

CAHL

California Association
of Healthcare Leaders

2019

— ANNUAL REPORT —

An Independent Chapter of



American College of
Healthcare Executives
for leaders who care®

ABOUT US



The California Association of Healthcare Leaders (CAHL) is an independent chapter of the American College of Healthcare Executives (ACHE). CAHL serves approximately 1,400 healthcare leaders throughout Northern and Central California. The chapter’s geographic footprint covers 50 of California’s 58 counties and extends as far south as Kern County and far as north to the Oregon border.

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A MESSAGE FROM OUR CHAPTER PRESIDENTS

The World in Which We Live

In a time of uncertainty, social injustice, systemic racism, a global pandemic, financial crisis and global warming, what comes into view are the fundamental needs of existence. Maslow's Hierarchy of Needs points toward physiological needs as the foundation from which we build our lives. Basic needs such as food, water, clothing, shelter, security and safety are tangibles for this foundation to be built. The psychological needs in the hierarchy touch on connection, relationships and friendships. There was no way to predict that these basics would come into such sharp view as 2019 came to a close and 2020 began. It seems the only constant in 2020 is change – change in the way we interact, deliver care, work, educate our children and, most of all, connect with each other.

There is no one better suited to flex and adapt than those of us in healthcare; the only constant is change – it's the anthem of our profession. There has been no better example set than those who have given their lives on the front lines to care for others during this pandemic. Our nurses, physicians, support staff and hospital leaders still continue to show up to work even amidst the constant unknown and inevitable change in the way that the care is provided. It is to them that we dedicate the 2019 CAHL Annual Report. This summary of our efforts this past year focused on

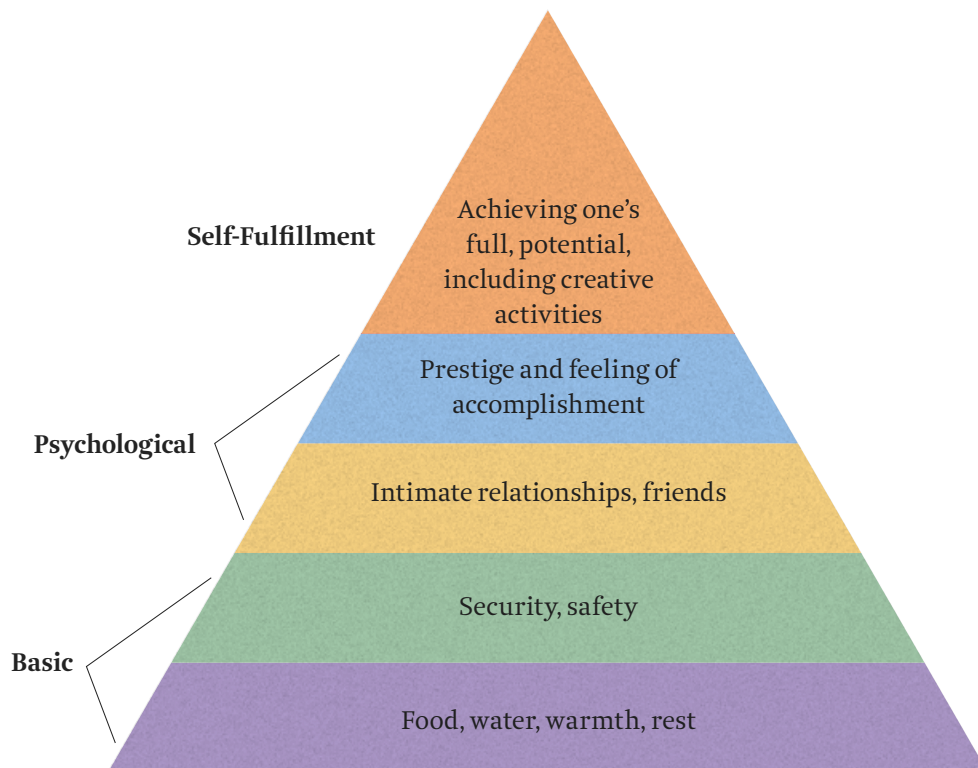
the contributions our healthcare organizations make in creating a positive impact on our industry.

Depending on one's view, constant change can be used as a stimulus or continuous improvement or as an obstacle to overcome. Resilience, as an outcome of self-awareness, is at the forefront of the ability to see constant change as a stimulus. If, however, we refer back to Maslow's hierarchy and see that self-actualization, which encompasses self-awareness, is at the top of the pyramid, it stands to reason that it can only be achieved on the foundation of basic needs being met first. How then as healthcare leaders do we not only stabilize our own foundation in the midst of uncertainty but also support those that we lead and those whose lives we care for, day in and day out?

Maslow identifies our physiologic needs as belongingness, love and esteem. By holding open the space, addressing the concerns, and by surrounding ourselves with those we care for, and who care for us, with compassion and empathy, we begin to see the development of that stronger foundation. Those behaviors not only create space for ensuring basic needs are met but also facilitate widespread value for each person's contributions to the greater good.

Both ACHE and CAHL have intrinsically built Justice, Equity, Diversity and Inclusion into our foundation for professional growth and the development of the leaders of tomorrow. If the

MASLOW'S HIERARCHY OF NEEDS



¹ McLeod, Saul. March 2020. Maslow's Hierarchy of Needs simplypsychology.org/maslow.html

only constant is change, then let us teach justice while exhibiting empathy, creating equity and celebrating diversity and open the door for all to be included in building the foundation of our future. Variety of thought and background creates a more beautiful space to live and work in.

It is our life's work to ensure the basic needs of humanity are met; the prevention of illness must be at the forefront in meeting basic needs. With an eye toward creating equity, improving access and the removal of artificial barriers to care must be top of mind. With an eye toward diversity and inclusion, policy and regulation must be established to ensure equality for all. Justice and accountability

need to occur for any sort of racism, sexism, marginalization, bullying and/or micro-aggression to be eliminated. Only then can Maslow's hierarchy of needs reach self-actualization. Only then will we have achieved our full potential, which is recognizing that we are all people with the same basic needs. We are one humankind.

It is with honor that we, the Presidential Representatives for the California Association of Healthcare Leaders, present to you our 2019 Annual Report. This report outlines the steps and accomplishments that were taken to create a more inclusive and compassionate world.

In good health, safety and spirit,



A handwritten signature in black ink, appearing to read 'KBS'.

Kim Brown Sims, FACHE
CAHL President



A handwritten signature in black ink, appearing to read 'Darrielle Ehrheart'.

Darrielle Ehrheart, FACHE
CAHL President-Elect



A handwritten signature in black ink, appearing to read 'Andrew Pete'.

Andrew Pete, FACHE
CAHL Immediate Past-President

**VISIT US
ONLINE:**



MISSION & VALUES

Mission

Advancing our members by providing world-class lifelong professional growth through local educational programming, networking and mentoring

Vision

To be the premier professional society for healthcare leaders in Northern and Central California, advancing excellence in healthcare leadership and improving the lives of the communities we serve

Values

- › Promote high ethical standards and conduct
- › Foster diversity and inclusion
- › Generate pride and enthusiasm
- › Serve the community
- › Advance the mission of the ACHE

2019 CHAPTER OVERVIEW

Membership Statistics

Total Membership	1,527
Total Number of New Members	106
Total Number of Fellows	260
Total Number of Life Fellows	96
Total Members Who are Currently a CEO	182

2019 Events Breakdown

Total Number of 2019 Events	36
Face-to-Face Education (F2F)	11
Qualified Education (QE)	6
Learning From Leaders (QE)	8
Advancement BOG Prep Sessions	2
Networking	9

VOLUNTEER SPOTLIGHT

We are proud to recognize our members and volunteers on our Member Spotlight section on our chapter webpage. Know of a CAHL member who has gone above and beyond? Nominate them for the CAHL member spotlight by filling out the nomination form on our CAHL Chapter website.



Nora Powers, FACHE

Nora is the work-engine behind the Board of Governors' (BOG) advancement workshops. She was instrumental in updating and expanding our advancement materials library this past year. Because of her, our materials are organized, updated, and mostly digitized and easily accessible. She organizes all the logistics, curriculum, and study materials for participants and faculty. Our workshops would not be the same without Nora's leadership, tenacity, and creativity. Nora is always willing and competently able to fill any need for our BOG workshops and almost always facilitates a few sections of the event.

Nora is tenacious and patient. She is willing to do whatever it takes to provide our members with a quality experience and meaningful curriculum and collateral to help them on their journeys to Fellow. Updating and digitizing our study materials is crucial to meet the needs of our geographically diverse group. She has evaluated and thoughtfully added items, including flash cards, to help our participants have more effective study after the workshop.

How has volunteering with CAHL contributed to your personal/professional life in a meaningful way?

Getting involved with the chapter has given me the opportunity to meet and interact with CAHL and ACHE members that I never would have met otherwise. These are people I consider friends as well as colleagues. And I always learn something new that I can apply directly to my work at each and every BOG Exam Prep Workshop – I am continuously surrounded by the smartest people in the room!

Why do you continue to volunteer with CAHL?

I get such a rush each time we host a BOG Exam Prep Workshop and each time one of our attendees passes the exam and earns the Fellow credential. Their success is also my success. The work is certainly challenging and time-consuming, but the results are worth every minute of it!

Why did you choose a career in healthcare administration?

By accident really – I was looking for a way to use my public health clinical background in a way that would have a direct impact in as wide an arena as possible. My first healthcare administration job was with a Medi-Cal managed care organization that worked with populations at risk, and I've been hooked ever since!

A motto or quote that influences your leadership style:

I very much believe in a collaborative leadership style, and one of my favorite quotes is attributed to Martin Luther King, Jr.: "The strength of the team is each individual member. The strength of each member is the team."



David Bettencourt

David has led the development of a formal mentor program with two cohorts in 2019. The program teams up mentors and mentees to formally work together over a three-month period. He also has kicked off a formal subcommittee of the Career Development and Transition Committee (CDTC) to lead efforts around the coach/mentor program. David is beyond motivated, effective, and engaged. He is a model volunteer and has taken ownership over a very meaningful program. David takes ownership of the coach/mentor program by ensuring the resourcing of mentors for all mentees that ask for assistance. He also spends extra time researching the best ways to improve upon our informal program, which led to the development of the formal mentor program. We have had one cohort in 2019 thus far with a second beginning in the fall. He also collaborated well with other volunteers to improve communication and access to our program. Plus, he is putting on his second event dedicated to mentorship this coming fall.

How has volunteering with CAHL contributed to your personal/professional life in a meaningful way?

I've been fortunate to be a part of the CDTC as well as be very active in developing the Mentor Program. Through attending different events, participating in committees, and collaborating with other members, I've been able to build extremely meaningful relationships and develop a strong professional network. The connections I've made have contributed to a high level of professional development and ensured I learn from mentors who are active leaders in the industry. Why do you continue to volunteer with CAHL? I continue to volunteer with CAHL because of wonderful people I interact with and the people whose careers I've been able to positively impact through mentorship.

Why did you choose a career in healthcare administration?

Growing up I always thought I was going to become a pediatrician. During college

I had really meaningful experiences in leadership roles where I learned about team communication and managing others, which ultimately drove me toward the administrative side of healthcare.

A motto or quote that influences your leadership style:

I had a high school teacher once tell me, "Take your professors or mentors to lunch. They might tell you something that changes your life, and it may be the best lesson you ever learn, just for the cost of a sandwich." This quote has guided me to develop relationships with mentors that have shaped my career to put me where I am today.



Gary Krboyan

Gary Krboyan has spearheaded many events and outreach efforts in the Central Valley as the Central Valley Local Programming Council (LPC) Co-Chair. His efforts have been essential in revitalizing our programming in the Central Valley area.

Gary helped organized the first remote face-to-face event for CAHL and has helped strengthen the relationship with the University of Phoenix. Gary's perseverance and focus on engaging CAHL members in the Central Valley has led to successful networking, qualified education, and face-to-face events in the Fresno area.

How has volunteering with CAHL contributed to your personal/professional life in a meaningful way?

Volunteering with CAHL has helped me grow and develop both personally and professionally. Personally, I have gained greater ability to communicate better, to present better, and to improve my moral compass. Professionally, I have gained

great ability to collaborate better with my staff/others, to motivate those who look up to me for guidance and direction, and to network with other leaders and aspiring leaders in our field.

Why do you continue to volunteer with CAHL?

I am a believer that healthcare executives, like myself, who are fortunate enough to have the level of education we do, and are given the opportunities to, lead have an obligation to society to share our knowledge and experiences with those who aspire to be leaders one day.

Why did you choose a career in healthcare administration?

My career in healthcare began in the marketing and business development arena. After a short while, I realized the positive impact our organization made in the community, which led to my decision of staying in healthcare for the long run. My leadership role officially started when I became the

director of business development for our home health program. A few years down the road, I completed my master's in business development from Craig School of Business, and together with our company, we decided to grow our continuum of care model by adding a hospice program. It was at this time I expanded my leadership role to executive director of our hospice program.

A motto or quote that influences your leadership style:

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." – Former US President John Quincy Adams



Richard Narad

Rick has gone above and beyond as an Advancement Committee member and member of our Board of Governors' (BOG) Workshop Faculty. He re-designed several sections of the BOG workshop and willingly contributed his expertise as a university professor to make the CAHL workshops an example of what ACHE clubs can do to provide educational value, advancement encouragement and assistance to their members. Rick has re-designed presentation sections to incorporate adult learning concepts, updated multiple sections of the presentation, and regularly facilitates several sections of the BOG workshops.

How has volunteering with CAHL contributed to your personal/professional life in a meaningful way?

In the early days of CAHL, it was like any start-up, and it was fun to see it evolve (e.g., moving the financial reports from a shoe box to Excel). Looking back at those days and seeing where it is now, it shows what an amazing and dedicated group

of people can accomplish. I appreciate the opportunities that CAHL gives my students who are about to embark on their careers. Chico State's linkage with CAHL's board and members has benefited our program and our students.

Why do you continue to volunteer with CAHL?

When I decided to cycle off the CAHL board, I didn't want to move away from the organization. Working with the Member Advancement groups gives me a chance to help people who are preparing for the BOG exam. It's really satisfying to spend a day with a group who want to go above and beyond and are putting in the work it takes to become a fellow. As a faculty member, part of my job is "service to the profession," and working with CAHL helps me to do this.

Why did you choose a career in healthcare administration?

I got into administration in a weird way. I was a firefighter in the early days of prehospital emergency medical services. I decided that I wanted to go

to paramedic school and was heading in that direction when I had a 3 am epiphany that, while I was having a good time, I probably wouldn't want to do this for the rest of my life. I felt lost about what I did want to do instead, so I took several career-interest tests. They came back with me being strong in healthcare (which made sense) and strong in administration (which was a surprise). I put the two together and found an undergraduate program in healthcare management and have been in various roles – manager, consultant, teacher, researcher – ever since.

A motto or quote that influences your leadership style: From a fire chief I worked with early in my career:

"Lead, follow, or get out of my way."



Connie Addy

Connie has been a fantastic addition to the Sacramento LPC. Connie has been willing to help at any event needed this year and continues to see opportunities to serve the chapter. Additionally, Connie has been willing to attend events even when she is not volunteering.

Since she joined last winter, Connie has helped at more than 7 events (networking and education) in the Greater Sacramento area. She has been willing to come at a variety of times and days of the week and serve in many roles. She has been vital to the success of the events from the marketing to event setup/breakdown.

How has volunteering with CAHL contributed to your personal/professional life in a meaningful way?

Volunteering for CAHL has been an amazing experience. I have made many meaningful friendships and gained valuable knowledge. It is very inspiring to be surrounded by so many accomplished people who are encouraging and believe in you.

Through this encouragement, I have had the opportunity to grow and become confident in myself.

Why do you continue to volunteer with CAHL?

I volunteer with CAHL because it continuously teaches me something new about people. I am able to surround myself with people who are ambitious and accomplished.

Why did you choose a career in healthcare administration?

There are few professions where you can touch the lives of others and make a difference in them the way you can in the healthcare industry

A MESSAGE FROM OUR CHAPTER REGENT



ACHE Regent's Role

Regents are the elected representatives of ACHE members residing in a set geographic territory and are the primary liaison between ACHE, state and local ACHE Chapters, and healthcare associations in their jurisdiction. Regents are also the primary conduit for communications between ACHE higher education network student chapters (HEN) and ACHE. As the elected representatives of ACHE members, Regents serve as advisors within the ACHE governance structure to the Board of Governors.

It is my privilege to contribute this message to the 2019 Annual Report of the California Associate of Healthcare Leaders (CAHL). It has been quite a year full of many, many milestones, successes, and growth for all of our 1500+ chapter members. This includes another hearty “congratulations!” to all of our new members to ACHE and CAHL, as well as the successful advancement of 21 of our members to Fellows. In 2019, across 77 independent chapters of ACHE, there were a total of 1,154 Chapter Events that equated to 247,237 total attendee hours. Of those total attendee hours, 238,965 hours were total education hours. As a comparison, CAHL made up 35 of those Chapter Events, 100.8 total attendee hours, and 7,588 total education hours. CAHL’s advancement of 21 members to Fellows exceeded the goal set by ACHE, which resulted in CAHL receiving the 2020 Award of Chapter Merit. Finally, it was my honor to witness CAHL receive the 2019 Regent-At-Large Award for Chapter Accomplishment in Diversity at the annual ACHE Chapter Leader’s Conference in Chicago in September 2019.

In 2019, ACHE also delivered a number of fantastic services to Chapters and Chapter leaders, including the aforementioned Annual Chapter Leader’s Conference as well as

almost \$45,000 across nine chapters through the Grant Program for Chapter Innovation, which focused on engagement of early careerists and clinicians. I am pleased to say that CAHL was one of the nine chapters to receive this grant and recognition for live streaming all program offerings. With CAHL representing 50 of California’s 50 most northern counties, this innovation by CAHL was a significant step for the Chapter, and all of ACHE, at creating equity to connect all members with education content regardless of where they are located so that the location of an education event is not a deterrent to accessing it. To complement this, ACHE also launched its first-ever podcast (available on all devices), created the membership auto-renewal feature to simplify the renewing process for members, and achieved joint accreditation for continuing education. With the joint accreditation, ACHE can offer AMA PRA Category 1 Credits™ for physicians, contact hours of continuing nursing education, continuing pharmacy education credit and AAPA Category 1 CME credit for physician assistants for all in-person events.

In reflecting upon these accomplishments and my first year of my three-year term as Regent, I am humbled, privileged, and lucky to call

CAHL and ACHE my “professional anchor.” While the affiliation and strong leadership of ACHE continues to buoy, support, and drive advancements across the field of healthcare as well as CAHL, it is the membership of CAHL that truly makes our Chapter one of the strongest across all of ACHE. Thank you for being the anchor for me, for each other, and for the patients, families, and constituents you all serve. It is with this sentiment that I offer a deep and soulful gratitude to all that you do, day-and-night, for your profession, for your communities, and for yourselves.



Baljeet S. Sangha, FACHE
Regent for California,
Northern & Central 2019-2022

Baljeet S. Sangha, FACHE, is the Vice President of Support Services at Alameda Health System. He is a member of the Board of Directors for the Hospital Council of Northern and Central California, a member of America's Essential Hospitals (AEH) Education Committee, a past president of the California Association of Healthcare Leaders, and a past president of the UC Berkeley School of Public Health Alumni Association.

2019 CHAPTER OFFICERS & ELECTED DIRECTORS

OFFICERS

Andrew Pete, FACHE	Chapter President Member - Executive and Nominating Committee
Kim Brown Sims, FACHE	President Elect Member - Executive and Nominating Committee Chair - Sponsorship Committee
Toby Marsh, FACHE	Immediate Past President Member - Executive and Nominating Committee Member - Finance Committee Member - Volunteer Recognition & Member Outreach
Melanie Toutai	Secretary Member - Executive and Nominating Committee
Kimberly Bleichner-Jones, FACHE	Treasurer Chair - Finance Committee Member - Executive and Nominating Committee

REGENTS

Baljeet Sangha, FACHE	Regent-Northern and Central California
Luis Fonseca, FACHE	Regent-at-Large

CHAIRPERSONS

David Akinsanya	Co-Chair - Bay Area LPC
Christos Arvanitis	Co-Chair - Bay Area LPC
Todd Bartlett	Chair - Sponsorship Committee
Michael Brokloff, FACHE	Co-Chair - Member Advancement
Lillian Chan, FACHE	Co-Chair - Bay Area LPC
Ruth Cieri, FACHE	Co-Chair - Military Outreach
Nicholas Cline	Chair - Audit Committee
Lieutenant Colonel John DeCatlado	Co-Chair, Military Outreach
Tamara Dilbeck	CAHL Administrator
Darrielle Ehrheart, FACHE	Co-Chair - Career Development and Transition
Rachel Faber	Co-Chair - Higher Education Network (HEN)
Luis Fonseca, FACHE	Chair - Diversity and Inclusion Committee
Mohit Gulati	Data Champion
Laura Hill Temmerman, FACHE	Chair - Volunteer Recognition and Member Outreach
Eric Johnson	Co-Chair - Communications
Gary Krboyan	Co-Chair - Central Valley LPC
Jason Lee	Co-Chair - Higher Education Network (HEN)
Jeff Logan, FACHE	Co-Chair - Central Valley LPC
Joleen Lonigan, FACHE	Chair - Clinical Leadership
Jacquelyn Maples	Co-Chair- Member Advancement
Ryan Peck	Chair - Chapter Programming Co-Chair - Sacramento LPC
Nikhil Singal	Co-Chair - Sacramento LPC
Christina Slee, FACHE	Co-Chair - Communications
Jillian Springer, FACHE	Co-Chair - Career Development and Transition

COMMITTEES

Career Development and Transition Committee

The Career Development and Transition provides support and resources for members at all levels of their career – the early-careerist, mid-careerist, senior-level executive, and person in transition.

Darrielle Ehrheart, FACHE (Co-Chair)
Jillian Springer, FACHE (Co-Chair)

Clinical Leadership Committee

The Clinical Leadership Committee's purpose is to further expand clinical leadership membership and participation in CAHL by adding value to existing CAHL events through CEU approved events and engagement with our clinical leaders.

Joleen Lonigan, FACHE (Chair)

Communication Committee

The Communication Committee strives to ensure CAHL's members are informed and connected to events, updates, and member benefits. The chapter communications platforms are also critical paths for our committees to foster two-way communication with our members and Fellows.

Eric Johnson (Co-Chair)
Christina Slee, FACHE (Co-Chair)

Diversity and Inclusion Committee

The Diversity and Inclusion Committee aims to pursue excellence in providing education and networking events around diversity, inclusion, and equity. The Committee works to strengthen relationships between CAHL and other affinity groups through the creation of partnership agreements and shared professional events.

Luis Fonseca, FACHE (Chair)

Executive and Nominating Committee

The CAHL Executive Committee is composed of the following Board officers: President, President-Elect, Immediate Past President, Treasurer, Secretary, and Regent. This group is responsible for planning, development, and ongoing execution of the CAHL Strategic Plan in partnership with the rest of the CAHL Board, Committee Chairs and Co-Chairs and chapter volunteers. This group takes a leadership role in the planning of the CAHL Annual Meeting, Strategic Planning, Board Orientation, monthly Board meetings and, together with the Regent, overseeing the nomination process for new board members.

Toby Marsh, FACHE
Andrew Pete, FACHE
Laura Hill Temmerman, FACHE
Baljeet Sangha, FACHE
Melanie Toutai
Kimberly Bleichner-Jones, FACHE

Finance & Audit Committee

The Finance Committee is responsible for providing direction, review and control over chapter's financial status and reporting. The Audit committee (Finance subcommittee) ensures an annual audit is completed and reported upon to the Board and any identified action items are addressed appropriately.

Kimberly Bleichner-Jones, FACHE (Chair, Finance Committee)
Nick Cline (Chair, Audit Committee)

Higher Education Network Committee

The Higher Education Network Committee reaches out and connects with local graduate and undergraduate programs in health management to encourage student membership and involvement in the local chapter.

Christos Arvanitis (Co-Chair)
Rachel Faber (Co-Chair)
Jason Lee (Co-Chair)

COMMITTEES

Local Programming Councils

(Bay Area / Central Valley / Sacramento)

The three Local Programming Councils, anchored by major metropolitan areas, are charged with developing and organizing educational and networking programming across the chapter.

David Akinsanya (Co-Chair)
Lillian Chan, FACHE (Co-Chair)
Gary Krboyan (Co-Chair)
Jeff Logan (Co-Chair)
Ryan Peck (Co-Chair)

Member Advancement

The Advancement Committee engages members through education and outreach. The committee encourages and supports eligible members in becoming certified in Healthcare Leadership and a Fellow in the American College of Healthcare Executives. CAHL conducts several all-day Saturday workshops throughout the year to prepare members for success with the Board of Governors Exam.

Michael Brokloff, FACHE (Co-Chair)
Jaclyn Maples (Co-Chair)

Military Outreach Committee

The Military Outreach Committee reaches out and connects with military, Veterans Administration and veteran colleagues to encourage membership and involvement in the local chapter.

Ruth Cieri, FACHE (Co-Chair)
Lieutenant Colonel John DeCatlado (Co-Chair)

Senior Executive Engagement Committee

(Regent's Advisory Council)

The Senior Executive Engagement Committee is comprised of senior level c-suite individuals and other executives across the CAHL region who work together with the Regent to: 1) raise the visibility of CAHL programming specific for the executive audience, 2) encourage mentoring and speaking opportunities for our senior careerists to provide learning opportunities for our early careerists and mid-careerists, 3) develop networking and education opportunities to bring our senior executives together with other members through relevant and thought-provoking programming and 4) advise the Regent and chapter on further opportunities based upon feedback from senior executive peers.

Regent – Baljeet Sangha, FACHE

Sponsorship Committee

The Sponsorship Committee is responsible for increasing visibility of CAHL throughout the membership demographic and securing financial support for educational and professional offerings.

Todd Bartlett (Chair)

Volunteer Recognition and Member Outreach Committee

The Volunteer Recognition and Member Outreach Committee provides resources to potential and current volunteers to ensure their volunteer experience is meaningful and impactful. The Committee is responsible for recruitment and engagement with our current and future ACHE members and Fellows, onboarding and placement of our volunteers and overseeing the Volunteer Recognition Program for CAHL's Annual Meeting.

Laura Hill Temmerman, FACHE (Chair)

VOLUNTEERS

Thank you to all of our 2019 volunteers for the generosity of your time.

Jake Abarca
Katie Abbott
Connie Addy
Enitan Adesanya
Bezawit Admassu
David Akinsanya
Sherie Ambrose
Aemal Aminy
Michael Angelillo
Christos Arvanitis
Navpreet Atwal
Todd Bartlett
Morgan Becker
Erick Berry
David Bettencourt
Ida Bezabeh
Donald Black
Kimmie Bleichner-Jones
Hillary Brennan
Mike Brokloff
Kim Brown Sims
Jita Buno
Brenda Captain
Erin Carroll
Ian Carson
Tiffany Caster
Lillian Chan
John Chapman
Sarbesh Chaudhary
Phil Chuang
Abraham Cicchetti
Ruth Cieri
Nicholas Cline

Jose Cobar
Ronnie Creales
Lieutenant Colonel John DeCataldo
Deepak Devasthali
Fayola Edwards-Ojeba
Darrielle Ehrheart
Ofe Etchie
Rachel Faber
Michael Felder
Rosa Fernandez
Melissa Fiel
Kelly Flannery
Dalia Flores
Luis Fonseca
Matt Fry
Sachin Gangupantula
Asha George
Debra Green-Oliphant
Mohit Gulati
Leana Haddad
Maulah Haley
Leona Han
Katie Hanson
Saxon Hanwacker
Meghan Hardin
Brandon Harris
Captain Amy Hartman
Ehren Hawkins
Val Head-Burnett
Lieutenant John Heyde
Laura Hill Temmerman
Iesha Hinton
Nick Hinton

Robyn Hodge
Diana Jackson
Eric Johnson
Susan Joseph
Lori Katterhagen
Lieutenant Colonel Nathan Kellett
Frank Khan
Sarah Khan
Gary Krboyan
Jason Lee
Kwamane Liddell
Jeff Logan
Joleen Lonigan
Lieutenant Bin Ma
Shalisha Maddela
Pratap Madgula
Jacque Maples
Toby Marsh
Kirch Martin
Charl Mattheus
Simon Mawer
Sabrina McRae
Payam Mohadjeri
Isaac Moreno
Gabriela Mujal
Rick Narad
Don Nguyen
Alice Nguyen
Michelle Nguyen
Rahul Padmanabhan
Cherese Paloni
Colonel Susan Pangelinan
Kim Panzuto

VOLUNTEERS

Ryan Peck	Arnaldo Silva
Laura Perez Ehrheart	Rachel Simpson
Andrew Pete	Nikhil Singal
Luke Peterson	Sinthusan Sinnadurai
Varlet Philippe	Christina Slee
Major Steven Poe	Rendi Solis
Nora Powers	Jillian Springer
Edda Quinones-Romero	Carol Starks
Patrick Ramirez	Julia Stoner
Srinivas Ravipaty	Ankooor Tailor
Lieutenant Colonel Marc Rittberg	Jesse Tamplen
Kevin Rodriguez	Melanie Toutai
Anne Rodriguez Manuel	Veronica Ubah
Damon Rowden	Mackenzie Vasquez
Taylor Rudd	Sergio Vincenti
Stan Salinas	Ruth Wilke
Captain Sara Salmeri	Bruce Williams
Baljeet Sangha	Corey Wilson
Richard Schultz	Genea Wilson
Briththa Seevaratnam	Evan Young
Kieran Shah	Justine Zilliken
Surita Sharma	
Kumudini Sharma	

GET INVOLVED IN THE ACHE CAHL CHAPTER

All CAHL Chapter leaders and committee members serve on a voluntary basis. If you or any of your fellow colleagues are interested in volunteering with the CAHL Chapter, please feel free to fill out the Volunteer Commitment form via our chapter website. For questions about the committees and volunteer opportunities, we look forward to hearing from you at: volunteering@ache-cahl.org.

FINANCIAL STATEMENT

Statement of Financial Position as of December 31

ASSETS	2019	2018	Change
Cash	\$16,330	\$2,086	\$14,244
Investments	\$44,651	\$69,039	(\$24,388)
Accounts Receivable	-	-	-
Equipment	-	-	-
Prepaid Expenses	-	-	-
Total Assets	\$60,981	\$71,125	(\$10,144)

LIABILITIES & NET ASSETS

Accounts Payable	\$ -	\$ -	\$ -
Other Liabilities	-	-	-
Total Liabilities	-	-	-
Net Assets	\$60,981	\$71,125	(\$10,144)
Total Liabilities & Net Assets*	\$60,981	\$71,125	(\$10,144)

THANK YOU TO OUR PLATINUM SPONSORS

We are indebted to our financial sponsors who were with us in 2019. Thank you for your support!



MANAGEMENT REPORT

Statement of Activities for the Twelve Months Ending December 31, 2019

REVENUE	Actual	Budget	Variance
ACHE Dues Rebate	\$28,520	\$27,000	\$1,520
Chapter Event Registration Fees	\$33,427	\$36,403	(\$2,975)
Newsletter Advertising	\$0	\$0	\$0
Membership Directory/Handbook Advertising	\$0	\$0	\$0
Other Advertising	\$0	\$0	\$0
Social Events	\$7,691	\$6,399	\$1,292
Contributions/Sponsorship/Payments	\$15,500	\$19,900	(\$4,400)
Other	\$14	\$5,023	(\$5,008)
Total Revenue	\$85,152	\$94,724	(\$9,572)
EXPENSES			
Chapter Event Expenses	\$58,360	\$59,341	\$981
Newsletter Publishing	\$5,428	\$3,056	(\$2,372)
Membership Directory Publishing	\$0	\$0	\$0
Board of Directors Expenses	\$1,854	\$1,050	(\$804)
Committee & Other Travel	\$1,073	\$700	(\$373)
Chapter Leaders Conference Travel	\$4,809	\$3,600	(\$1,209)
Supplies	\$3,489	\$595	(\$2,894)
General Postage	\$249	\$0	(\$249)
Administrative Services	\$12,501	\$25,834	\$13,333
Scholarships	\$3,975	\$3,995	\$20
Other	\$3,558	\$6,765	\$3,207
Total Expenses	\$95,297	\$104,936	\$9,639
REVENUE OVER (UNDER) EXPENSES	(\$10,144)	(\$10,212)	\$68
Investment Income (Loss)		-	
Increase (Decrease) In Net Assets	(\$10,144)		

STRATEGIC PLAN

In our 2018-2020 strategic planning, CAHL made a purposeful decision to use member satisfaction and member engagement as the lead indicators for our chapter tactics and goals. Membership satisfaction and member engagement are the key drivers for participation in chapter activities, membership growth, advancement and expansion of our professional offerings. Here are some highlights of key goals outlined in the current plan:

Annual Awards Conference

Execute CAHL Congress with a minimum of 1,600 attendees across 8 sessions; achieve budget neutrality through ticket sales, sponsorships, and award gala ticket sales; and offer 12 face-to-face credits for education. Additionally, create a template for workflow and deliverables for future CAHL Congress planning.

Career Development and Transition

Continue to identify resources and expansion opportunities for Coach-Mentor Program, including designing and implementing a process for matching mentor-mentee dyads and identifying specific criteria for different levels of involvement (i.e., information interviews, short-term coaching, long-term mentoring); collaborate with Communications Committee around social media awareness; and continue open positions listserv.

Clinical Leadership Committee

Connect with ACHE on Physician Strategy/Assessment; provide a list of panelists and bios for CAHL Congress; apply for an ACHE Chapter Grant Award; submit CAHL Congress continuing education application; and develop a partnership with Sacramento Sierra Nurse Leaders for qualifying education offerings.

Communication

Increase satisfaction with social media engagement by optimizing social media accounts and providing consistent messaging; leverage CAHL website capabilities, including maintaining membership and mentor spotlights; and continue newsletter strategy by publishing quarterly editions that highlight CAHL events, volunteer recognition, and original content on leadership, diversity, life-long learning, and integrity.

Diversity and Inclusion

Establish affiliation agreements with other professional organizations that support under-represented constituencies in healthcare leadership; develop innovative Diversity and Inclusion awards and ensure that diversity and inclusion are addressed to some degree in the content of all programs and awards; and provide ongoing education for CAHL Board and ensure all board members receive diversity and inclusion training by the end of 2020.

Higher Education Network (HEN)

Ensure that each HEN program is visited by a committee member at least once per year; identify one HEN liaison from every HEN school/program; and; and encourage inter- and intra-committee

collaboration by supporting a broad portfolio of work – e.g., Student Nights (LPC), Career Shadow Day (CTD), undergraduate/graduate awards and scholarships (Awards), and one newsletter article per quarter (Communications).

Local Programming Councils (LPCs)

Initiate marketing and early registration campaign for CAHL Congress; host a minimum of eight Networking events per year and a minimum of six Learning from Leader events per year; continue partnerships with HFMA (spring meeting), Haas Business School (spring meeting), and other CAHL committees; and provide administrative and logistic support for CAHL Congress.

Member Advancement

Target members who are eligible for the Board of Governors' (BOG) Exam through communication outlets, BOG workshops, and Board support; hold three BOG workshops; and recruit three Board members to serve as faculty at BOG workshops.

Military Outreach

Continue to submit a quarterly military-themed article to the CAHL Newsletter; provide outreach to military and veteran groups to educate them about the benefits of ACHE membership and fellowship;

develop a military/federal sector member needs' survey; and continue to liaise and support Career Transition and Development Committee in efforts to coach, mentor, and support veterans.

Sponsorship

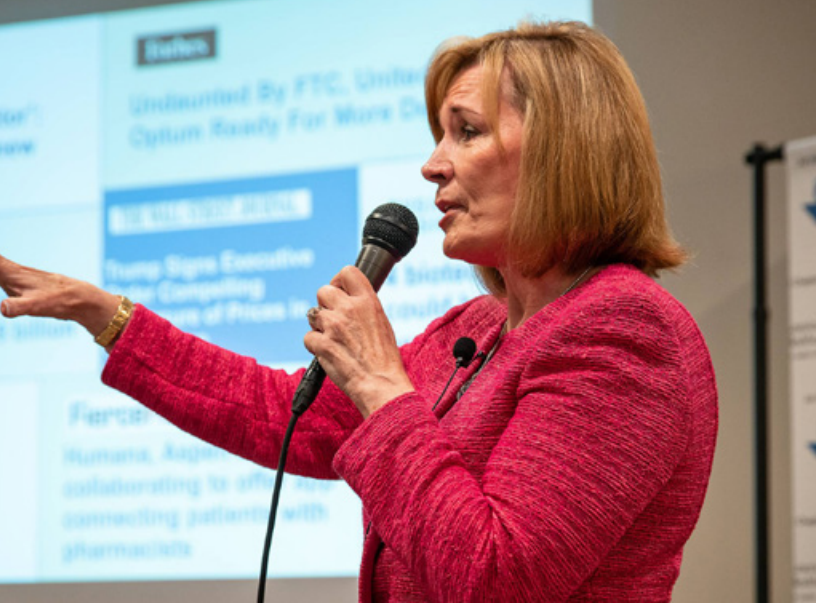
Implement new sponsorship structure focusing on CAHL Congress and partner with Communications Committee to improve exposure through web, newsletter, and social media presence; develop and implement an outreach strategy for successfully obtaining sponsorship; and identify health system contacts, ACHE national sponsors, vendors, and leaders in education for possible sponsorship opportunities.

Volunteer Recognition and Member Outreach

Facilitate the nomination of annual awards in collaboration with the Nominations Committee; maintain and review standard work documents for volunteer intake and onboarding; partner with LPCs to determine recognition opportunities for volunteers at local events; maintain inventory of swag and distribution guidelines for volunteer recognition; and continue with local volunteer engagement survey for refinement of action plan.

2019 CAHL Annual Meeting and Award Ceremony

Boundary Oaks, CA



2019 CAHL Networking Events



2019 CAHL Education Events

