, conduct, monitor and track training to meet the state training requirements.

Handle the administrative procedures, including tracking student attendance, test results and student outcomes.

Attend meetings outside of class time as needed.

Support the college's mission in service to the community, and guide individuals to achieve their educational and professional goals.

Perform other duties as assigned.

Attend a DSHS Train the Trainer class when scheduled

Continued on page 10



DSHS Adult Family Home Administrator Instructor

Continued from page 9

Qualifications:

Education: Minimum is high school diploma but prefer a bachelor's degree.

Experience: Current license in good standing as an adult family home provider. A minimum of five years of experience as an adult family home owner/manager. Experience teaching adults is desired.

Skills, Knowledge and Abilities: Demonstrable business competency and current adult family home administrator skills. Strong oral/presentation, written communication skills and basic computer skills. Ability to work with diverse groups of people: residents, families, community members, other staff and volunteers.

Application Process:

Contact Via Email (include your current resume & cover letter):

Justin Farris
Associate Director for Continuing Education
jfarris@highline.edu

APPLICATION DEADLINE:

Open Until Filled.

Upcoming Classes

Option 1:
Feb 3rd- Mar 4th,
Mon-Wed,
5:30p-9:30p, item
9713

Option 2:
Feb 20th-Mar 26th,
Thu (5:30p-9:30p) &
Sun (9:00a-3:30p),
item 9715

Option 3:
Mar 30th-Apr 28th,
Mon-Wed,
5:30p-9:30p, item
9710

Option 4:
May 12th-Jun 10th, Tue-Thu,
5:30p-9:30p, item 9712

Location: Highline College,
23835 Pacific Hwy S, Kent,
98032,
Bldg 99

Students can register/view
all offerings at:
[https://ce.highline.edu/pr
ograms/areas/healthcare](https://ce.highline.edu/pr
ograms/areas/healthcare)
or call 206-592-3785



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Helpful Resource

L & I News



December 2019 Newsletter

[A Note from Small Biz Andy... Your Friend at L&I](#)

[Small Business Requirements & Resources Workshop Coming to Bellingham in January](#)

[Small Biz Andy's Fatherly Jest #1](#)

[New Overtime Rules - What Employers Need to Know and Do](#)

[Small Biz Andy's Fatherly Jest #2](#)

[Seeing 2020: L&I Expands Offerings of Workshops and Webinars in the New Year](#)

[Small Biz Andy's Fatherly Jest #3](#)

[Minimum Wage Increases to \\$13.50 Per Hour in 2020](#)

[Opportunity to Use Paid Family & Medical Leave Begins in January](#)

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Upcoming Events & Trainings

Spokane Community College will be offering the AFH Administrator course on the dates below:

February 4 - February 20, 2020

Item #: 5504

Tuesday, Wednesday, Thursday's
9:00 AM - 4:00 PM

Location: MaxSnyder Bldg 50 Rm ARR



Community Colleges of Spokane

Register: [HERE](#)

Washington State Department of Social and Health Services

Transforming
Lives

Suicide and Non-Suicidal Self Harm Training

Come and learn effective ways to support, engage and intervene with clients dealing with non-suicidal self-injury, suicidal ideation and suicide.

Thursday January 23rd 2020

Bellingham HCS Office, 4th fl, 2219 Rimland Drive

Ste 419, Bellingham

10am to 12:00pm

All attendees will receive two (2) free CEUs upon completion of the training.

To register, please contact:

Tammy Butler, BSc SW,
HCS Behavioral Support Specialist, HCS

tammy.butler@dshs.wa.gov

206 - 919 - 0600

Washington State Department of Social and Health Services

Transforming
Lives

Suicide and Non-Suicidal Self Harm Training

Come and learn effective ways to support, engage and intervene with clients dealing with non-suicidal self-injury, suicidal ideation and suicide.

Wednesday January 29th 2020

Smokey Point HCS office 3906 172nd St,
Arlington 98233.

10am to 12 pm

All attendees will receive two (2) free CEUs upon completion of the training.

To register, please contact:

Tammy Butler, BSc SW,
HCS Behavioral Support Specialist, HCS

tammy.butler@dshs.wa.gov

209 919 0600

Washington State Department of Social and Health Services

Transforming
Lives

Residential Guide to Challenging Behaviors Training

Come and learn effective ways to work with residents with challenging behaviors.

Wednesday February 12th 2020

Renton HCS office, 3rd Floor, 981 Powell Ave SW,
Renton, 98057

10:00am to 1:00pm

All attendees will receive three (3) free CEUs upon completion of the training.

To register, please contact:

Tammy Butler, BSc SW,
HCS Behavioral Support Specialist, HCS

tammy.butler@dshs.wa.gov

206 - 919 - 0600

Upcoming Webinars

Webinar: Understanding the CARE Tool and How it Affects Your Resident's Daily Rate and Services

January 16, 2020
7:00 pm – 8:30 pm
&
January 28, 2020
10:00 – 11:30 am
&
February 11, 2020
2:00 – 3:30 pm

Participants will learn:

- Medicaid Programs and funding
- The purpose of the CARE tool
- How CARE affects daily rates
- Your role in the CARE assessment
- Additional information captured in CARE

Additionally they will be introduced to important resources:

- Appropriate WAC sections
- CARE assessor's manual
- Long Term Care Manual

1.5 hours of CE are available for AFH Council Members who register and attend the webinar.

Register: [HERE](#)

Webinar: What to Look for in 2020

January 17, 2020
2:30 pm – 3:30 pm
&
January 21, 2020
9:00 am – 10:00 am
&
January 30, 2020
2:30 – 3:30 pm

Participants will learn:

- 2020 Legislative session
 - 8 bed expansion
 - APS/RCS legislation
- Collective Bargaining for 2021-2023 contract
 - Wages, training and healthcare
 - Stakeholder work from 5672
- AFH Training Network
- Spring and Fall Conference
- Application process

1.0 hours of CE are available for AFH Council Members who register and attend the webinar.

Register: [HERE](#)

Stay up-to-date with more upcoming administrator trainings in our newsletter!

Are You Up-To-Date with Your Chapter?

Click on your chapter to view upcoming chapter meetings and events!



Federal Way
Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Kent Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Kitsap County
Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Lacey Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Longview
Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Mountlake
Terrace Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Richland
Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Spokane
Chapter

Adult Family Home Council
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Join Us!



Tacoma/Lakewood
Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



University Place
Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Vancouver
Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!



Yakima Chapter

Adult Family Home Council
OF WASHINGTON STATE

Join Us!

[Click here to view all chapter meeting dates!](#)

 **Buy - Sell - Trade** 

Adult Family Home Council Members Marketplace Page

Place an ad on this page in the next issue!

AFH for sale in Vancouver, WA



Excellent location! Family Care Home with two living quarters on the main and one on the basement, just minutes to freeways, shopping, hospital. This home has 9 bedrooms total: 7 bedrooms on the main level, kitchen, dining room, 2 living rooms, 3 full and 6 half bathrooms. There is a separate living quarters for caregiver with kitchenette, and two bedrooms in the basement. Property sold as is.

CLeta@bhhsnw.com
360-513-9667

AFH for sale in Woodland, WA



Large one level was remodeled in 2007 features 7 bedrooms and office, 1 full bath, 3 showers and 3 half baths. The attached garage is partially converted. 5 large bedrooms are for residents and separate quarters for caregiver with master, 2nd bedroom, office and laundry. Fenced back yard, with 616 sqf shop. Call /text LA for an appt. 24 hour notice.

Contact@CristinaLeta.realtor
360-513-9667

Your AFH Council Team

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Code of Ethics for Adult Family Home Providers

This Code of Ethics for Adult Family Home Providers has been developed as a guide for carrying out provider responsibilities in a manner consistent with professional values and more standards which define the essentials of honorable behavior for the Adult Family Home Provider.

As Adult Family Home Providers, we want the public to acknowledge us as professionals. Part of this process is to develop a system of ethical codes of conduct and standards of practice that incorporate our principles and values regarding quality care. Through their Associations and working with fellow members:

- An Adult Home Provider recognizes and respects the dignity of residents without consideration for race, religion, gender, sexual orientation, social or economic status.
- An Adult Family Home Provider, while honoring the residents' rights to self determination, will promote and protect the rights of all their residents.
- An Adult Family Home Provider is responsible and accountable for their individual practice and determining how they deliver optimal care to their residents.
- An Adult Family Home Provider acknowledges the responsibility to protect their own integrity, maintain competence in their field, and continue their personal and professional growth.
- An Adult Family Home Provider will promote their profession with continued education and political action in shaping the WACs and rules that govern their profession.

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