



NATIONAL BOARD FOR  
**CERTIFIED COUNSELORS**<sup>®</sup>  
AND AFFILIATES



Medicare Mental Health  
Workforce Coalition



# Normal Cognitive Aging and Dementia: What Counselors and MFTs Need to Know

June 20, 2024

Sponsored by the Medicare Mental Health Workforce Coalition

Copyright © 2024. National Board for Certified Counselors, Inc. (NBCC). All rights reserved. The contents of this document are the copyrighted property of the NBCC, and may not be copied, reproduced, sold, or otherwise transmitted in any form, by any means, without the prior express, written permission of NBCC.

# Meeting Details

1

Closed Captioning is enabled and attendees can turn CC on or off as they desire.

2

Interpreter Phone Number: 305-224-1968    Webinar ID: 843 6298 2022    Passcode: 491432

3

Session Evaluation / [Take Our Evaluation Survey](#) ➡ (CE credit for live attendance only)

4

Webinar will be posted on NBCC website a few days following the webinar.

5

**Q&A:** Please add your questions in the Q&A box at any time during the meeting.

# Previous Webinars



[View Previous Webinars](#) ➔

# Medicare Mental Health Workforce Coalition Members

American Association for Marriage and Family Therapy

American Counseling Association

American Mental Health Counselors Association

Association for Behavioral Health and Wellness

California Association of Marriage and Family Therapists

Centerstone

Center for Medicare Advocacy

Michael J. Fox Foundation for Parkinson's Research

National Association for Rural Mental Health

National Association of Community Health Centers

National Association of County Behavioral Health and Developmental Disability Directors

National Board for Certified Counselors

National Council for Mental Wellbeing

National Council on Aging

Network of Jewish Human Service Agencies

The Jewish Federations of North America



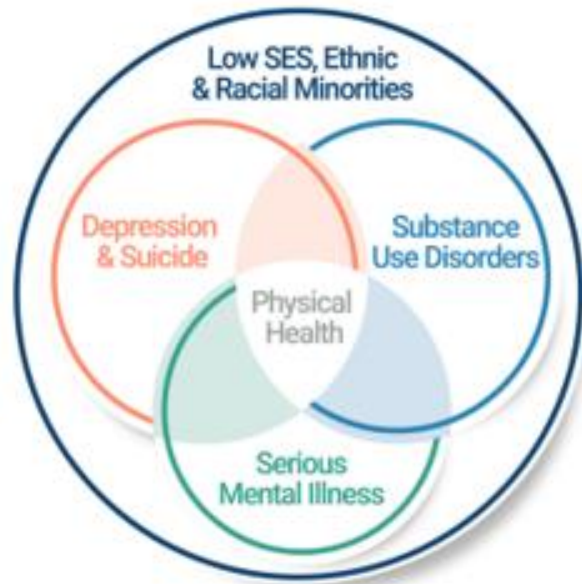
# Suzanne Musil

Suzanne Musil, PhD, ABPP-CN, is a board-certified clinical neuropsychologist in the Memory Care Program at MyMichigan Health in Midland, Michigan. Throughout her career, she has specialized in working with older adults, with expertise in the differential diagnosis of normal aging versus dementia and dementia-related conditions.

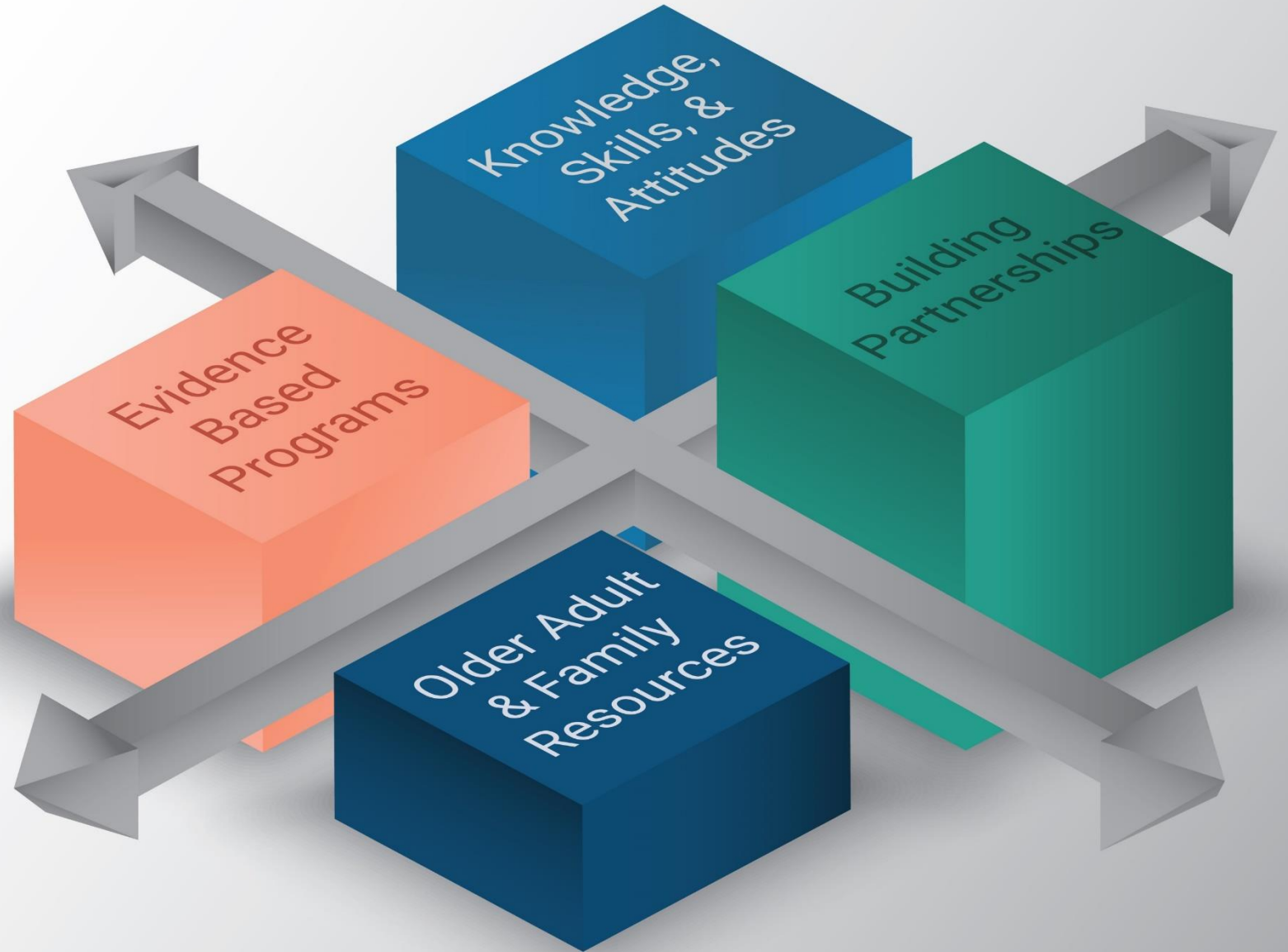
Dr. Musil is frequently asked to speak on this topic and enjoys educating patients, family members, and health care professionals on topics related to cognitive aging.

# E4 Center of Excellence for Behavioral Health Disparities in Aging

**Engage, Empower, and Educate** health care providers and community-based organizations for **Equity** in behavioral health for older adults and their families across the US.



**E4 Center:  
Engage, Educate  
& Empower for  
Equity**



**Connect with us on LinkedIn?**





# Upcoming E4 Center Events



## Aging and Traumatic Brain Injury: Understanding the Intersection and Implications

Teresa Ashman, PhD, ABPP-RP

Wednesday, July 10

10-11:30 PT/11-12:30 MT/12pm-1:30 CT/1-2:30 ET



## Caregiving in Aging Families

Sara Qualls, PhD, ABPP

First Three Fridays of September  
8-11AM PT/9AM-11AM MT/10AM-  
12PM CT/11AM-1PM ET

# Foundational Competencies in Older Adult Mental Health Online Certificate Program

The growing population of older adults presents a unique opportunity for mental health professionals to expand clinical practice and experience deeply meaningful clinical work.

This peer-reviewed, 16-hour online certificate program provides foundational knowledge in older adult mental health for health care providers who work with older adults.



<https://bit.ly/MHcertificate>



# HOT OFF THE PRESSES!

## Anti-Elderspeak Language Guide



### We are ALL aging – how would you want to be spoken to?

Through verbal and non-verbal language, we can celebrate adult personhood by acknowledging and honoring older adults' unique identities, yet our speech can get in the way. Elderspeak uses over-simplified language and is often driven by ageist stereotypes or the belief that accommodation is needed. While aimed at expressing care or enhancing comprehension, it is demeaning, and can make caregivers seem less respectful or nurturing, dominant, and unfriendly.

### Reframing Aging

Try saying this:	Instead of saying this:	Because:
Older Adult/Person/People	Senior/Senior Citizen Elderly	Implies frailty, dependence, and perpetuate stereotypes
Person with dementia or cognitive impairment	Demented Senile	Disrespectful and contributes to stigma
“You are beautiful!” “You have a vibrant energy!”	“You are beautiful for your age!” “You are young at heart!”	Implies that youth is superior, and aging is shameful or undesirable
“How can I help you be safe?” “I admire your independence. Do you need any support?”	“Should you still be doing that?” “You live alone at your age? You’re so independent!”	Can discourage activity and implies that getting older guarantees dependence or inability to perform tasks



# Normal Cognitive Aging and Dementia: What Counselors and MFTs Need to Know

Suzanne Musil, PhD, ABBP-CN

06-20-2024



Grant#: 6H79FG000600-01M001  
SAMHSA's mission is to reduce the impact of substance misuse and mental illness on America's communities.  
1-877-SAMHSA-7 (1-877-726-4727) • 1-800-487-4889 (TDD) • [www.samhsa.gov](http://www.samhsa.gov)

# Disclosures

I have no relevant financial relationships to disclose.

# Objectives

**By the end of this presentation, learners should be able to:**

---

describe normal age-related change in cognitive abilities

---

differentiate between normal age, mild cognitive impairment, and dementia

---

recognize the distinct memory impairment seen in Alzheimer's disease

---

use appropriate communication for persons with and without dementia

---

assist older patients with lifestyle adaptations to reduce risk of future cognitive decline

# Outline

## Part 1: Normal

- brief overview of brain anatomy and function
- cognition and normal aging

## Part 2: Abnormal

- normal cognitive aging versus mild cognitive impairment versus dementia
- BREAK ----
- treatable causes of cognitive impairment

## Part 3: Working with older adults

- communication strategies for older adults with and without cognitive impairment
- prevention

# Janet: First encounter

76-years-old



## background

retired school teacher  
married for 53 years, recently widowed  
3 children, 5 grandchildren

## presenting problem

husband died from cancer and she was his caregiver  
you are seeing her for adjustment to widowhood

## medical history

hypertension  
borderline diabetes  
mildly high cholesterol  
arthritis  
hypothyroid

## Medications

lisinopril  
levothyroxine  
ibuprofen





**Janet: 1<sup>st</sup> encounter**

## **cognition**

- feels like her memory has been “not so good” over the last couple of years
- forgets why she got up to do something
- misplaces her glasses
- trouble coming up with words she wants to use

## **function**

- described herself as fully independent
- makes appointments with you on her own; never misses
- fairly good carryover between sessions, but sometimes you need to remind her



**Janet: 1<sup>st</sup> encounter**

## What matters

- to be self-sufficient
- to stay as independent as possible
- play an active role with her grandchildren



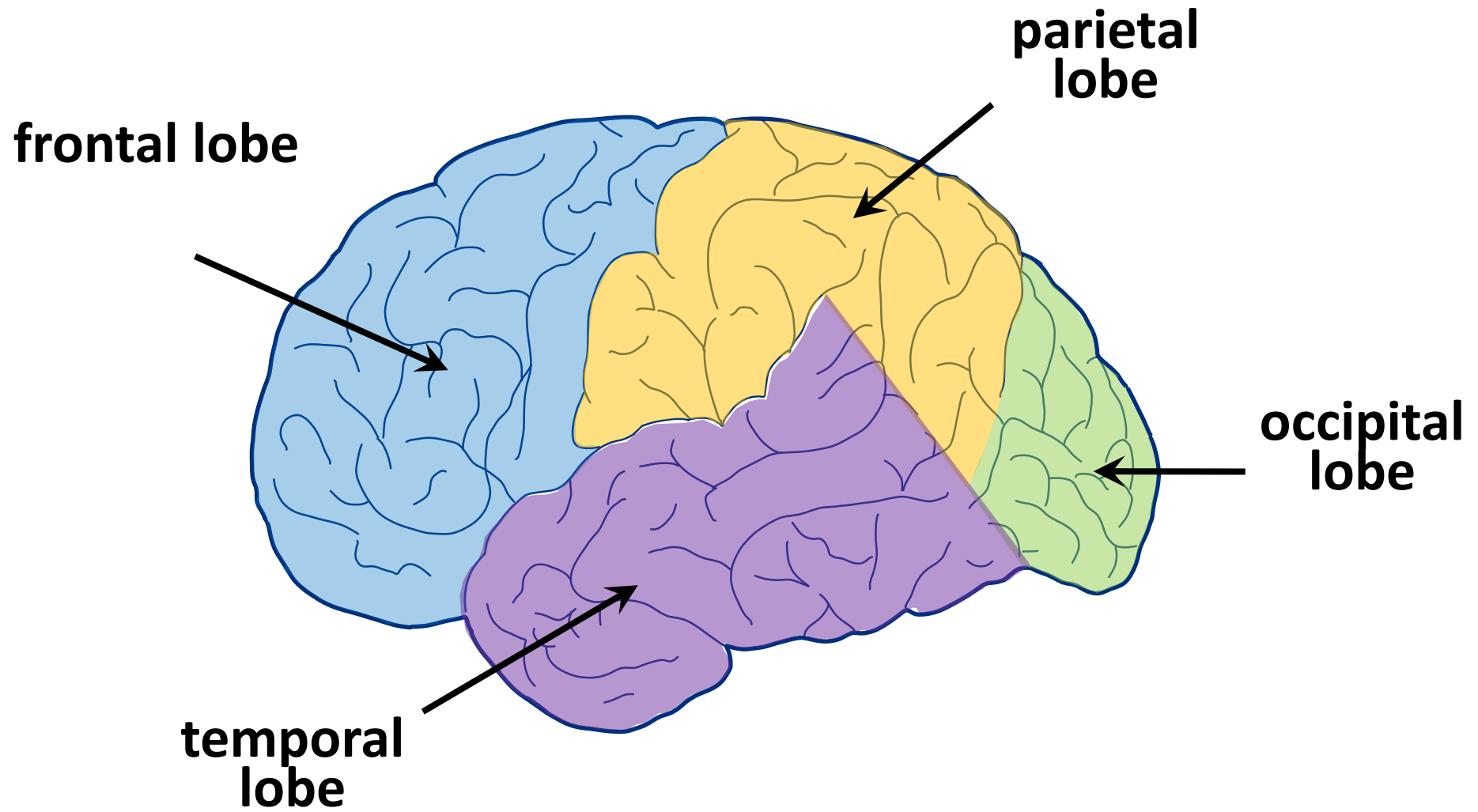
**Normal?**

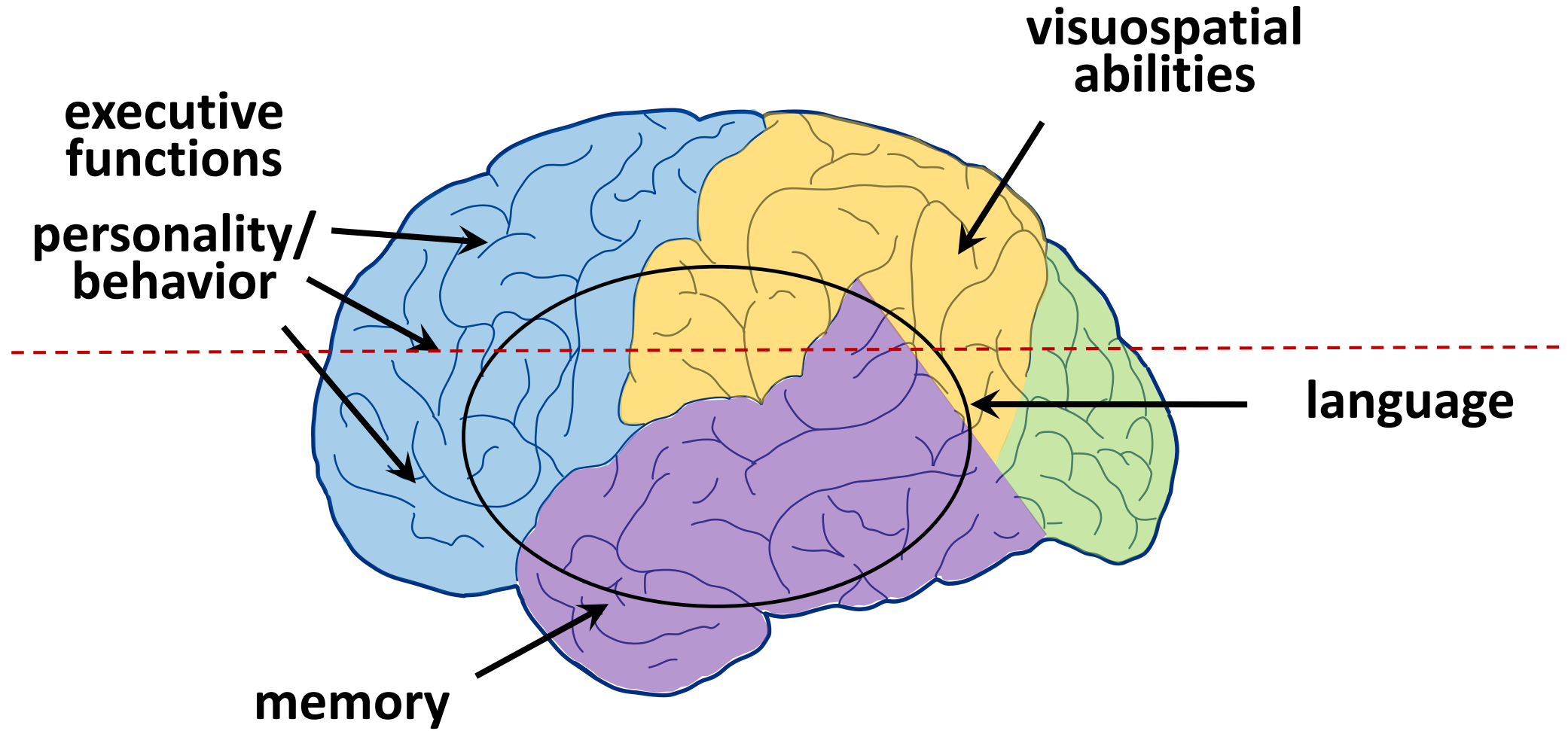
**Abnormal?**

# Normal aging

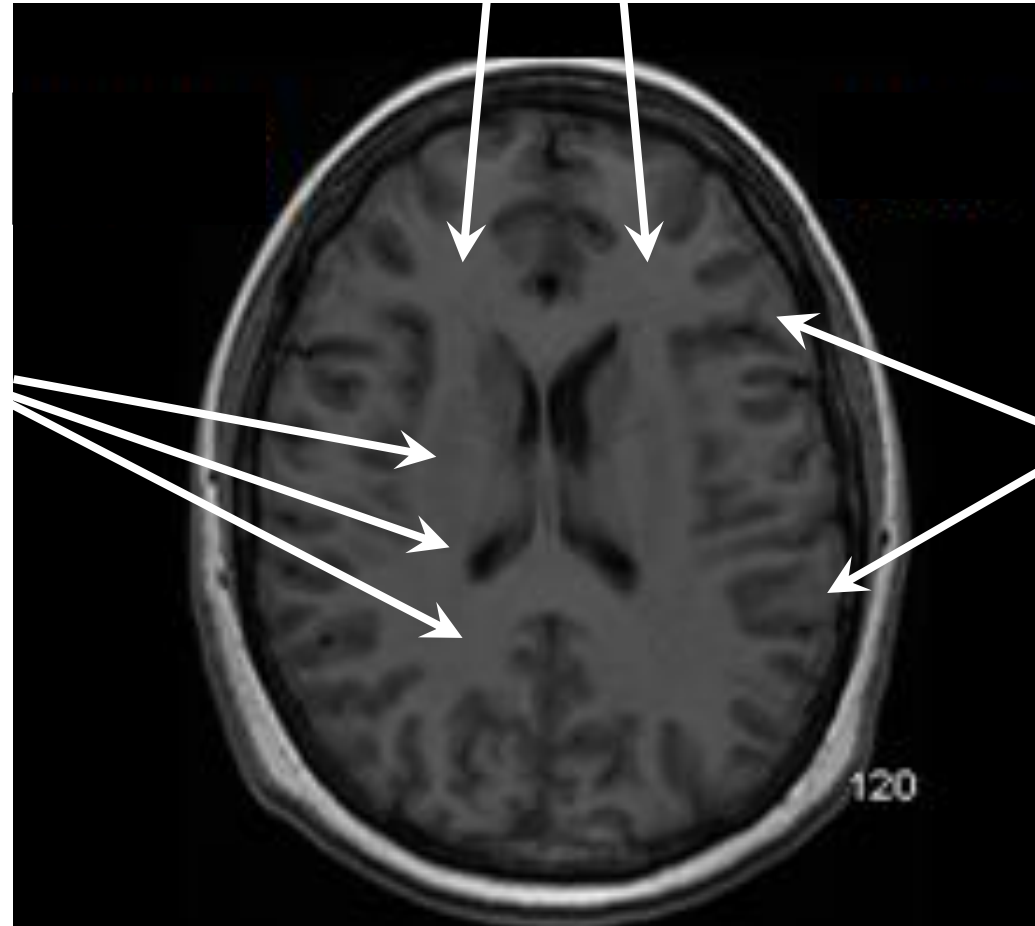
- **Brain function**
- **Cognition**







**frontal lobes**

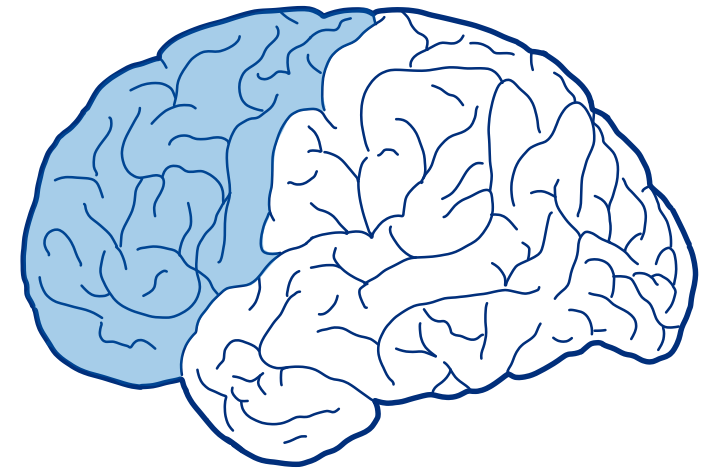


**white matter** –  
connect brain areas  
information “highways”

**cortex** –  
where conscious  
thought processes take  
place

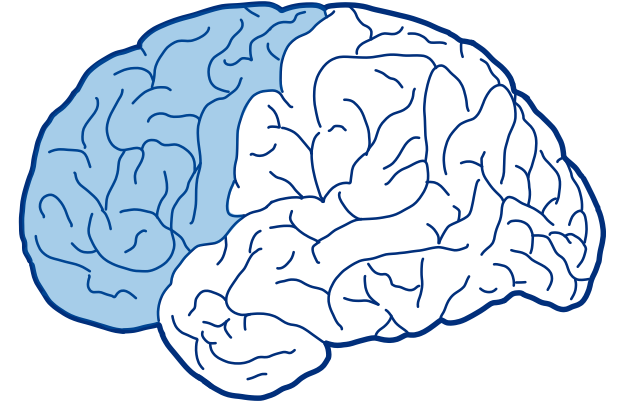
# How does the brain age “normally”?

- “normal” can be hard to define
- we see same changes in normal aging and disease
- there is loss of brain volume
  - atrophy
- white matter changes
  - loss of connections
  - vascular changes
- reduced blood flow
- most changes are seen in the frontal lobes



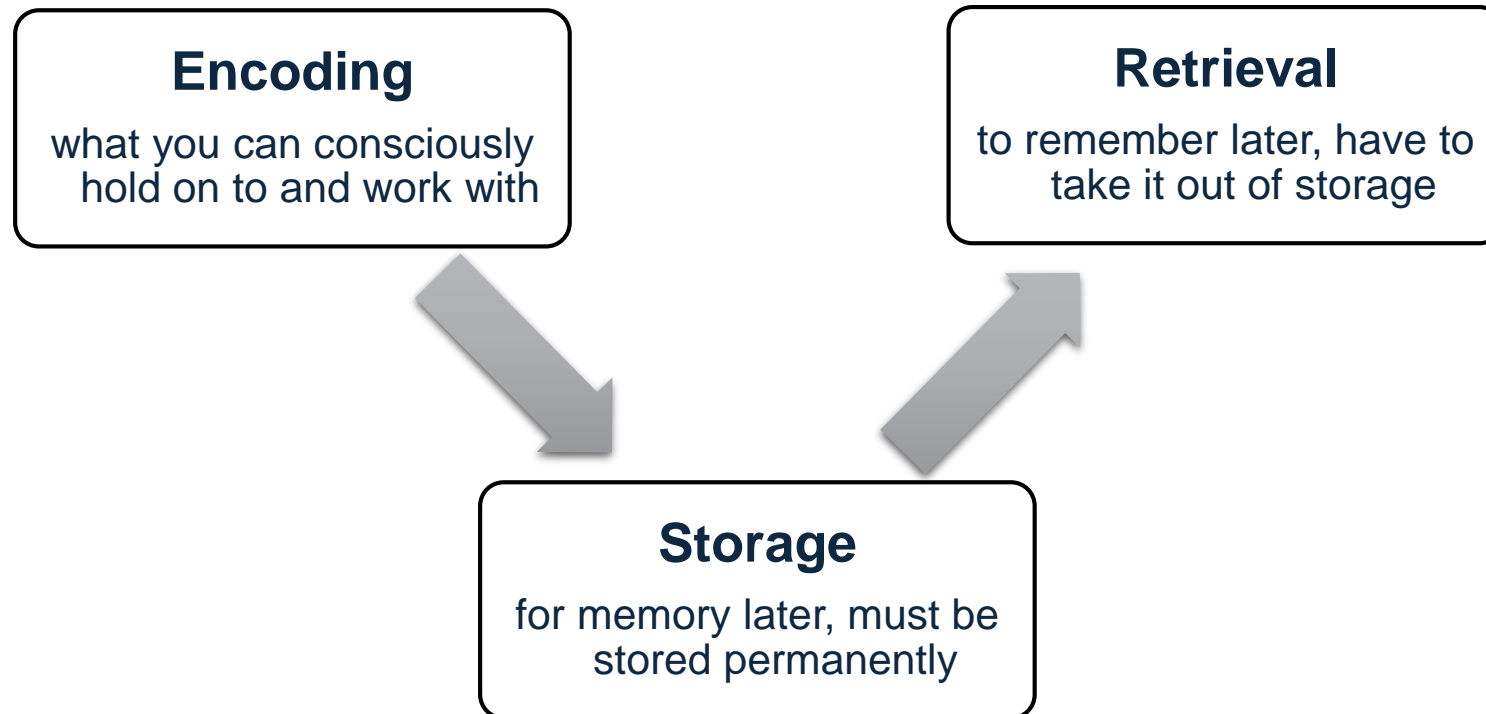


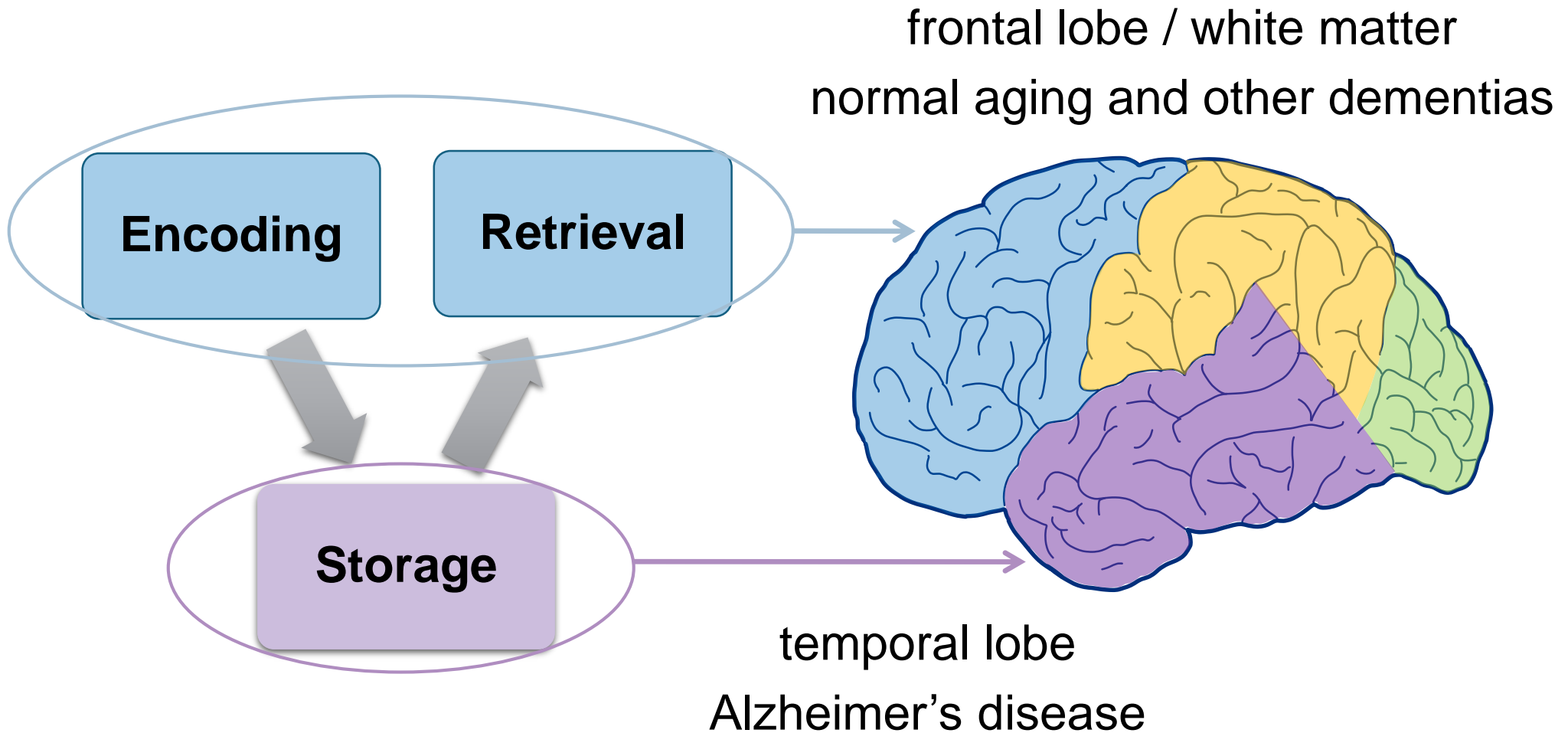
# Frontal lobe functions

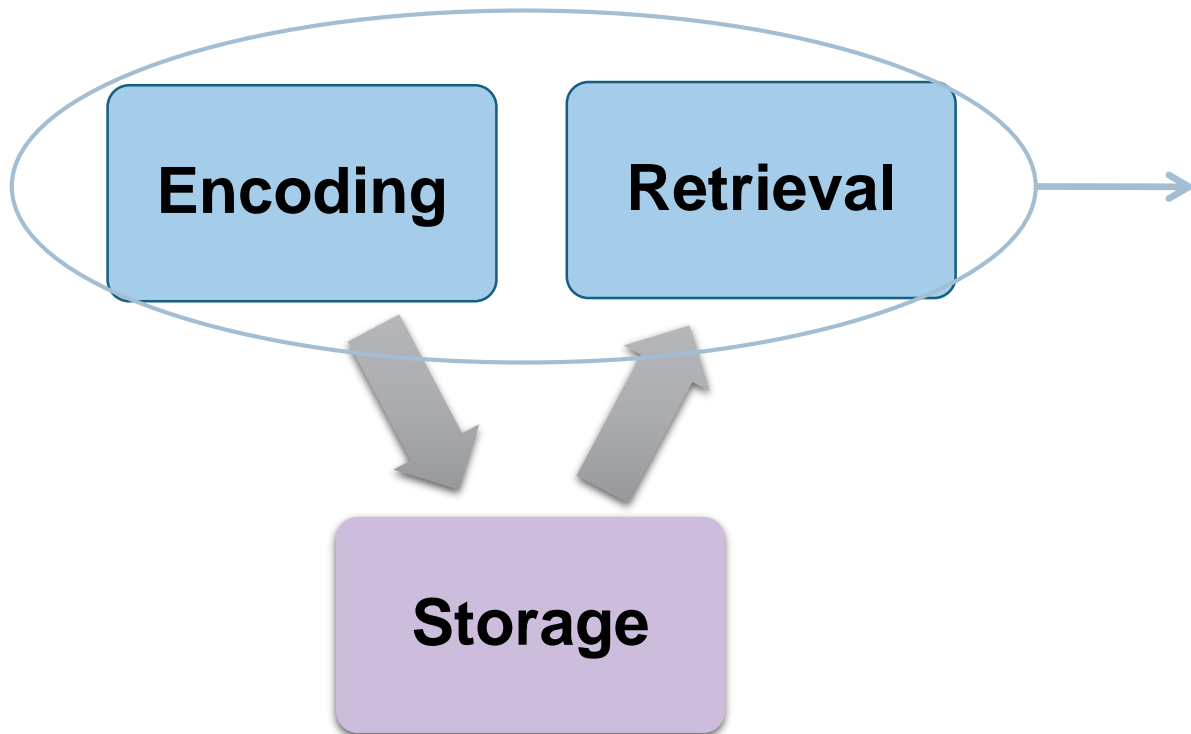


- “executive functions”
  - high level thinking abilities that allow us to execute appropriate behavior for the situation
    - monitor behavior and environment
    - planning, problem solving, mental flexibility, organization, reasoning, judgment, etc.
- also assist with memory

# Memory works in stages

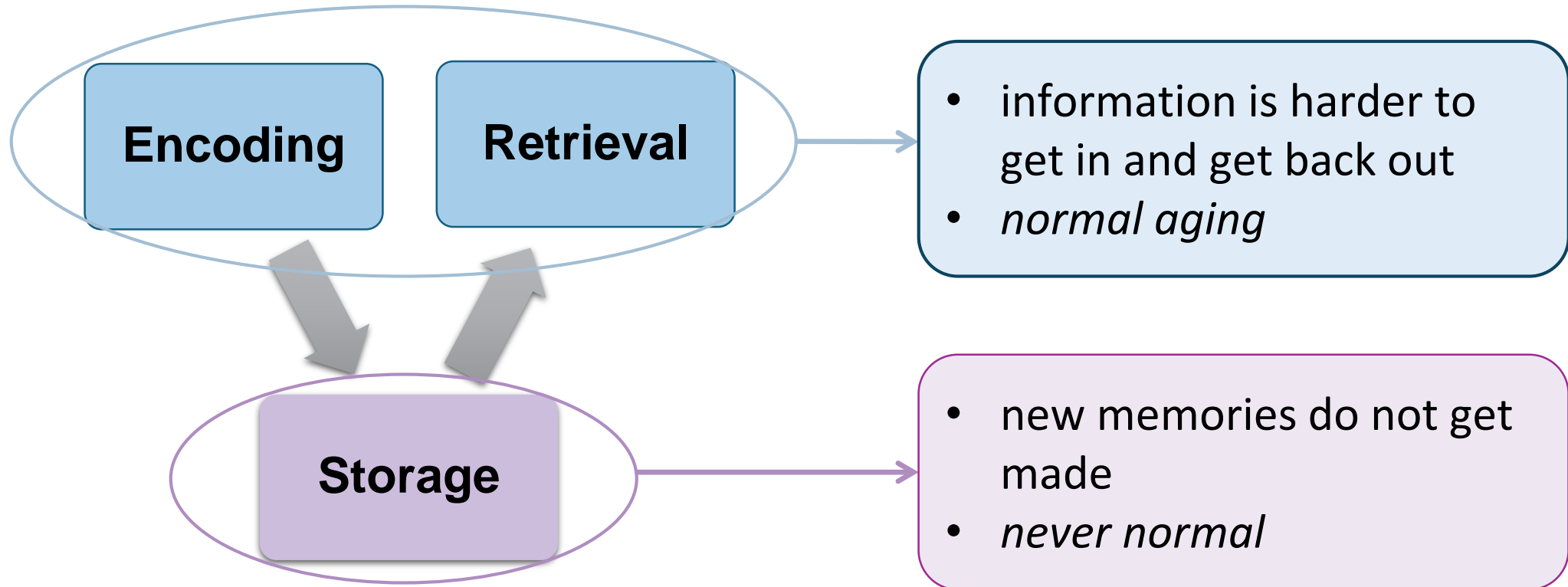






“present moment”  
depend on attention

# Two types of memory impairment



# Other normal, age-related cognitive changes

## attention

- *basic attentional abilities remain intact*
- *speed of processing declines*

## executive function

- *declines in many aspects*
- *other aspects preserved*

## language

- *some word-retrieval problems*
- *otherwise, preserved*
- *vocabulary grows with age*

## visuospatial abilities

- *generally stable*



# ***Not Normal Aging***

- problems sustaining attention
- certain kinds of memory problems
- difficulty understanding or expressing language
- visuospatial problems
- significant changes in personality and behavior, problems with:
  - social behavior
  - judgment
  - awareness



**Normal** or abnormal?



- work with Janet for 4 months
- she makes good progress
- terminate treatment

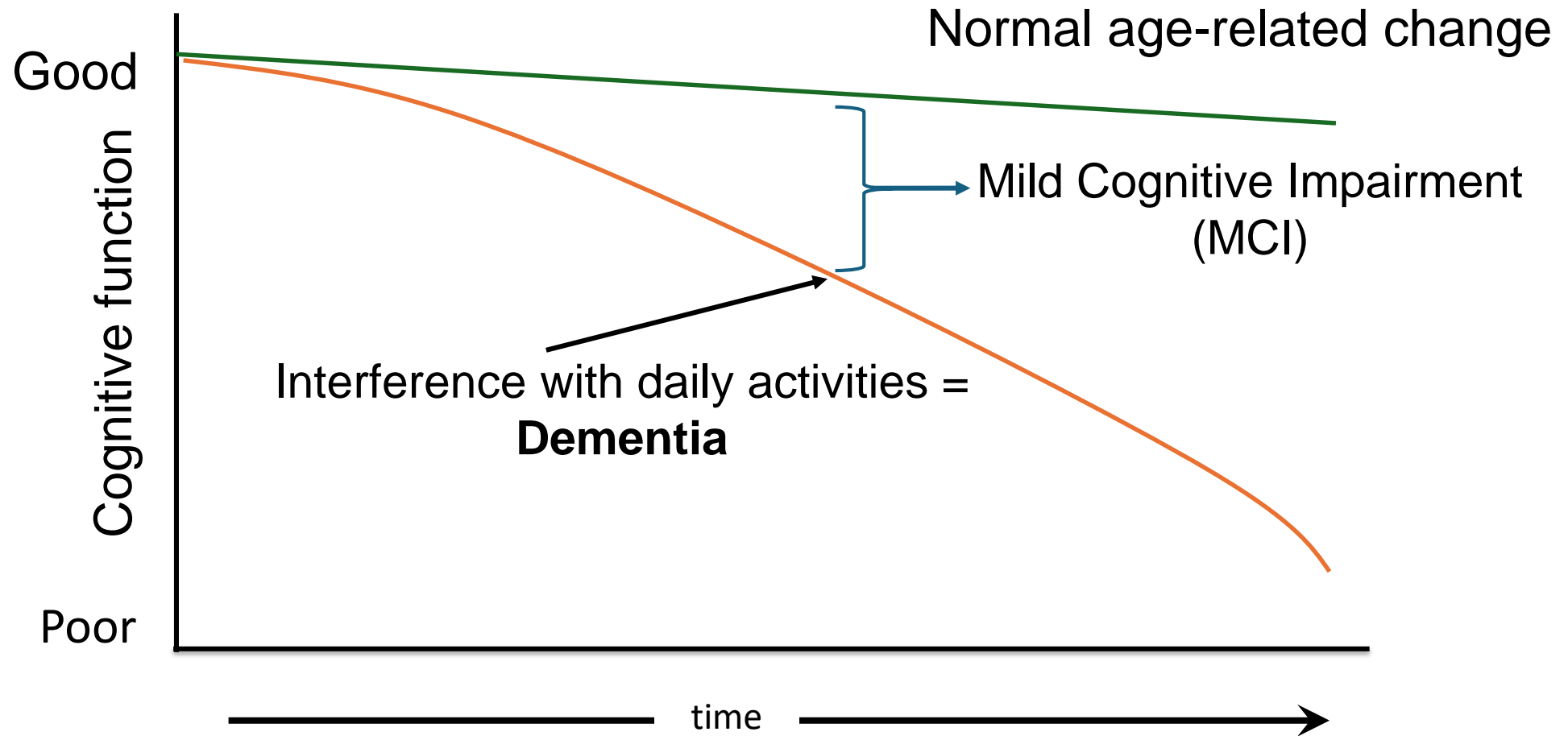


**1<sup>st</sup> encounter:  
termination**

# From Normal to Dementia



# From normal aging to dementia



# Dementia: Umbrella term for multiple diseases



## 2 criteria

- “Significant” decline in cognition or behavior
- Interferes with a person’s ability to carry out daily activities

# Dementia diagnosis is confusing

dementia and MCI are different names for different stages of *same* disease



- MCI originally conceptualized to reflect the pre-dementia stage of Alzheimer's disease
- any dementing process will have a corresponding MCI
  - the stage between normal aging and functional impairment
- MCI is a risk factor for dementia

# Dementia diagnosis is confusing

- diagnosis can represent:
  - the disease
    - e.g., Alzheimer's disease
  - where in the brain the disease starts
    - frontotemporal degeneration
  - the clinical presentation of the disease
    - primary progressive aphasia

All 3 of these labels  
may be correct!

early clinical presentation  
correlates with neuroanatomy,  
NOT pathology

- focal vs diffuse

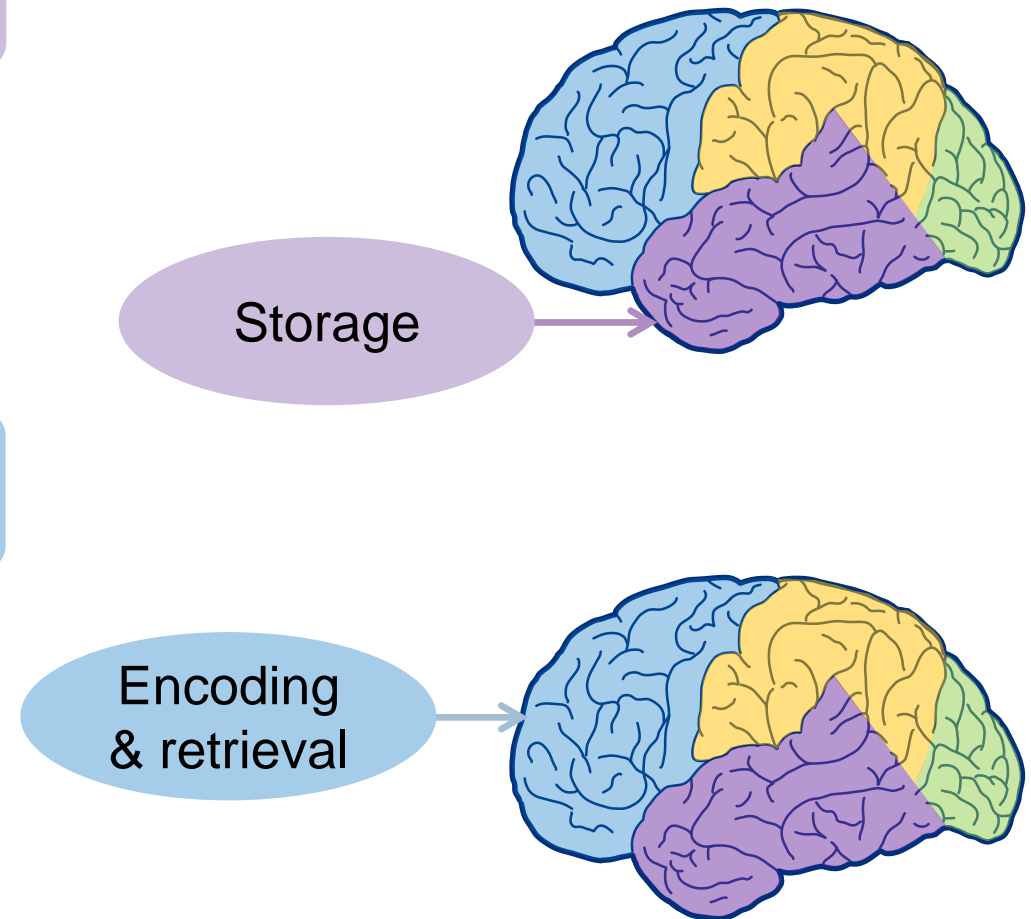
# Two types of memory problems

## Storage

- inability to make/store new memories
  - poor memory for recent events
  - memories made prior to the disease are preserved
- little to no insight

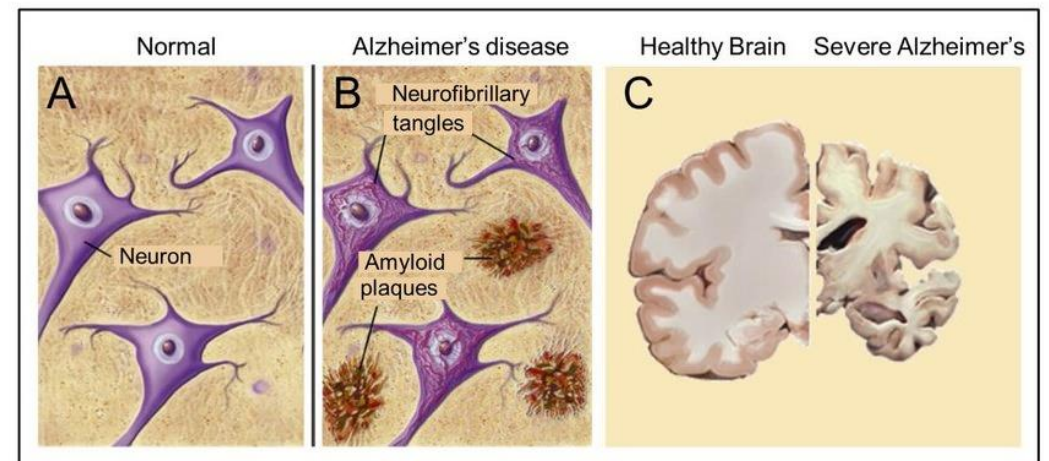
## Encoding and retrieval

- memories do get made; inefficient, inconsistent
- hints and cues can help
- patients usually aware of the problem



# Alzheimer's disease – Early presentation

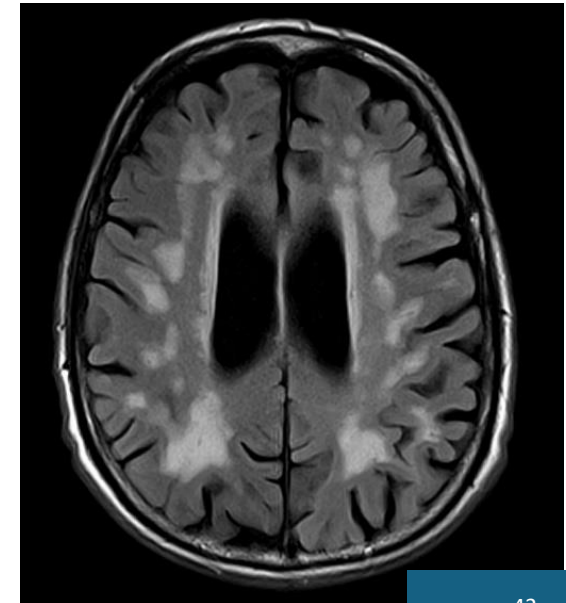
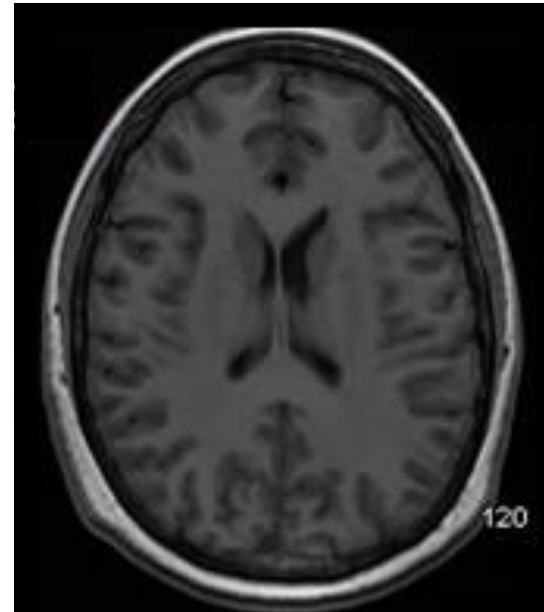
- most common: 60-80% of cases
- cause: abnormal proteins accumulate, cause cell death (atrophy)
  - plaques and tangles
- temporal lobe memory centers (focal)
  - storage problem
- cognition:
  - poor memory for recent events
  - naming/word-finding
  - lack of insight

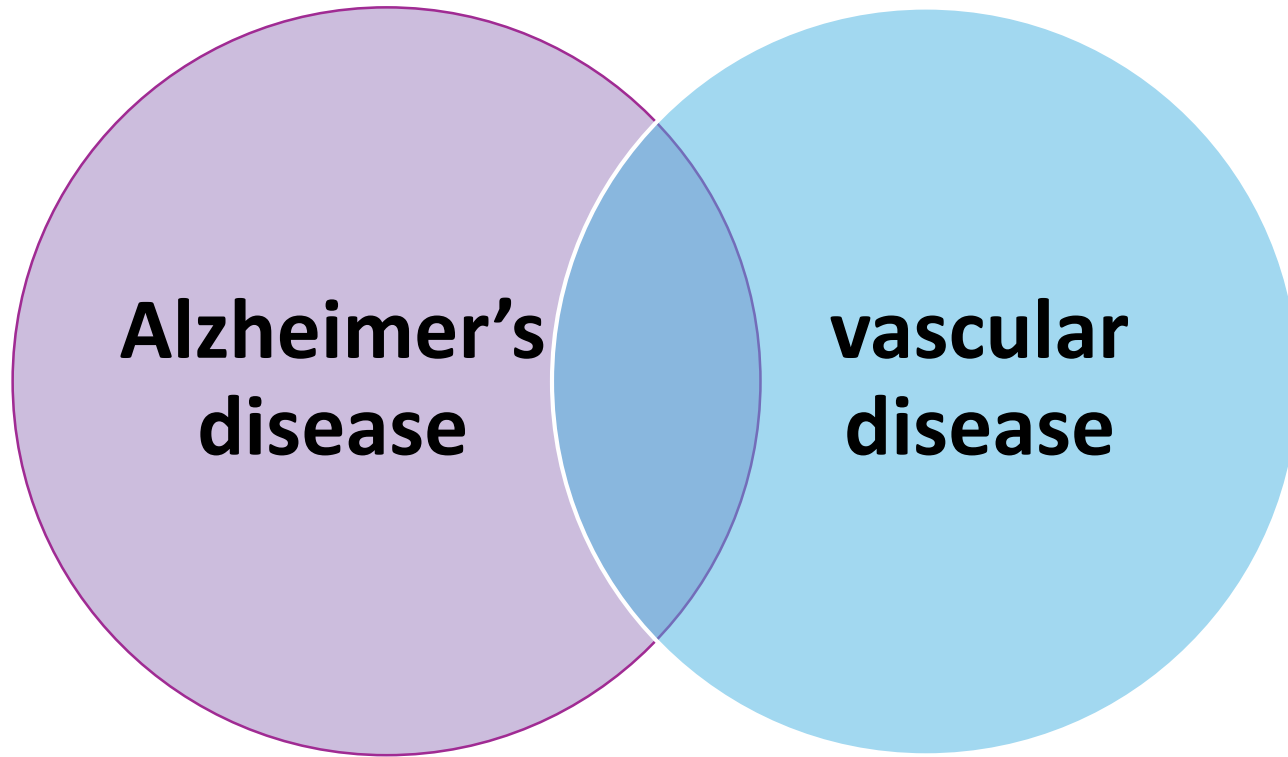




# Vascular disease – Early presentation

- 2<sup>nd</sup> most common cause of cognitive decline
- cause: microvascular ischemic disease (diffuse) or stroke (focal)
- associated with high blood pressure, diabetes, high cholesterol, etc.
- other risk factors: smoking, obesity, age
- cognition:
  - memory encoding/retrieval
  - slow processing speed
  - executive dysfunction





**= 75% of  
dementia  
cases**



**2<sup>nd</sup> encounter:**  
6 months after terminating  
1<sup>st</sup> treatment

## Update on Janet

- Janet contacts you to resume treatment
- grandson was killed in an accident 2 months ago – highly depressed
- neglected her health for several months
  - blood pressure uncontrolled
  - diabetes
  - high cholesterol
- daughter stepped in to help out



**2<sup>nd</sup> encounter:**  
6 months after terminating  
1<sup>st</sup> treatment

## cognition

- Janet feels like she is “losing it”
- afraid she has Alzheimer’s disease
- much more forgetful, repeats herself, frequently misplaces things

## function

- daughter oversees medications and appointments, brings her to sessions
- more forgetful about session content



## What's going on now?

~~Normal?~~

~~MCI?~~

~~Dementia?~~



## Why not dementia?

- don't diagnose a chronic condition in the presence of acute factors

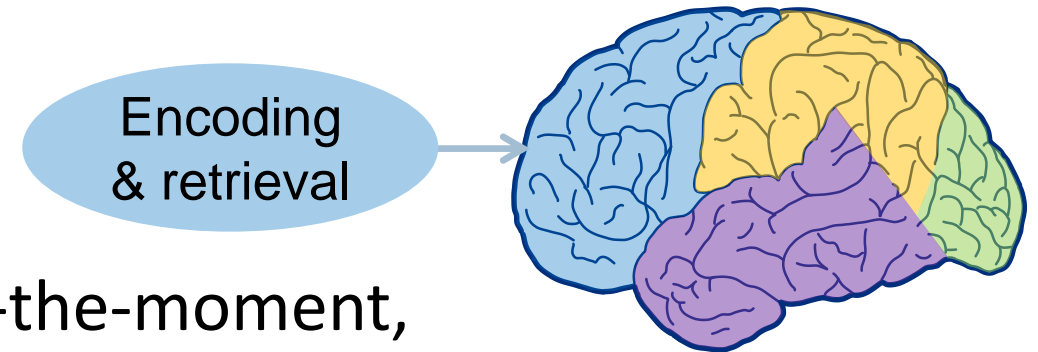
some causes of cognitive impairment are treatable – Janet meets criteria for major depressive disorder

# Treatable causes of cognitive impairment



# Depression and memory

- most psychiatric diagnoses have a criterion of cognitive impairment
  - problems with attention and concentration
- attention-based memory problems
- things that take away from attention in-the-moment, will cause encoding and retrieval memory problems



pain

fatigue

depression

poor sleep

anxiety

feeling ill





# Treatable Causes of Cognitive Impairment

- mood disturbance
  - age-appropriate mood screening
- nutritional deficiency
  - medical evaluation
- obstructive sleep apnea
  - referral for sleep study
- delirium
  - acute confusional state due to a medical condition

# Delirium: A variety of disturbances

consciousness

orientation

perception

sleep –  
wake cycle

thought  
processes

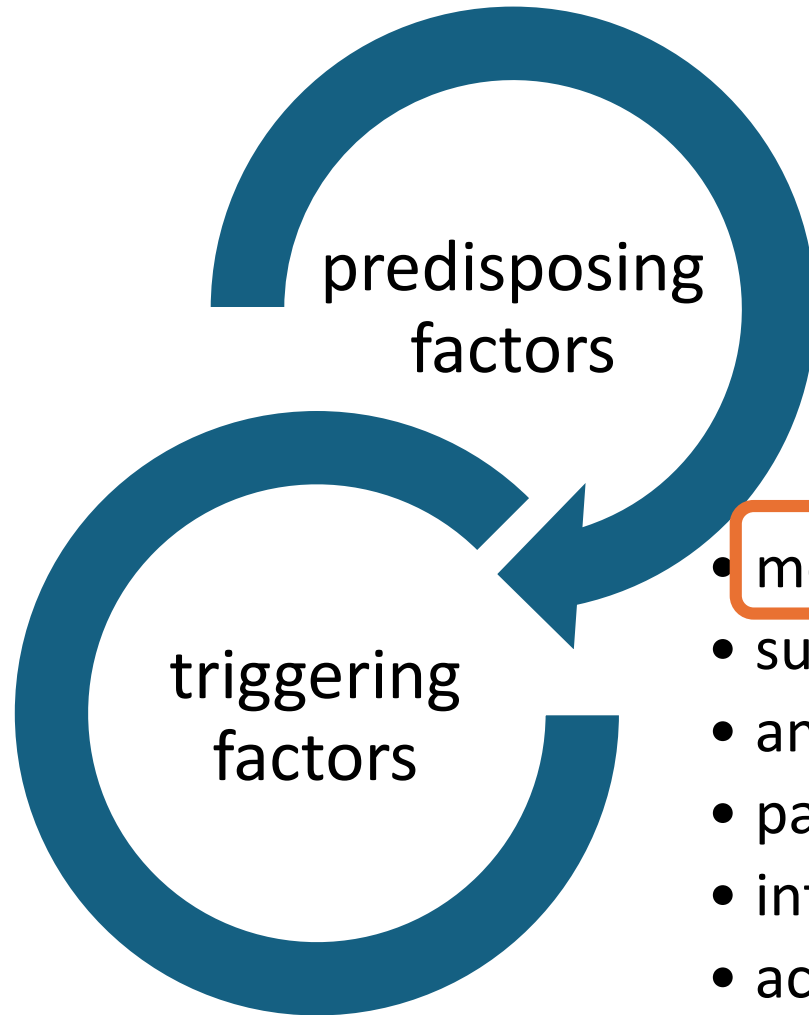
behavior

cognition

# Cognitive Presentation

- profound attentional disorder, affects all other thinking skills
- memory is impaired because they can't process information very well or quickly
  - encoding problem

# Delirium risks/causes



- older age
- baseline cognitive impairment
- functional disability
- sensory loss
- multiple co-existing medical problems

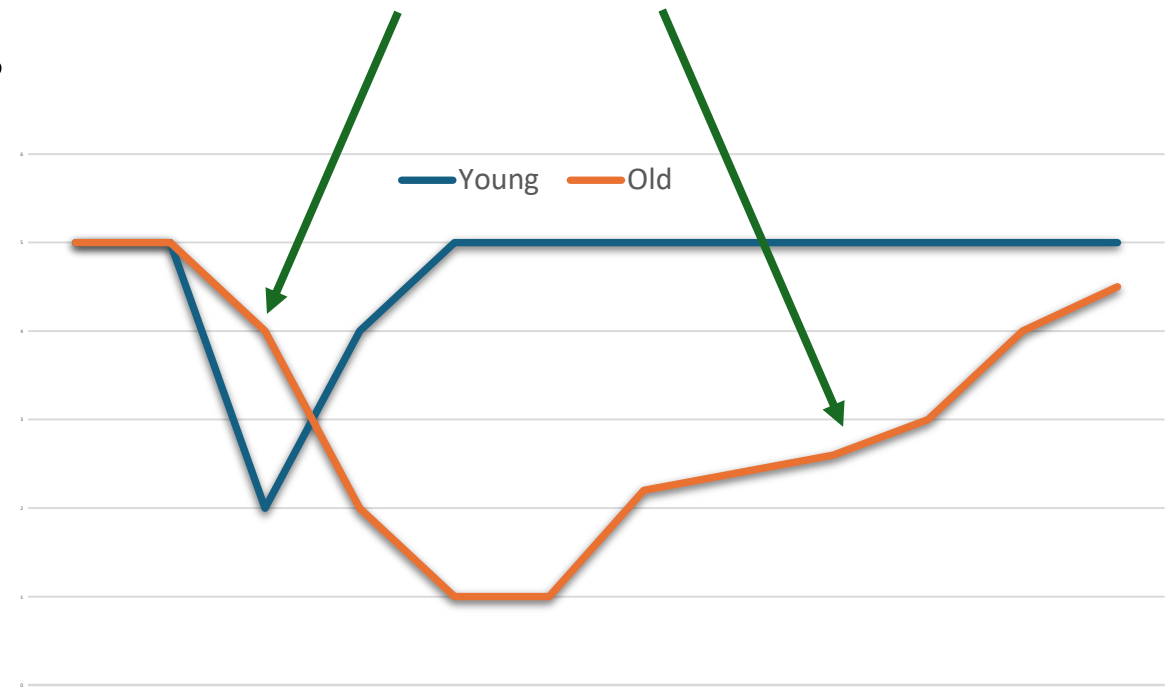
- medications
- surgery
- anesthesia
- pain
- infection
- acute illness



# Delirium in older adults

- more frequent and more serious
- occurs with less provocation
  - could be multiple subclinical problems
- onset and recovery are slower
  - especially with pre-existing cognitive impairment
- misdiagnosis is common
  - as depression
  - as dementia

## subsyndromal delirium



# Delirium awareness

- for abrupt changes in cognition, consider medical etiology *before* dementia diagnosis
- ask about all medications, especially new ones
  - prescription AND over-the-counter
  - vitamins
  - supplements
- does the person get all medicines from the same pharmacy?
- check American Geriatrics Society Beers Criteria®
  - potentially inappropriate medication use in older adults
- are all medical providers in communication with each other?
- discuss with primary care doctor



**2<sup>nd</sup> encounter:**  
6 months after  
terminating 1<sup>st</sup> treatment

## Janet: next steps

- strong temporal correlation between onset of depression and onset of memory problems
- could be medical etiology
  - worsened vascular health
- ask about sleep
  - no sleep apnea
- ask about all medications and supplements, are any new?
  - she's been taking Benadryl to fall asleep, advise her to stop
- consider cognitive evaluation

MONTELEONE COGNITIVE ASSESSMENT (MOCA)  
 Version 7.1 Original Version

NAME: \_\_\_\_\_ Education: \_\_\_\_\_ Sex: \_\_\_\_\_

**OSPATIAL / EXECUTIVE**

Copy cube  Draw CLOCK (3 min) (3 points)

End (E) A 1 Begin (B) 2 (C) 4 (D) 3

Contour  Numbers  Hands

**NAMING**

Lion  Rhino  Camel

**MEMORY**

Read list of words, subject must recall them. Do 2 trials, even if 1st trial is successful. Recall after 5 minutes.

	FACE	VELVET	CHURCH	DAISY	RED	No points
1st trial						
2nd trial						

**ATTENTION**

Read list of digits (1 digit/sec). Subject has to repeat them in the forward order  2 1 8 5 4  
 Subject has to repeat them in the backward order  7 4 2

List of letters. The subject must tap with his hand at each letter A. No points if ≥ 2 errors  
 FBACMNAAJKLBAFAKDEAAAJAMOF AAB

17 subtraction starting at 100  93  86  79  72  65  
 4 or 3 correct subtractions: 3 pts, 2 or 1 correct: 2 pts, 1 correct: 1 pt, 0 correct: 0 pt

**LANGUAGE**

Repeat: I only know that John is the one to help today.   
 The cat always hid under the couch when dogs were in the room.

Fluency / Name maximum number of words in one minute that begin with the letter F  \_\_\_\_\_ (N ≥ 1) words

**ABSTRACTION**

Similarity between e.g. banana - orange = fruit  train - bicycle  watch - ruler

**DELAYED RECALL**

Has to recall words WITH NO CUE	FACE	VELVET	CHURCH	DAISY	RED	Points for UNCLUED recall only
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Category cue						
Multiple choice cue						

**Optional**

**ORIENTATION**

Date  Month  Year  Day  Place  City

Nasreddine MD [www.mocatest.org](http://www.mocatest.org) Normal: ≥ 26 / 30

TOTAL  Add 1 point

# Assessing Cognition

- screeners are helpful for staging, not determining dementia type
- memory assessment is not adequate:
  - can't determine type of memory problem
- formal neuropsychological evaluation is best
  - assess cognition in the context of premorbid ability, motivational factors, etc.
  - very sensitive to very early cognitive changes from neurodegenerative disease



SEPTEMBER 2023  
S M T W T F S  
1 2 3 4 5 6 7 8 9  
10 11 12 13 14 15 16  
17 18 19 20 21 22 23  
24 25 26 27 28 29 30

## OCTOBER 2023

NOVEMBER 2023  
S M T W T F S  
1 2 3 4  
5 6 7 8 9 10 11  
12 13 14 15 16 17 18  
19 20 21 22 23 24 25  
26 27 28 29 30

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9 COLUMBUS DAY	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31 HALLOWEEN	1	2	3	4

# THE DAILY NEWS

## Assessing memory storage informally in the office

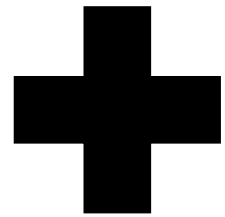
### temporal orientation

- date:
  - month, year, and exact date
- day of the week
- time of day

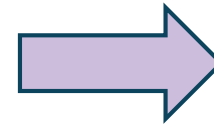
### current events

- Do you keep up with news?
- What's going on the news these days?
  - It's OK to give a hint to get them started.

poor  
orientation



storage  
problem



probably  
Alzheimer's  
disease

poor  
current  
events



**2<sup>nd</sup> encounter:**  
3 months after  
resuming  
treatment

**depression is greatly reduced**

**cognition**

- memory is better, but not back to where it was when you first saw her
- same type of memory problem – encoding and retrieval

**function**

- benefits from memory support
  - provide written information to supplement sessions
  - repeat main points
- independent again



## What's going on now?

- Janet may have MCI – you suspect a vascular cause, *not* Alzheimer's disease
- refer her for neuropsychological evaluation



# Working with older adults

- **Communication**
- **Prevention**

# What's wrong with this communication?



# Tips for effective communication with cognitively normal older adults

- #1: don't assume!
- *do* make adjustments for normal cognitive aging

## the cognitive change

- *slower processing speed*

## the solution

- don't speak too fast
- allow a little more time for processing

## there is no need to:

- use simple words
- speak slowly
- shout
- use "baby talk"

ELDER SPEAK!



communication that treats a person like a child or a pet

- high-pitched voice
- using overly endearing terms
- using the collective “we”



# Other adjustments to communication

## the change

- *hearing loss*
  - more common in men
  - affects higher-frequency pitch

## the solution

- *“low and slow”*
  - pitch voice lower
  - slow down rate
- remove background noise
- try written communication

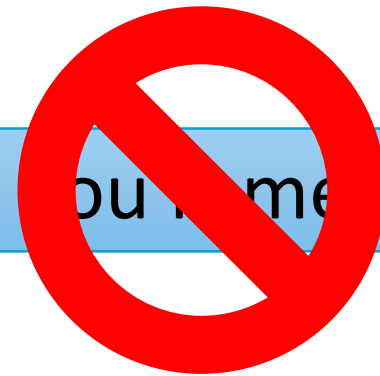
## there is no need to:

- scream, shout
- automatically direct speech to others



# Communication with cognitively impaired older adults

Don't you remember??



# Set the stage

- approach the person from the front, at their eye level
- sit down if possible
- make eye contact
- remedy any sensory deficits
  - eyeglasses
  - hearing aids
  - lighting



# What you say



- introduce yourself and your role
- use the person's preferred name
- explain what you are doing and why
- ask one thing at a time
- give choices whenever possible
- don't argue, correct, or try to convince
- do provide comfort and reassurance

# How you say it

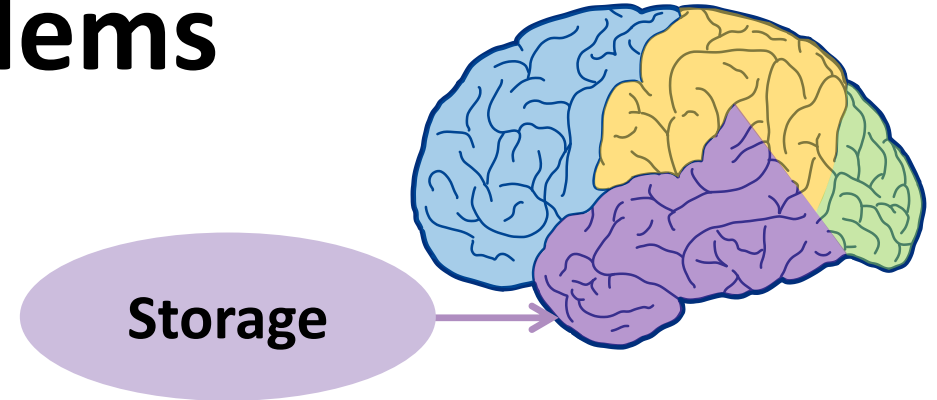


- don't use elderspeak
- be attentive to the person's behavior
- be patient, and allow time for a response
- be aware of your own feelings and how they may impact care
- be aware of your own nonverbal behavior
  - e.g., tone of voice, facial expression, etc.
  - show you are listening



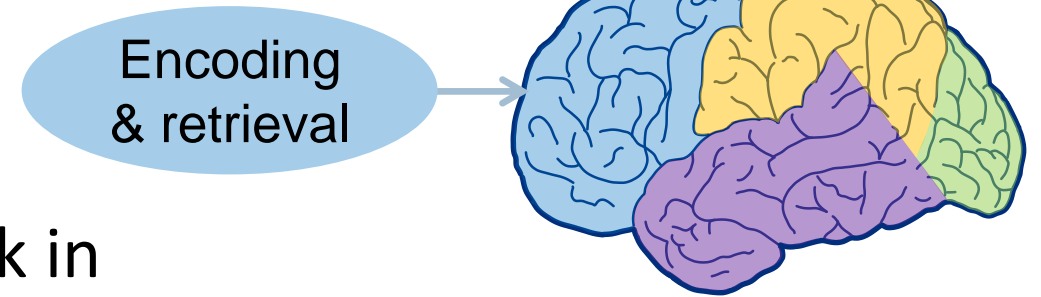
# Adjusting for memory problems

- storage problems
  - i.e., Alzheimer's disease
  - memory for recent events will be poor
  - hints and cues are *not* helpful
    - and can increase distress, frustration, suspiciousness
  - repeating stories or questions is common
    - the person *does not remember* asking before
    - there is no need to remind them, just answer the question again



# Adjusting for memory problems

- encoding/retrieval problems
  - important recent information will sink in
  - hints and cues *are* helpful
    - giving a little extra context can help bring out a memory
  - repetitiveness can be common, but
    - information given again will be familiar





**How do we have conversations with older persons *about* cognition?**



## Why patients might not discuss memory loss with their providers

- stigma about memory loss
- fear of the consequences of the diagnosis
- why get a diagnosis if there is no cure
- bringing it up may just bring more referrals or prescriptions they don't want
- may be unconcerned, think it's normal

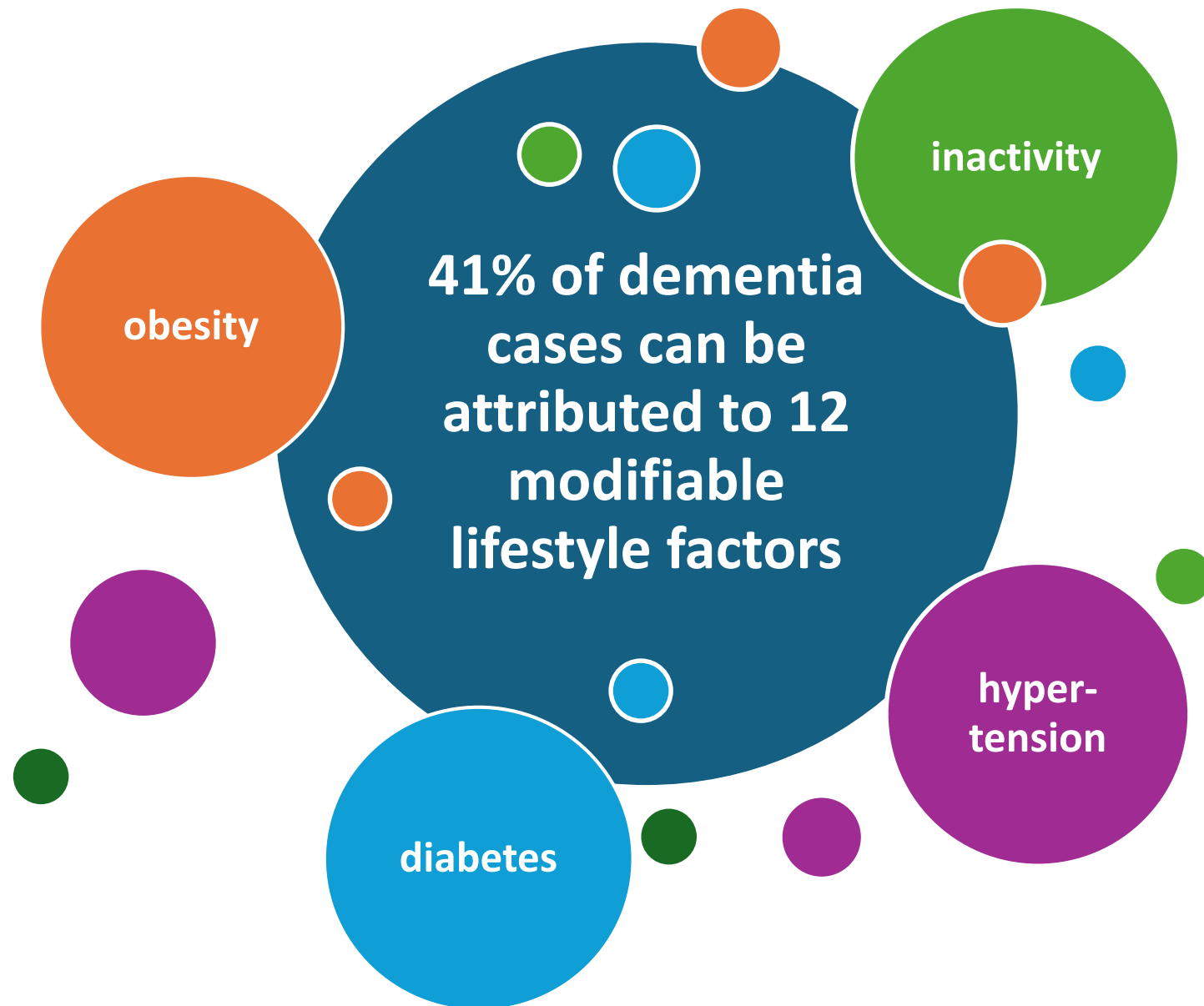
## **Why *providers* might not discuss memory loss with their patients**

- may defer to patients or family members to bring it up
- may be awkward or uncomfortable
- it's a difficult conversation
- lack of specialists to refer patients to
- health care providers want to treat – there is little to offer patients

# Overcoming barriers

## have conversations early

- ask what matters
- encourage open family communication
- talk about advance directives: they're about life
- be open about limitations of treatment, but
- let patients know what a health care plan for memory might look like
- focus on prevention – positive approach



percentage is higher in Black and Hispanic Americans

it's never too late to derive some benefit from a lifestyle change



# Dementia Prevention

- manage cardiovascular health
- regular physical exercise
- heart-healthy diet
  - Mediterranean-type diet: MIND diet
- smoking cessation
- healthy sleep habits
- use hearing aids
- cognitive and social engagement



**2<sup>nd</sup> encounter:**  
last few weeks of  
treatment

## Janet:

- had neuropsychological evaluation: diagnosed with MCI - vascular
- assist with lifestyle modification to improve vascular *and* brain health and reduce her risk of progressing to dementia
  - education
  - motivation
  - overcoming barriers to adherence

# Wrapping up – Take home points

---

with age, there is slowing of processing speed and memory encoding and retrieval problems

---

MCI and dementia are umbrella terms based on degree of cognitive impairment and level of independence

---

Alzheimer's disease causes a storage problem: difficulty retaining information over time

---

make adjustments in communication appropriate for the person

---

have conversations about cognition early and adopt a positive approach focused on prevention



# For Janet...



helped her avoid misdiagnosis

saved her from unnecessary tests and procedures

reduced her need for medications

helped her retain her independence

gave her tools to her reduce her risk for dementia in the future





# Questions and Answers

# Resources



# Critical Resources on Medicare Part B Coverage of Counselors and MFTs

## Legislation Mandating Medicare Part B Coverage of Counselors and Marriage and Family Therapists

<https://www.congress.gov/117/bills/hr2617/BILLS-117hr2617enr.pdf>

## How to Enroll in the Medicare Program

- **Medicare Enrollment for Providers and Suppliers**  
<https://www.cms.gov/medicare/enrollment-renewal/providers-suppliers/chain-ownership-system-pecos>
- **New Provider Type: Marriage and Family Therapists (MFTs) and Mental Health Counselors (MHCs) FAQs (36 questions answered) Published Sept 2023**  
<https://www.cms.gov/files/document/marriage-and-family-therapists-and-mental-health-counselors-faq-09052023.pdf>
- **The Medicare Learning Network:**  
<https://www.cms.gov/outreach-and-education/medicare-learning-network-mln/mlnngeninfo>
- **Web-based Training:**  
<https://www.cms.gov/outreach-and-education/medicare-learning-network-mln/mlnproducts/webbasedtraining>
- **Becoming a Medicare Provider (World of Medicare):**  
<https://www.cms.gov/Outreach-and-Education/MLN/WBT/MLN9329634-WOM/WOM/index.html>
- **Weekly Email Newsletter for Medicare Providers:**  
<https://www.cms.gov/outreach-and-education/outreach/ffsprovpartprog/provider-partnership-email-archive>



# Critical Resources on Medicare Part B Coverage of Counselors and MFTs continued

## Role of the Centers for Medicare and Medicaid Services (CMS)

- <https://www.investopedia.com/terms/u/us-centers-medicare-and-medicaid-services-cms.asp>
- <https://www.cms.gov/outreach-and-education/outreach/ffsprovpartprog/provider-partnership-email-archive>

## Medicare Mental Health Benefits for Beneficiaries

### Medicare and Your Mental Health Benefits:

<https://www.medicare.gov/Pubs/pdf/10184-Medicare-and-Your-Mental-Health-Benefits.pdf>

### Medicare Mental Health:

<https://www.cms.gov/files/document/mln1986542-medicare-mental-health.pdf>

### Medicare Beneficiary Handbook:

<https://www.medicare.gov/Pubs/pdf/10050-medicare-and-you.pdf>



# Critical Resources on Medicare Part B Coverage of Counselors and MFTs continued

## Medicare Administrative Contractors (MACs)

<https://www.cms.gov/medicare/medicare-contracting/medicare-administrative-contractors/what-is-a-mac>

## Medicare Physician Fee Schedule

<https://www.federalregister.gov/documents/2023/08/07/2023-14624/medicare-and-medicaid-programs-cy-2024-payment-policies-under-the-physician-fee-schedule-and-other>

## Key Steps to Becoming a Medicare Provider

1. Register in the [I&A](#) System
2. Get an [NPI](#)
3. Enter information into [PECOS](#)
4. Decide if you want to be a participating provider

[Form CMS-855I: Physicians and non-physician practitioners \(PDF link\)](#)



A photograph of three people in a meeting. On the left, a woman with glasses is smiling and looking towards the center. In the middle, a woman with long dark hair is smiling broadly and looking towards the right. On the right, a man with a beard and glasses is smiling and looking down at a laptop. They are all wearing white shirts. The background shows a window with a view of a city.

**Thank you  
for attending!**



Medicare Mental Health  
Workforce Coalition