

THE Bulletin

November 2019 Volume 96, Number 11

Meet Your New President

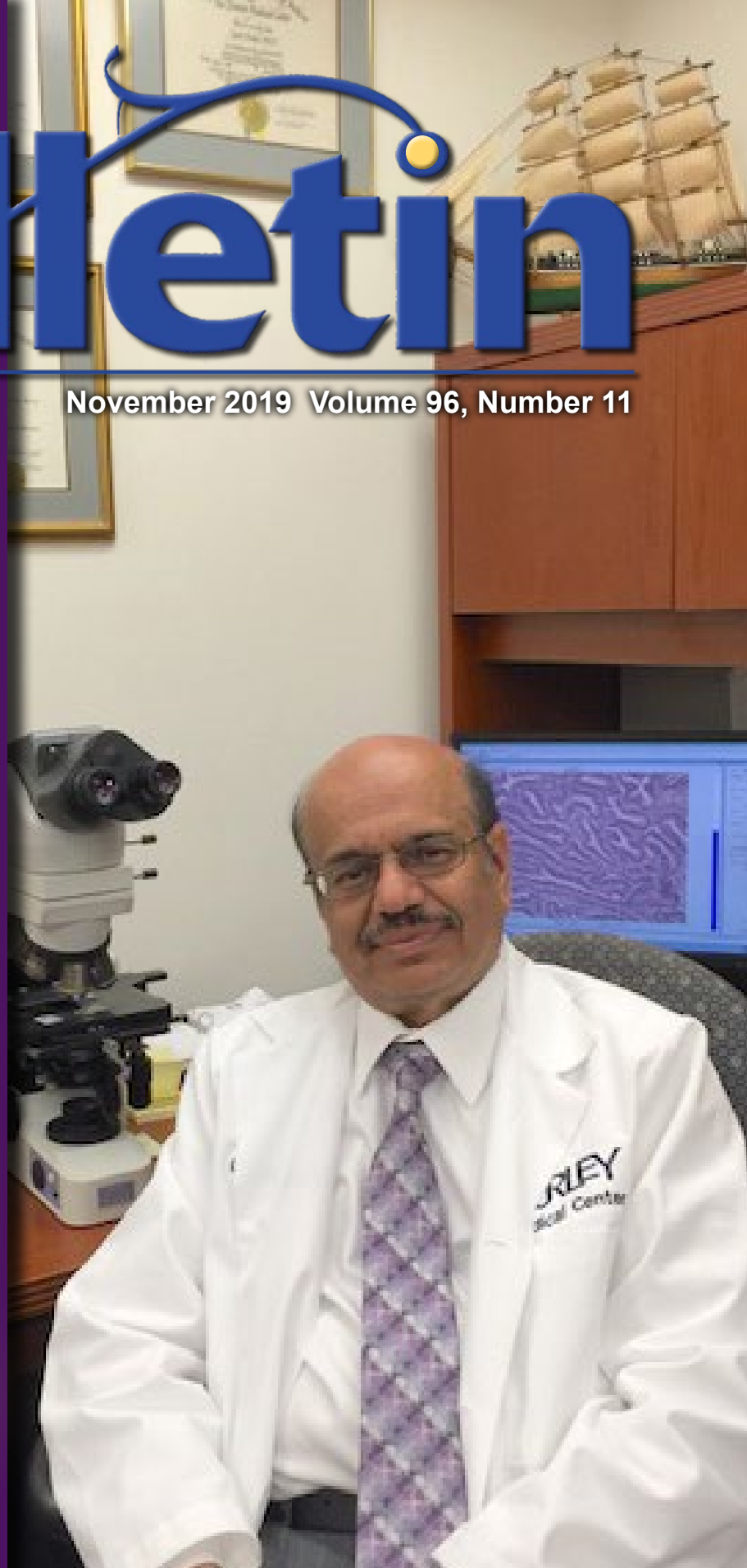
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Where was the
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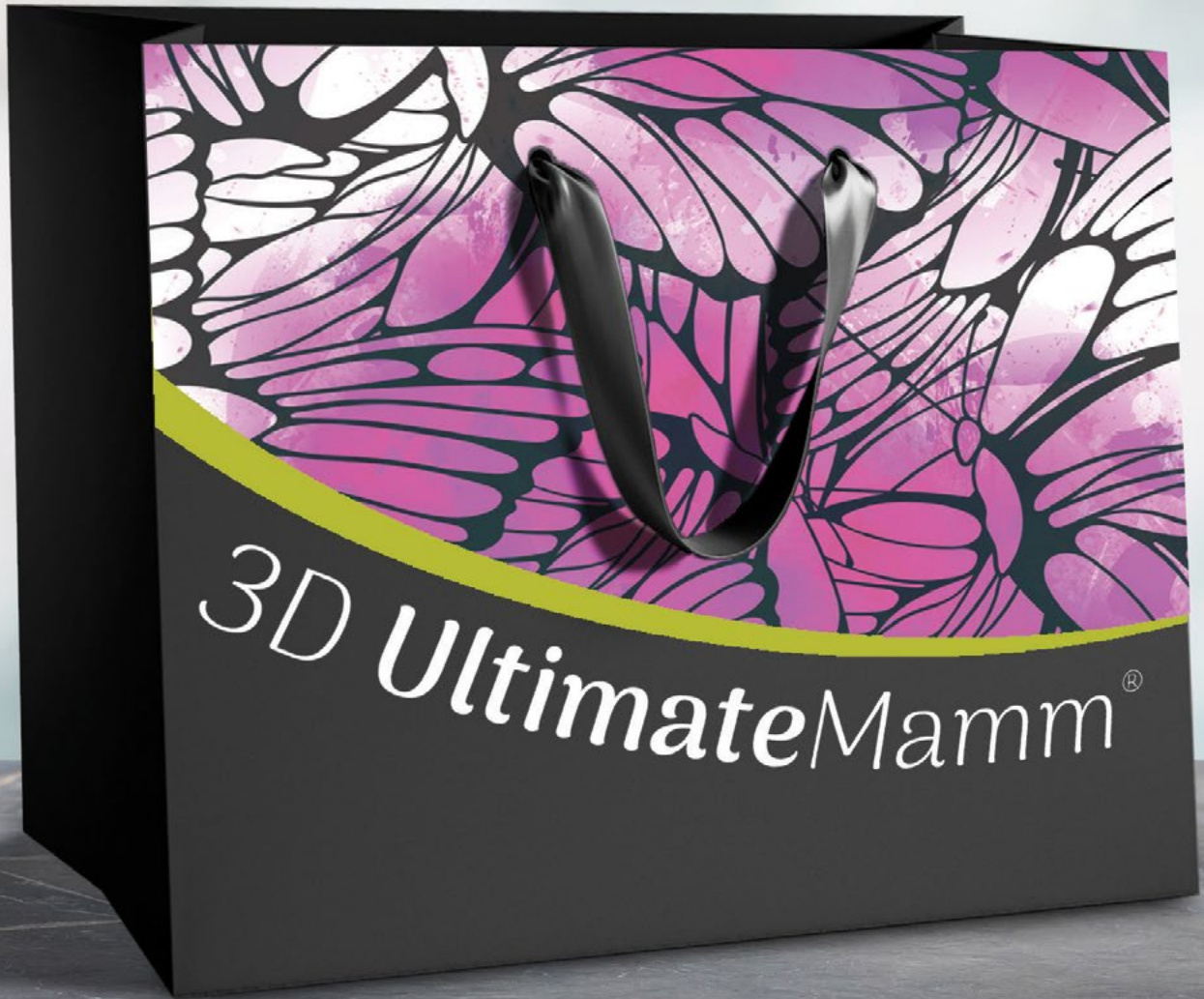
Legislators Discuss Prior
Authorization and More

Practice Managers Find Out
“What’s New with MIPS”



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THE Bulletin

Read by 96% of GCMS members.

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Our Vision

That the Genesee County Medical Society maintain its position as the premier medical society by advocating on behalf of its physician members and patients.

Our Mission

The mission of the Genesee County Medical Society is leadership, advocacy, education, and service on behalf of its members and their patients.

PLEASE NOTE

The GCMS Nominating Committee seeks input from members for nominations for the GCMS Presidential Citation for Lifetime Community Service. The Committee would like to be made aware of candidates for consideration.

THE BULLETIN

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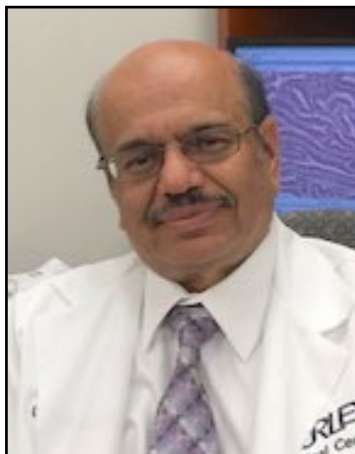


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Transitions

Transition is defined by Merriam-Webster as “a movement, development, or evolution from one form, stage, or style to another.” With a change in the executive staff leadership during these past few months and now, as I assume the mantle of President, it certainly is a time of transition for the Society. While GCMS has a long and rich history of serving our physicians, our patients and our community-at-large, we must renew our efforts to grow and expand or face decline and an uncertain future.

GCMS remains the single best organization to provide our diverse physician population with the advocacy and resources vital to their success. Those of us who understand the vital role that organized medicine plays in our lives and in the lives of our patients must take that message to our non-member colleagues. Whether you have a solo practice, practice in a small group setting, are part of a large group setting or are employed by a health system- we represent you, the physician. Whether you are in primary care, a specialty or a subspecialty- we represent you, the physician. Whether you are at the beginning of your career- medical students



Qazi Azher, MD

and residents- or deeply entrenched in your career or even retired but still active in the community- we represent you, the physician (or physician-in-training).

We need to make sure that we are using relevant modes of communication to reach our members and other stakeholders. Through The Bulletin, member email blasts, our website or other means of communication, we need to make sure that our members are fully aware of our message, our benefits and our resources.

We also need to continually re-evaluate the programs that we offer to ensure their relevance to today's busy professional. GCMS has one of the strongest membership meeting attendance records in the state and we need to even more new and innovative ways to offer our benefits.

As I travel along my year as President, I encourage you to reach out with ideas and concerns, to add your voice GCMS' revitalization efforts. We all have a role and stake in ensuring that GCMS remains the powerful physician organization that you want, you need and you deserve.



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November's Not Just For Talking Turkey- It's For Talking To Patients About Diabetes Risk & Awareness

November is National Diabetes Month, a time when communities across the country team up to bring attention to diabetes. Globally celebrated Nov. 14, World Diabetes Day aims to raise awareness about both Type 1 and Type 2 diabetes. A variety of advocacy events and educational activities are held throughout the month.

Every 21-seconds in the United States, someone is newly diagnosed with diabetes. In Michigan, there are an estimated 50,000 diagnoses each year.

According to the American Diabetes Association, approximately 1,055,253 people in Michigan, or 12.4 percent of the adult population, have diabetes. Of those, an estimated 259,000 do not know they have the disease. In addition, another 2,741,000 people, or 37 percent of Michigan's adult population, have prediabetes with blood glucose levels higher than normal but not yet high enough to be diagnosed as diabetes.

Diabetes is the costliest chronic condition in our country with one in seven dollars spent on its treatment and its complications. People with diabetes have medical expenses approximately 2.3 times higher than those who do not have the disease. In 2012,

about \$8 billion in total direct medical expenses went toward diagnosed and undiagnosed diabetes, prediabetes and gestational diabetes in Michigan. Another \$2.5 billion went to indirect costs from lost productivity due to diabetes.



Angie Kemppainen, CAE

Diabetes is the nation's seventh-leading cause of death, accounting for more than 79,500 deaths annually. It also contributes to deaths from heart disease and stroke, which are the leading and fifth-leading causes of death, respectively. Diabetes claims more lives every year than AIDS and breast cancer combined.

To help prevent type 2 diabetes, the Centers for Disease Control and Prevention (CDC) and the American Medical Association have created a toolkit that health care teams can use as a guide to screen, test and act today by referring patients to in-person or online diabetes prevention programs. Using the toolkit, the AMA and CDC are urging physicians to screen patients for prediabetes using the CDC Prediabetes Screening Test (or the American Diabetes Association Diabetes Risk Test); test patients for prediabetes using one of three blood tests; and act today to help prevent diabetes by referring patients with prediabetes to a diabetes prevention program. Visit <https://preventdiabetesstat.org/toolkit.html> to download the toolkit.

Where was the Precautionary Principle?

By GERALD NATZKE, DO, FAAEM, DIBEM, GCMS Past President
GCMS Community & Environmental Health Committee Co-Chair

Fluoride is a metal that is naturally found in most water sources used for drinking. Despite this occurrence, over seventy years ago, municipalities within the United States began adding it purposely to their water to promote what they believed would create a reduction in dental decay. As the decades passed information was gathered regarding the efficacy and dangers of fluoride use. To this point, fluoride added to water has never been shown to reduce dental decay (its primary reason for use) without first causing fluorosis. It is now believed to be associated with the creation of serious disease including the reduction of IQ scores. How could

we have been this mistaken and for so long?

The Centers for Disease Control even labeled the use of fluoride in drinking water as one of the greatest public health achievements of the 20th century. Many in science argue that the granting of this designation was all too premature. This official stamp of approval was given before even one well-designed study was performed to evaluate the safety of adding this known toxin to water for ingestion. The Precautionary Principle dictates that safety studies are required prior to a products use. Sadly, they have not been

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GCMS MEETINGS

NOVEMBER 2019

Practice Managers, 11/7
8:00am, GCMS Office

Legislative Liaison Committee
Recessed

**Community & Environmental
Health Committee, 11/20**
12:30pm, GCMS Office

Finance Committee, 11/26
5:30pm, GCMS Office

Board of Directors, 11/26
6:00pm, GCMS Office

Announcement

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Changing Times, Participate In Legislative Meetings!

November brings changes. Dr. Ed Christy has completed his year as President and has turned the gavel over to Dr. Azher. We thank Dr. Christy for the yeoman work he has done while we transition through this change. We look forward to Dr. Azher's tenure at the helm of our good ship "GCMS."

Longtime Executive Director Peter Levine's retirement has ushered in changes. Our new part-time Executive Director Angela Kempainen has picked up the reins. With all these changes, it is going to take some time to get back to the tempo that we are accustomed to. In the meantime, Sherry Smith, our Executive Assistant, fills in the gaps, answering the phone and directing the calls and emails, as well as diligently preparing for the many meetings that we host at our GCMS office and attending most of them. She gathers all of the material for our Bulletin, which she then transmits to our publisher. This is on top of the myriad of incidental responsibilities associated with managing the office. Sherry is a very busy lady so please "cut her some slack" if your request is not quickly met.

GCMS continues to be the hub for many related organizations. The GCMS Alliance uses our boardroom for several of their meetings besides their monthly Board meeting. On occasion, we host meetings of the Greater Flint Health Coalition and various organizations. Most of us are unaware of what a pivotal part we play in our community and beyond.

Our Legislative Liaison Committee is just one of places where we influence what happens statewide and nationally in the medical and political arenas. Meeting at 8 a.m. on the first Monday of most months, we get to hear from our State and Federal representatives about the issues with which they are dealing in Lansing and Washington, DC.

An interesting roster of guests attended the October meeting, chaired by Dr. Deb Duncan. Attendees included state Reps. Tim Sneller and Sheryl Kennedy; Gary Jones of Gov. Gretchen Whitmer's staff; Chris Flores, District Director for Congressman Kildee; Mikaylah Heffernan of state Rep. John Cherry's office; Dr. Venkat Rao; Beth Schumacher, GCMS Alliance member; Christin Nohner, MSMS staff; GCMS staff, Angie Kempainen and Sherry Smith; and me.

The primary discussion dealt with the cumbersome issue of prior authorizations. Surprise billing, chronic



Peter S. Thoms, MD

Lyme disease and the availability of diagnosis and treatment, and the recent ban relating to e-cigarettes and vaping were also among the topics discussed.

The importance of these legislative meetings is that we are only one of six county Medical Societies hosting regular meetings with their legislators. It affords each of us a valuable opportunity to voice our opinion and make our concerns known by those who set the rules and usher in the legislation that affects us. We need more voices at the table! Our legislators want to hear from us. They take the time out of their busy schedules

to meet with us. We need to have more physicians voicing our specific concerns. There will not be a meeting of the Legislative Liaison Committee until Dec. 2.

As we begin a new year, let me remind you that there is strength in numbers. As you renew your membership, please help us by recruiting a fellow colleague. The GCMS needs more crew members!

Announcement

GCMS members now entitled to a 15% discount on automobile and homeowners insurance.

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ATTENTION: GCMS Practice Managers

Issues of Serious Concern for Medical Practices!

Don't let your practice manager miss these important meetings!

GCMS Practice Manager meetings are held on the 1st Thursday of each month from 8am to 10am

The following topics are tentatively scheduled and subject to change

November 7, 2019

Presenter(s)

"Molina Health Plan"

Nicole Salazar, Provider Service Representative
Susette Bader-Sherwood, Provider Service Representative

December 5, 2019

Presenter(s)

"Meridian Health"

Valerie Southall, Provider Network Development Representative

January 2, 2020

No Meeting - Happy New Year!

February 6, 2020

Presenter(s)

"Roundtable Discussions"

Stacie J. Saylor, CPC, CPB. Reimbursement Advocate
Health Care Delivery, Michigan State Medical Society



Please email Sherry at ssmith@gcms.org or call 810-733-9923 to RSVP!

Genesee County Medical Society - The Rapport Conference Room
4438 Oak Bridge Drive, Suite B, Flint, MI 48532.

Employment Policies And Procedures: Whistleblower Claims

By R. PAUL VANCE, ESQ
Attorney at Cline, Cline & Griffin, PC

Whether you have just a handful of employees or a staff of over 30, your medical practice, just like any other corporate entity, can be susceptible to lawsuits brought by current and former employees. In the last several years there has been an increasing number of employment lawsuits brought by employees alleging retaliation for “blowing the whistle” on their employer. These types of lawsuit are called Whistleblower Protection Act claims.

The Whistleblowers Protection Act (WPA), MCL 15.361, et seq., states that an employer shall not discharge, threaten or otherwise discriminate against an employee because the employee reports, or is about to report, a violation or suspected violation of law to a public body. An employee who reports, or is about to report, a violation or a suspected violation of a law, is protected from an adverse employment action unless the employee knows the report is false. Specifically, the WPA provides as follows:

An employer shall not discharge, threaten, or otherwise discriminate against an employee regarding the employee’s compensation, terms, conditions, location, or privileges of employment because the employee, or a person acting on behalf of the employee, reports or is about to report, verbally or in writing, a violation or a suspected violation of a law or regulation or rule promulgated pursuant to law of this state, a political subdivision of this state, or the United States to a public body, unless the employee knows that the report is false, or because an employee is requested by a public body to participate in an investigation, hearing, or inquiry held by that public body, or a court action. See, MCL 15.362.

Creating and implementing a work place policy:

The WPA was designed to protect employees from unlawful retaliation for raising or reporting legitimate concerns of illegal, improper or unscrupulous activity by an employer. In this regard, the WPA explicitly prohibits employers from taking retaliatory action against an employee who reports illegal misconduct. If an employer is aware an employee has reported or is about to report an alleged violation of law, the employer cannot discriminate against the employee or otherwise threaten the employee with termination, relegation or any other

form of reprimand. Because employees are often the first to realize there may be something improper taking place within an organization, whistleblowing can be an important aspect of corporate compliance.

Consequently, all employers should have a policy dealing with whistleblowing and a process for employees to submit complaints or suspected violations of law to their employer.

Having detailed employment policies and procedures in place can help alleviate many of the problems which occur when an employee “blows the whistle” and will make defending a lawsuit filed by a current or former employee far less complicated. Indeed, a detailed policy which covers the whistleblowing process is critical to not only defending whistleblower claims, but more importantly, preventing them. The following is a non-exhaustive list of considerations when creating and implementing your own work place policy:

- Create a streamlined process to report claims internally and encourage the reporting of complaints by employees.
- State very clearly that your organization will not tolerate discrimination or harassment.
- Create a hotline or 1-800 number for anonymous reporting, or establish an online reporting form. These steps may depend on the size of your practice but it is always a good idea to provide avenues for employees to raise concerns “in-house” while maintaining confidentiality.
- Clearly outline what retaliation is and definitively state that those who report violations or suspected violations of law will not be subjected to retaliation.
- Ensure reasonable steps are taken to protect the identity of employees who report what is perceived to be wrongful conduct but do not guarantee that confidentiality will be maintained.
- Include a statement that all employee claims submitted must disclose the information in good faith, must believe it to be substantially true, must not be made maliciously or contain knowingly false allegations, and must not seek any personal gain.
- Ensure every complaint or report made by an

employee is investigated, taken seriously and responded to appropriately.

- Document each and every step taken in response to an employee complaint or report. In other words, document your investigation.
- Maintain open communication with the reporting employee.

Incorporating the above recommendations into your employment policies and procedures should encourage and enable employees to raise serious concerns within your practice rather than overlooking a problem or “blowing the whistle” to an outside agency. Likewise, enabling employees to report misconduct “in-house” should foster an environment where employees feel safe discussing their concerns within your organization, without fear of discrimination or reprimand.

Considerations when termination is necessary:

There may be times when an employee whistleblower warrants termination for reasons that have nothing to do with blowing the whistle on the employer. In such case, contact your employment attorney before you terminate the employee. The employer, with the assistance of legal counsel, must carefully review the facts to ensure the existence of a legitimate business reason for the termination and consider whether alternatives to termination should be considered.

The employer must be mindful that a decision to terminate a whistleblower must be for legitimate, nondiscriminatory, business reasons. The termination must be motivated by a sufficient basis in fact to justify the decision and cannot be pretextual. Meaning, an employer cannot make up an excuse to terminate a whistleblower when it otherwise would not be justified or serve a legitimate business interest.

As a result, a decision to terminate a whistleblower should not be taken lightly. Problems will likely arise if the decision to terminate an employee is made at a time, or in such a manner, that it appears a report of wrongful conduct

was the cause of the termination.

Therefore, a detailed investigation which documents all of the facts in the decision-making process prior to termination is particularly important. Legal counsel should be consulted in advance of the termination, especially in situations where there is the potential for litigation.

When it ultimately becomes necessary to terminate an employee, consider these points to help prevent claims, not only under the WPA, but other laws which provide employee protections.

Conclusion:

Unfortunately, completely insulating yourself from litigation is not possible. However, employers should recognize that the most favorable outcomes in employment litigation often depend on good employment practices, spanning the entire spectrum from hiring to firing, and everything in between. Developing and maintaining good employment policies and procedures will help ensure better relations with staff, improve the overall integrity and performance of your practice and, if followed properly, reduce the chances of litigation.



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QAZI S. AZHER, MD

DEDICATED TO PROMOTING THE POWER OF SCIENCE

Speak with GCMS’ new President, Dr. Qazi S. Azher, for even a short amount of time, and you will quickly discover his passion helping to shape young minds through science education. Introduced to the Flint Regional Science Fair by his daughter, he has been involved with the fair since 1997 and currently serves as Chairman of its Scientific Research Committee.

Dr. Azher says that being associated with medicine led to a special interest in neuroscience and brain-based education and he constantly keeps abreast of modern research-based methodologies in teaching and learning. He is author of the book, “A Guide to the Science

and Engineering Fair,” and has written numerous English and Urdu articles on modern methodologies of teaching and learning, and the importance of scientific investigation. He is heavily involved in teaching brain-based education, the science of learning and teaching, hands-on enquiry-based methodology, research-based

teaching techniques and has conducted national and international level seminars on these topics.

Not only does Dr. Azher volunteer his time with the Flint Regional Science Fair, he also volunteers his time and talent in his home county of India. He established state and national science fairs in Tamil Nadu and Telengana and is author of the eighth-grade biology lesson, “How Scientists Work,” used in Andhra Pradesh and Telangana. He conducts seminars and workshops for the Council of Science and Technology in Tamil Nadu and Andhra Pradesh and for the State Council for Educational Research and Development in Andhra Pradesh and Telengana, as well as conducting CME workshops for pathologists and post-graduate students at medical colleges across India.

Sworn in as GCMS’ 118th President on Oct. 18, 2019, Dr. Azher earned Bachelor of Science degree from the Government Arts and Science College and a Bachelor of Education degree from the College of Education, both in Gulbarga, Karnataka State, India. He earned his medical degree from Mahadevappa Rampur Medical College in Gulbarga and completed an internship at the Government General Hospital there. Dr. Azher completed residency training in Anatomic Pathology at the Ellis Hospital in Schenectady, NY, where he served as Chief Resident. He completed a fellowship in Electron Microscopy at the Albany Medical College, VA Medical Center in Albany, NY, and combined fellowships in Surgical and Clinical Pathology at Wayne State University.

Vice Chairman of the Department of Pathology at Hurley Medical Center, Dr. Azher is also a Clinical Associate Professor for Michigan State University; Laboratory Director of the Digestive Diseases and Nutrition Center in Burton; and Program Director and Medical Advisor of Clinical Laboratory Sciences



at Baker College of Owosso. Previously he served as an Associate Pathologist at the Wayne State University VA Medical Center in Allen Park; Associate Pathologist at Ellis Hospital and Medical Examiner in Albany, NY.

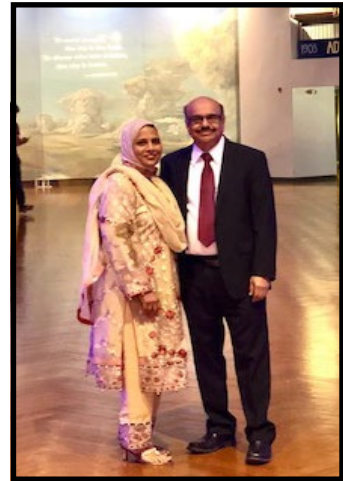
Dr. Azher is board-certified in Clinical Pathology and Anatomical Pathology. He is a long-time member of GMCS, MSMS and the AMA as well as the Michigan Society of Pathologists and the Michigan Society of Cytology. He is also a fellow of the College of American Pathologists and the American Society of Clinical Pathologists.

Dr. Azher has been recognized by his colleagues and students with a number of awards for his work at home and abroad. Early in his career, he received the Instructor of the Year Award from the Medical Technology Students at WSU/Detroit Medical Center in 1991; the Award of Appreciation of Outstanding Support, Dedication and Teaching by the Internal Medical House Staff at Hurley Medical Center in 1992-93; the Apple Award of Clinical Excellence from Hurley Medical Center in fall 1993 and March 1994; and the Award of Appreciation and Efforts Towards Promoting Cultural Awareness from the Hurly House Staff Association in 1995-96. In recognition of his work with the Flint Regional Science Fair, the Flint School Board presented him with the Award of Appreciation and Dedication in 2002 and MSMS presented him with their Community Service Award in 2004. He was presented with the Award of Outstanding Service and Dedication by the Flint Chapter of the Islamic Medical Association in 2005 and Baker College of Owosso presented him with the Best Instructor Award in 2006. Most recently, he was presented with MANSHA Educational Award from the Educational, Cultural and Society Welfare Society in India.

Doctor Azher's love of science education came from his father, an elementary school principal in

India, and has definitely rubbed off on his children who have been successful science fair participants at local, state, national and international levels. His daughter, Seema Azher, DO, is a Family medicine physician in Grand Rapids, married to Sulsal Haque, MD, a physician specializing in hematology and oncology. His son, Sameem Qazi, is Director of Operations at McLaren Port Huron Medical Group, married to Faiza Lateef, an elementary school teacher. His other son, Kaleem Qazi, is an occupational health and urgent care coordinator at Hurley Medical Center.

In his spare time, Doctor Azher enjoys spending time with his wife, Zareena Azher, and their two grandchildren, Adam (5) and Jennah (2). His hobbies include fishing, write urdu poetry, photography, and, of course, teaching.





Legislative Liaison Committee Discusses Prior Authorization And More!

The discussion at the Oct. 7 GCMS Legislative Liaison Committee centered on prior authorizations and the pitfalls surrounding this cumbersome issue, as well as delays in necessary care facing physicians and patients.

Dr. Deb Duncan chaired the meeting. Attendees included state Reps. Tim Sneller and Sheryl Kennedy; Gary Jones of Gov. Gretchen Whitmer's staff; Chris Flores, District Director for Congressman Kildee; Mikaylah Heffernan of state Rep. John Cherry's office; Dr. Venkat Rao; Beth Schumacher, GCMS Alliance member; Christin Nohner, MSMS staff; GCMS staff, Angie Kempainen and Sherry Smith; and Dr. Peter Thoms.

Nohner reported that a legislative remedy places some parameters around the process. She stressed that MSMS, its partners, including the county medical societies, are not trying to eradicate prior authorizations or the ability to use utilization management programs. The legislation that MSMS supports requests transparency so that the provider and the patient will know what is subject to prior authorization and factor it into the treatment plan.

Recording statistics would require insurance companies to report the percentage of services routinely approved and denied. Timelines within the legislation include 24 hours for an urgent request, 48 hours for standard requests, and specifics about critical review criteria.

Currently, each health plan has the liberty to use different critical care guidelines. The legislation would require consistent clinical review criteria across plans and include expert reviewer requirements. For example,

regarding denials or appeals, a physician with proper background and training in a given specialty would review medical records to approve, deny or appeal the treatment claims. Included is language about step therapy, which would allow physicians to override the protocol if following the "steps" is detrimental to health of the patient. The Senate is expected to consider the legislation within a few weeks, with a hearing in the next month or so. Conversations have been positive in roundtable discussions throughout the state, but there is still some work to do in the House.

Rep. Kennedy reported conversations with the Attorney General's office to keep the issue on the radar, specifically regarding those who may be egregiously using prior authorization loopholes to hold back on services. Also being addressed is the question, "*is there any liability on the side of insurance companies for withholding critical care?*", namely in the field of oncology or cardiology, or any specialty where urgent care scenarios are prevalent.

Defined as unanticipated, out-of-network bills that patients receive following an unauthorized procedure, "surprise billing" typically comes from services provided in the emergency room or if a patient is in an in-network hospital but receives care from an out-of-network provider. Nohner reported that there is legislation in the House and there is likely going to be a hearing within a couple of weeks. MSMS takes issue with the low benchmark of the payment methodology in the bill. Nohner said that putting any payment threshold in the statute is disruptive and will put providers at an economic disadvantage in negotiation leverage. As drafted, the bill addresses insurance, but contains no network adequacy provisions, and



the payment standard does not feature an arbitration option. Still, the bill is the most aggressive in the country. As of yet, there is no bill in the Senate.

MSMS does not support legislation introduced to require electronic prescribing of all prescriptions including controlled substances. There are exemptions in the bill as well as a waiver process subject to specified criteria. Smaller practices do not have the costly technology required to integrate with electronic medical records and other software, and some of the security features are not up to DEA requirements. For efficiency's sake, MSMS knows that physicians would like to adopt, with some flexibility in certain cases to write paper prescriptions, but many of the prohibitive issues are out of physicians' control.

Adding a sense of urgency, beginning in 2021, the federal government will be requiring electronic prescribing for Medicare Part D and Medicare Advantage. MSMS is working on changes to try to help some of the smaller practices who are having trouble adopting. The legislation is well-intentioned, but it will be much more difficult to apply in actual practice. There are many grant dollars coming into Michigan to combat the opioid crisis. MSMS is hoping to tap into some of that money for adoption of e-prescribing technology to soften the landing as much as possible.

In the House, there is a package of bills centered on Lyme disease following state Rep. Karen Whitsett's recent bout with the disease. The MDHHS already has Lyme disease on its list of reportable conditions, so there is protocol in place, but there is no consensus around *chronic* Lyme disease, and the CDC does not recognize *chronic* Lyme disease. It is a highly controversial subject in the medical field. The issue is that undiagnosed Lyme disease often crosses over into *chronic* Lyme disease and the diagnosis becomes much more challenging, requiring many different

levels of testing. Whitsett is trying to find a legislative solution to the medical diagnosis and treatment barriers that patients are facing, which ultimately circles back into the realm of prior authorizations.

From a public health standpoint, Nohner reported that MSMS is supportive of Gov. Whitmer's recent ban on flavored e-cigarettes and vaping products.

There are multiple political dynamics at play when it comes to the legislative budget. Kennedy spoke to the 147 line items, which were both Democratic and Republican priorities. Primarily, the governor vetoed the items that were not going to state agencies or departments. Both parties must be able to come to the table and negotiate their priorities back into the budget. Gary Jones of Whitmer's staff explained some of the behind-the-scenes action on the budget timeline and the last-minute work that the governor and her staff put in over the weekend following the submission of the budget, to avoid a government shutdown.

Dr. Deborah Duncan spoke appreciatively to the Committee on behalf of Dr. Rachel Young who had been with Fenton Medical Center and during her time there, was actively involved in the GCMS Legislative Liaison Committee. Dr. Young has recently gone back to teaching at the Michigan State Medical School but is hoping to stay active in the legislative process there.

Beth Schumacher, MSMS Alliance State Chair of Health Care Promotions, brought up the issue of opioid use in middle schools. She is working with the Crim Association in the Flint Schools, but she is open to any suggestions for other schools to work with.

There will be no meeting in November. The next regularly scheduled meeting will be held on Dec. 2. Please contact ssmith@gcms.org or call 810-733-9923 if you would like to attend the meeting.



McLaren Honors Physician Philanthropists

McLaren Flint dedicated the intensive care unit at the hospital Sept. 25 to two long-time McLaren physicians. The retired couple, Dr. Rodolfo UyHam, a neurosurgeon, and Dr. Lily W. Lim, a radiologist, were inspired to give back by their parents combined sacrifices and philanthropy. Their positive relationship with McLaren Flint over the years working there and continuing into their retirement motivated them to extend their generosity to the hospital.

Their donation is paying for renovations to the intensive care unit at the hospital. The physicians received to tour the unit with hospital and corporate leadership, staff, as escorts. Longtime friends and colleagues showed their appreciation at a reception following the tour.

"Our time at McLaren brought us the most joy, was so meaningful and so important," said Dr. UyHam who described how inspirational their parents were and how much the hardships and sacrifices his mother made so he could come to the United States

to further his training meant to him. "We started and named our foundation in honor of my mother and we believe it is important to continue to show our children the importance of giving back."

"I worked with both Dr. UyHam and Dr. Lim at the beginning of my career with McLaren here in Flint and know how much I learned from you and what you did to help build our neurosurgery and radiology programs," said Philip Incarnati, president and CEO of McLaren Health Care. "This is especially gratifying for me to know that you chose to share your philanthropic support at McLaren Flint."

Permanent recognition of the legacy left by the physicians is located at the entrance to the unit.

Chad Grant, president and CEO of McLaren Flint said, "We want you to know how appreciative we are and how much your generous gift is already making a difference to our patients, their families and our staff."

HAPPY BIRTHDAY DOCTOR

NOVEMBER

Gerald Berner, MD	1	Shady Megala, MD.....	17
Pacita Tanhehco, MD	2	Vishwas Vaniawala, MD	18
Michael Zarr, MD	2	Brenda Rogers-Grays, DO	19
David Vadala, MD	2	A. George Dass, MD	19
Roger Jump, DO	3	Dennis Pank, MD	20
Manmeet Dhillon, MD	4	Alan Goldberg, MD	22
Jolanta Sobotka-Czarnecki, MD	6	J. Bernard Sloan, MD.....	23
Daniel Walter, MD.....	9	John McIlduff, MD.....	24
Minoo Chinoy, MD	9	Mostafa Abuzeid, MD	25
James Culver, MD	10	Daniel Anbe, MD	26
Alison Kinning, MD	13	Rachel Hulen, MD.....	26
Barbara Mercer, MD	14	Robert Joynt, MD	27
Nikhil Vora, MD.....	15	Stephen Wang, MD.....	27
Gerald Natzke, DO	16	Ali Mohammed, MD.....	28
Manulal (Michael) Lala, MD.....	17	Chintanbhai Patel, MD	29
Mona Hardas, MD.....	17	K V Mathew, MD	30

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HEALTHCARE FINANCIAL CONSULTANTS

November 2019 Fitness Calendar

FREE! Commit to Fit! Class Schedule



Commit to Fit! offers fitness classes at **no cost** to all individuals who live or work in Flint and Genesee County. Fitness Centers require participants to be age 18 and older, other locations are open to all ages. See back side for details.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SAT
NOVEMBER 2019					¹ Enhance Fitness Hasselbring Senior Center 9:00am Walk With Ease Max Brandon Park 9:00am-10:00am Walk With Ease Flushing County Park 9:00am-10:00am Arthritis Foundation Exercise Program Burton Senior Center 9:00-10:00am Arthritis Foundation Exercise Program Swartz Creek Senior Center 11:00am-12:00pm Walk With Ease For Mar 5:30pm-6:30pm	² Yoga Flow U of M-Flint Rec 11:00am
	⁴ Enhance Fitness Hasselbring Senior Center 9:00am Walk With Ease Max Brandon Park 9:00am-10:00am Walk With Ease Flushing County Park 9:00am-10:00am Senior Stretch YMCA Downtown 10:00am Pound Ascension Genesys Health Club 10:15am Arthritis Foundation Exercise Program Loose Senior Center 2:00-3:00pm Aqua Fitness UM-Flint Rec Center 5:30-6:30pm Walk With Ease For Mar 5:30pm-6:30pm	⁵ Enhance Fitness Berston Field House 10:00am Arthritis Foundation Exercise Program Grand Blanc Senior Center 10:00-11:00am Total Body Challenge 10:00-11:00am Brennan Senior Center Splash Fit U of M-Flint Rec 11:00am Chair Aerobics Brennan Senior Center 12:30-1:15pm Chair Yoga Slidell Senior Center 2:00-3:00pm	⁶ Enhance Fitness Hasselbring Senior Center 9:00am Walk With Ease Max Brandon Park 9:00am-10:00am Walk With Ease Flushing County Park 9:00am-10:00am Arthritis Foundation Exercise Program Davison Area Senior Center 10:00-11:00am Community Yoga Educare 10:00-11:00am Arthritis Foundation Exercise Program Forest Township Senior Center 12:15-1:00pm Chair Yoga Slidell Senior Center 2:00pm-3:00pm Yoga Brownell Elementary 4:30-5:30pm Walk With Ease For Mar 5:30pm-6:30pm Community Yoga Crim Fitness Foundation 5:30pm-6:30pm	⁷ Enhance Fitness Berston Field House 10:00am Arthritis Foundation Exercise Program Grand Blanc Senior Center 10-11:00am Total Body Challenge 10:00-11:00am Brennan Senior Center Splash Fit U of M-Flint Rec 11:00am Chair Aerobics Brennan Senior Center 12:30-1:15pm Community Yoga Southwestern High School 5:30-6:30pm Basic Yoga Insight Health & Fitness Center 6:45pm	⁸ Enhance Fitness Hasselbring Senior Center 9:00am Walk With Ease Max Brandon Park 9:00am-10:00am Walk With Ease Flushing County Park 9:00am-10:00am Arthritis Foundation Exercise Program Burton Senior Center 9:00-10:00am Arthritis Foundation Exercise Program Swartz Creek Senior Center 11:00am-12:00pm Walk With Ease For Mar 5:30pm-6:30pm	⁹ Yoga Flow U of M-Flint Rec 11:00am

November 2019 Fitness Calendar

FREE! Commit to Fit! Class Schedule

		<p>Zumba Ascension Genesys Health Club 6:45pm</p>			
<p>11 Enhance Fitness Hasselbring Senior Center 9:00am Walk With Ease Max Brandon Park 9:00am-10:00am Walk With Ease Flushing County Park 9:00am-10:00am Senior Stretch YMCA Downtown 10:00am Pound Ascension Genesys Health Club 10:15am Arthritis Foundation Exercise Program Loose Senior Center 2:00-3:00pm Community Yoga Longway Planetarium 5:30pm-6:30pm Aqua Fitness UM-Flint Rec Center 5:30-6:30pm Walk With Ease For Mar 5:30pm-6:30pm</p>	<p>12 Enhance Fitness Berston Field House 10:00am Arthritis Foundation Exercise Program Grand Blanc Senior Center 10:00-11:00am Total Body Challenge 10:00-11:00am Brennan Senior Center Splash Fit U of M-Flint Rec 11:00am Chair Aerobics Brennan Senior Center 12:30-1:15pm Chair Yoga Slidell Senior Center 2:00-3:00pm</p>	<p>13 Enhance Fitness Hasselbring Senior Center 9:00am Arthritis Foundation Exercise Program Davison Area Senior Center 10:00-11:00am Community Yoga Educare 10:00-11:00am Arthritis Foundation Exercise Program Forest Township Senior Center 12:15-1:00pm Chair Yoga Slidell Senior Center 2:00pm-3:00pm Yoga Brownell Elementary 4:30-5:30pm Zumba Ascension Genesys Health Club 6:45pm</p>	<p>14 Enhance Fitness Berston Field House 10:00am Arthritis Foundation Exercise Program Grand Blanc Senior Center 10-11:00am Total Body Challenge 10:00-11:00am Brennan Senior Center Splash Fit U of M-Flint Rec 11:00am Chair Aerobics Brennan Senior Center 12:30-1:15pm Community Yoga Southwestern High School 5:30-6:30pm Basic Yoga Insight Health & Fitness Center 6:45pm</p>	<p>15 Enhance Fitness Hasselbring Senior Center 9:00am Arthritis Foundation Exercise Program Burton Senior Center 9:00-10:00am Arthritis Foundation Exercise Program Swartz Creek Senior Center 11:00am-12:00pm</p>	<p>16 Yoga Flow U of M-Flint Rec 11:00am</p>
<p>18 Enhance Fitness Hasselbring Senior Center 9:00am Senior Stretch YMCA Downtown 10:00am Pound Ascension Genesys Health Club 10:15am Arthritis Foundation Exercise Program Loose Senior Center 2:00-3:00pm Aqua Fitness UM-Flint Rec Center 5:30-6:30pm</p>	<p>19 Enhance Fitness Berston Field House 10:00am Arthritis Foundation Exercise Program Grand Blanc Senior Center 10:00-11:00am Total Body Challenge 10:00-11:00am Brennan Senior Center Splash Fit U of M-Flint Rec 11:00am Chair Aerobics Brennan Senior Center 12:30-1:15pm Chair Yoga Slidell Senior Center 2:00-3:00pm</p>	<p>20 Enhance Fitness Hasselbring Senior Center 9:00am Arthritis Foundation Exercise Program Davison Area Senior Center 10:00-11:00am Community Yoga Educare 10:00-11:00am Arthritis Foundation Exercise Program Forest Township Senior Center 12:15-1:00pm Chair Yoga Slidell Senior Center 2:00pm-3:00pm Yoga Brownell Elementary 4:30-5:30pm</p>	<p>21 Enhance Fitness Berston Field House 10:00am Arthritis Foundation Exercise Program Grand Blanc Senior Center 10-11:00am Total Body Challenge 10:00-11:00am Brennan Senior Center Splash Fit U of M-Flint Rec 11:00am Chair Aerobics Brennan Senior Center 12:30-1:15pm Community Yoga Southwestern High School 5:30-6:30pm</p>	<p>22 Enhance Fitness Hasselbring Senior Center 9:00am Arthritis Foundation Exercise Program Burton Senior Center 9:00-10:00am Arthritis Foundation Exercise Program Swartz Creek Senior Center 11:00am-12:00pm</p>	<p>23 Yoga Flow U of M-Flint Rec 11:00am</p>

November 2019 Fitness Calendar

FREE! Commit to Fit! Class Schedule

		Zumba Ascension Genesys Health Club 6:45pm	Basic Yoga Insight 6:45pm	
25	26	27		30
Enhance Fitness Hasselbring Senior Center 9:00am Senior Stretch YMCA Downtown 10:00am Pound Ascension Genesys Health Club 10:15am Arthritis Foundation Exercise Program Loose Senior Center 2:00-3:00pm Aqua Fitness UM-Flint Rec Center 5:30-6:30pm	Enhance Fitness Berston Field House 10:00am Arthritis Foundation Exercise Program Grand Blanc Senior Center 10:00-11:00am Total Body Challenge 10:00-11:00am Brennan Senior Center Splash Fit U of M-Flint Rec 11:00am Chair Aerobics Brennan Senior Center 12:30-1:15pm Chair Yoga Slidell Senior Center 2:00-3:00pm	Enhance Fitness Hasselbring Senior Center 9:00am Arthritis Foundation Exercise Program Davison Area Senior Center 10:00-11:00am Community Yoga Educare 10:00-11:00am Arthritis Foundation Exercise Program Forest Township Senior Center 12:15-1:00pm Chair Yoga Slidell Senior Center 2:00pm-3:00pm Yoga Brownell Elementary 4:30-5:30pm		Yoga Flow U of M-Flint Rec 11:00am

Precautionary Principle

CONTINUED FROM PAGE 6

performed. On the contrary, over a thousand articles (sixty showing a lowering of IQ), and many from peer-reviewed journals, have found health risks associated with its use. Despite these contrary findings fluoride continues to be ingested in artificially inflated amounts by millions of people in this country to accomplish a task it has never been proven to perform.

In August of 2019 the Journal of the American Medical Association published the Association Between Maternal Fluoride Exposure During Pregnancy and IQ Scores in Offspring in Canada. It showed that: "...maternal levels to higher levels of fluoride during pregnancy were associated with lower IQ scores in children aged 3 to 4 years of age ." On the heels of that another government-sponsored study this time on October 22nd of 2019 with the National Toxicology Program (NTP) published a draft review of fluorides's neurotoxicity concluding: "....NTP concludes that fluoride is presumed to be a cognitive neurodevelopmental hazard to humans. This conclusion is based on a consistent pattern of findings in human studies across several different populations showing that higher fluoride exposure is associated with decreased IQ or other cognitive impairments in children ."

If that isn't enough, especially considering what has occurred with the Flint water crisis, fluoride aids in leaching lead from the pipes even in pH adjusted waters. The end result is that its addition can and will increase levels of lead in water. It should also be noted that fluoride is a neurotoxin like lead and according to the National Institute of Health published back in the 1970's, works synergistically to create greater toxicity. Curiously, neither the FDA or the NIH ever followed up on that finding.

The basic fact of this conundrum is that the proper amount of safety studies were not done prior to the release of fluoride into the drinking waters of the United States. For years many in the dental profession have promoted this deception stating that it was not only safe to add to the water but necessary for the teeth. As it turns out, rather than it being one of the top ten greatest public health achievements, there is a strong scientific foundation that now considers it one of the most damaging environmental pollutants of both this and the past century. Moving forward the lesson here to be learned is that the Precautionary Principle must always be employed prior to an unknown product of questionable integrity being released for consumption or general use. Truly, our country's health depends on it.



faith care UNITE heart NOW
connect family give HELP
support SHARING HOPE abundance community FRIEND
inspire COMPASSION GIFT
humanity PEACE
vision THANK YOU blessings
kindness LOVE unconditional
purpose DONATE

Medical Society Foundation

Consider a donation to the Medical Society Foundation for all of your holiday giving. What a wonderful way of expressing your holiday sentiments while supporting important health related causes.

The Medical Society Foundation has been coordinating physician giving in Genesee County since 1987. This holiday season, why not use the Foundation to make sure your gifts to family, friends and colleagues help to improve the health and well-being of our community.

By giving to the Medical Society Foundation, you receive a great year-end tax benefit at the same time that you tell others how much their health – really means to you.

The Medical Society Foundation funds have been used to support the charitable activities of the Genesee County Medical Society.

Contributions can also be made in memory of an individual or to honor someone.

For questions or information on how your gift can help support the charitable activities of your Medical Society Foundation contact Sherry Smith at (810) 733-9923 or at ssmith@gcms.org.

Medical Society Foundation Mission Statement: The Medical Society Foundation is organized and does operate for the purpose of supporting continuing medical education and health-related charitable activities that further the cause of medicine.

Mail your donations to:

**Medical Society Foundation
4438 Oak Bridge Drive, Suite B
Flint, MI 48532-5400**

November 2019 Fitness Calendar

FREE! Commit to Fit! Class Schedule

Class Descriptions & Locations

Basic Yoga (1 hour)

This class is a balanced flow of postures designed to build stamina, strength, and flexibility while promoting weight loss and general stress relief.

Insight Health & Fitness Center (IHFC)

Formerly Hurley Health & Fitness Center
4500 S. Saginaw St
Flint, MI 48507
(810) 893-6489



Community Yoga (1 hour) – This is a yoga class for all levels. Please wear comfortable and loose-fitting clothing. Some yoga mats will be available to borrow as well

Mindfulness@crim.org
(810)-235-7461



Crim Fitness Foundation

452 Saginaw Street Downtown Flint

Senior Stretch (1 hour) - This class will help improve overall strength and flexibility. The class is led by a certified senior fitness instructor who will guide you through the exercises at your own pace. This class is perfect for all ability levels.

YMCA Downtown Flint

411 E. 3rd Street
Flint, MI 48503
(810) 232-9622



Spin/HIIT – Each Zumba® class is designed to bring people together to sweat it on. We take the "work" out of workout, by mixing low-intensity and high-intensity moves for a calorie-burning dance fitness party. Designed for all fitness levels.

POUND® transforms drumming into an incredibly effective way of working out. Instead of listening to music, you become the music in this exhilarating full-body workout that combines cardio, conditioning, and strength training.

Ascension Genesys Health Club

801 Health Park Blvd
Grand Blanc, MI 48439
(810) 606-7300



Total Life Prosperity B.A.S.E. Fitness Series

Each class includes **B**alance and **F**lexibility, **A**erobic Activity, **S**trength and Resistance Training, and **E**xercise Education

Chair Aerobics

Basic Seated functional fitness class for those who are overcoming mobility issues; includes aerobic activity, core work, and resistance training. Location: *Brennan Senior Center*

Total Body Challenge

Intermediate level workout which includes cardio, strength training, core work, balance and coordination, and flexibility training. Location: *Brennan Senior Center*

Hustle Aerobics

Advanced level workout that incorporates 45 minutes of non-stop cardio to the latest hustle songs followed 15 minutes bodyweight strength training. Location: *Brownell & Eisenhower*

IHFC Water Aerobics

A 1-hour class that will help you strengthen your muscles and cardiovascular system plus improve flexibility. Location: Insight Health and Fitness

Aquafitness/SplashFit- An invigorating water workout. Ideal for all fitness levels. No swimming required

Yoga Flow: Learn yoga at a comfortable pace. Connect your mind's attention to your body's fluidity and movement -- promote strength, flexibility, coordination, agility, stamina and an overall experience of well-being.

University of Michigan-Flint Rec Center

401 Mill Street, Flint, MI 48502
(810) 762-3441



Enhance Fitness (1 hour) – A fun, energizing class geared toward improving overall functioning and well-being. Improve your cardiovascular fitness, strength, flexibility and balance!

TIMES & LOCATIONS:

Hasselbring Senior Center

1002 Home Ave. Flint, MI
(810) 766-7128 Mon, Weds, & Fri 9-10 am



Flint Farmers' Market- Tuesdays &

Thursdays 10:00-11:00 am
300 E. First St Flint, MI
(810) 232-1399

Berston Field House

3300 Saginaw St.
Flint, MI 48505
Thursdays, 10:00am

Main Clinic

2900 N. Saginaw Street
Flint, MI 48505
Wednesdays, 5:30 - 6:30pm



Genesee County Parks and Rec

Visit the calendar at: <http://geneseecountyparks.org/> to learn more about fun family events in Genesee County Parks!

For more information please go to:

- Geneseecountyparks.org or call 800-648-PARK
- Descriptions for classes such as Let's Hike It Baby, Yoga for Kids, Yoga for Families, and more can all be found at the online calendar on Commit2fit.com or geneseecountyparks.org



Arthritis Foundation Exercise Program (1 hour) A low-impact physical activity program proven to reduce pain and decrease stiffness. The routines include gentle range-of-motion exercises that are suitable for every fitness level!

Grand Blanc Senior Center:

Tuesday & Thursdays 10am – 11am

Swartz Creek Senior Center:

Fridays 11am – 12pm

Forest Township Senior Center:

Wednesdays 12:30pm–1:30pm

Walk With Ease

Join Commit to Fit! at Max Brandon Park, Flushing County Park, or For Mar for a gentle walking program designed for ALL levels! Held in partnership with the Arthritis Foundation.



Easy Ways to Donate to the Medical Society Foundation:

The Medical Society Foundation is engaged in a Capitol Campaign. The purpose of the Campaign is to grow the corpus to support the charitable activities of the Genesee County Medical Society. Those activities include public and community health, support for the under-served, and wellness initiatives.

To continue its good work, the Medical Society Foundation is asking you to consider leaving a legacy gift to the Foundation. If all, or even a significant portion of our membership left just a small part of our estates to the Foundation, the Foundation could continue helping this community in so many ways, by supporting the Medical Society.

To make a gift, simply use these words:

In your Trust, *"Grantor directs Trustee to distribute ___% of all assets then held in Trust or later added to this Trust to the Medical Society Foundation, to be held in an endowed fund and used in the discretion of its then existing board of directors in furtherance of the purposes of the Foundation"*

In your Will, *"I give, devise and bequeath ___% of my Estate to the Medical Society Foundation, to be held in an endowed fund and used in the discretion of its then existing Board of Directors in furtherance of the purposes of the Foundation"*

While this is not a subject that is comfortable to broach, it is an opportunity to support the Foundation which supports the Medical Society's charitable activities on behalf of the membership. Please give. You can give via a trust or will. You can give from your IRA. You can give appreciated stock, and you can give cash. Please support the organization which does so much on behalf of the medical community and the patients we serve.

**Please feel free to contact
Sherry Smith
at 810-733-9923 or
ssmith@gcms.org.**



**Don't
Forget!
Donations
are tax
deductible!**

**Please feel free to contact Sherry Smith at
810-733-9923 or ssmith@gcms.org.**

