



2025

ANNUAL REPORT

A Year of Continuity. A Foundation for What's Next.

Throughout a year of leadership transition, CAHSAH remained steadfast in its commitment to advocating, educating, informing, and supporting California's home care, home health, and hospice providers.



ADVOCACY



EDUCATION



INFORMATION

SHAPING THE FUTURE OF HOME CARE

MESSAGE FROM LEADERSHIP

As we reflect on 2025, we recognize it as a year defined by both continuity and transition.

Throughout the year, CAHSAH remained focused on its mission of advancing home care, home health, and hospice services across California while supporting providers through an increasingly complex healthcare environment. Members faced ongoing challenges related to reimbursement, workforce shortages, regulatory compliance, and operational sustainability. Through it all, CAHSAH continued to provide advocacy, education, information, and support, helping providers navigate change while continuing to deliver high-quality care to patients and families.

The year also marked an important leadership transition for the association. Following the retirement of longtime President & CEO Dean Chalios, CAHSAH benefited from the steady leadership and guidance of Interim President & CEO Joe Hafkenschiel. Joe's commitment to the association helped ensure stability, continuity, and uninterrupted service to members during a critical period.

In November, CAHSAH welcomed Soua Vang as President & Chief Executive Officer. While only a portion of the year was spent under new leadership, the transition provided an opportunity to listen, learn, and lay the foundation for the future. The Board of Directors and staff worked closely together to ensure a smooth transition while continuing to advance the association's priorities.

Throughout 2025, CAHSAH remained active on behalf of members through advocacy efforts, educational programs, regulatory engagement, communications, and member services. We are proud of all that was accomplished and grateful for the many volunteers, committee members, sponsors, partners, and members whose dedication makes our work possible.

As we look ahead, we do so with optimism and confidence. The work completed in 2025 established a strong foundation for the strategic initiatives and growth opportunities that lie ahead.

Thank you for your continued support of CAHSAH and your commitment to the patients, families, and communities we collectively serve.

Julie Lehmann
Chair, Board of Directors

Soua Vang
President & CEO

BOARD OF DIRECTORS

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A Better Solution Home Care & Nursing

Grace Spencer
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Stan Vinet
Dignity Health

Rod Windley
Aveanna Healthcare



ADVOCACY

Advancing the Voice of Home Care

Throughout 2025, CAHSAH served as a leading advocate for California's home care, home health, and hospice providers at both the state and federal levels. Through legislative monitoring, regulatory engagement, formal comment letters, Lobby Day, and collaboration with policymakers, regulatory agencies, and industry partners, CAHSAH worked to advance policies that support patient access, provider sustainability, workforce development, and quality care. CAHSAH's Policy, Advocacy & Public Affairs (PAPA) Committee reviewed more than 130 legislative bills and supported the successful enactment of SB 412, which strengthened requirements for Home Care Aides, and AB 1495, which modernized Home Health Aide training and certification. CAHSAH also submitted formal comments to the Centers for Medicare & Medicaid Services (CMS) on the proposed 2026 Home Health Prospective Payment System (HHPPS) Rule, participated in the Respiratory Care Board Coalition to advance provider interests, and convened a statewide Hospice Town Hall Meeting to engage members on emerging regulatory and policy issues. These efforts ensured that the voices of California's home care, home health, and hospice providers were represented in key policy discussions shaping the future of healthcare.



EDUCATION

Building Knowledge and Leadership

Education remained a cornerstone of CAHSAH's mission in 2025. Through certificate programs, workshops, webinars, compliance training, and the Annual Conference & Expo, CAHSAH provided timely education designed to help providers navigate regulatory changes, reimbursement challenges, workforce issues, and evolving industry requirements. These programs equipped nearly 800 healthcare professionals across home care, home health, and hospice with the knowledge, skills, and resources needed to strengthen organizational performance and deliver high-quality care.



COMMUNICATION

Keeping Members Informed and Connected

CAHSAH remained a trusted source of timely information, regulatory guidance, and industry insights for home care, home health, and hospice providers. Through 52 Weekly News Updates, 12 Monthly Bulletins, numerous E-Alerts, Action Alerts, Capitol Corner, Section Updates, and compliance resources, members received critical information on legislative, regulatory, reimbursement, and operational issues impacting care at home. These communication efforts helped ensure members remained informed, connected, and prepared to navigate a rapidly changing healthcare environment.



MEMBERSHIP


Strengthening Our Community

Despite a year of industry consolidation, regulatory challenges, and organizational transition, CAHSAH maintained a stable and highly engaged membership base in 2025. The association achieved a 90% renewal rate among eligible members and welcomed 85 new provider and affiliate organizations during the year. Focused recruitment, retention, and engagement efforts helped sustain strong member participation and support. In addition, the Board of Directors completed a comprehensive review of the membership dues structure, resulting in a revised dues structure that takes effect in 2026.

FINANCIAL STEWARDSHIP

CAHSAH entered 2026 from a position of financial strength, maintaining significant reserves while continuing to invest in advocacy, education, membership growth, and operational excellence. The association remains committed to responsible stewardship of member resources and long-term sustainability.

FINANCIAL HIGHLIGHTS

 \$1.67M Cash & Investments <hr/> <p>Strong cash reserves provide flexibility and long-term financial stability.</p>	 \$1.57M Net Assets <hr/> <p>Healthy net assets reflect a strong reserve position and fiscal discipline.</p>	 Strategic Investments <hr/> <p>Strategic investments strengthen advocacy, education, membership services, and operational excellence.</p>	 Mission-Focused Investments <hr/> <p>Mission-focused reserves support our ability to navigate change and pursue opportunities for future growth.</p>	 Diverse Revenue Streams <hr/> <p>Diversified revenue streams provide stability and support our mission-driven work.</p>
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COMMITTED TO OUR MEMBERS

CAHSAH remains focused on delivering value to our members through strong advocacy, high-quality education, and essential resources that support the long-term success and sustainability of home care, home health, and hospice providers across California.

Figures presented are unaudited and subject to adjustment upon completion of the independent financial audit.

CAHSAH STAFF

Soua Vang	President & CEO
Tanya Bautista	Director of Policy, Advocacy & Public Affairs
Sabrina Freeman	Executive Assistant
Tricia Smith	Director of Membership
Sina Tate	Director of Education