



2026 Board Candidates

Corporate (Vote for 3)

Mike Coccaro*
Dawn Drazdys
Glee McAnanly

Independent (Vote for 2)

Kate Eagler
David Goodman
Kimberly Mitchell
Brett Ringold*
Sara Wilson*

* - Incumbent

CORPORATE CANDIDATES

Mike Coccaro General Counsel, SYNERGY HomeCare



What specific expertise would you bring to the HCAOA Board of Directors?

I have been with SYNERGY HomeCare for over ten years and really enjoy working in this industry helping clients stay in their homes longer, helping care professionals have fulfilling careers, and helping agency owners achieve their financial, personal, and professional objectives.

Our industry has faced a lot of changes in the past few years at the state, and more recently, federal levels. As an attorney with extensive government relations work, both for HCAOA and other industry associations, I understand the key role that industry associations fill in protecting agencies, clients, and employees. I believe that coming up with practical, well thought out approaches to dealing with legal and regulatory challenges is critical to ensuring the future success of the industry.

Why do you want to serve on the Board of Directors?

I have served on the HCAOA Board of Directors for the past three years including serving on the Policy Committee and the search committee as we have transformed and grown HCAOA.

I enjoy working with members to ensure that HCAOA is meeting their needs for an industry association and protecting their businesses. My involvement with SYNERGY HomeCare, a Franchisor with agencies in 44 states, gives me a broad understanding of how home care is



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provided across the country. I enjoy working with other brands and other members of the Board of Directors to ensure longstanding success for the industry."

Dawn Drazdys **Chief Marketing Officer, Right at Home, LLC**



What specific expertise would you bring to the HCAOA Board of Directors?

I would bring a combination of strategic marketing, brand development, operational expertise and executive leadership to the HCAOA Board of Directors.

With decades of experience leading marketing initiatives at both national and local levels, I understand how to build brand awareness, drive acquisition, and support franchisees and agency

owners in growing their businesses. Additionally, having worked closely with caregiver recruitment, referral partnerships, and consumer engagement initiatives, I bring insight into the challenges and opportunities agencies face in building sustainable workforces and strong local and national reputations.

I serve on my organization's Strategic Leadership Team, helping guide overall strategy, operational decisions, and long-term growth beyond marketing. This experience gives me a holistic understanding of the challenges and opportunities facing home care agencies today. I also have extensive experience collaborating with franchisees and agency leaders which allows me to bring practical insight to board discussions on industry trends, advocacy, and best practices.

I am passionate about advancing the home care industry, and I believe my combination of hands-on operational knowledge, marketing acumen, and collaborative leadership will help guide the HCAOA strengthen member value, set industry standards, and support the continued growth of home care nationwide.

Why do you want to serve on the Board of Directors?

I want to serve on the HCAOA Board of Directors because I am passionate about supporting the people and organizations that make home care possible. I've seen firsthand how dedicated caregivers, agency leaders, and referral partners make a difference in clients' lives, and I want to help ensure the industry continues to grow and thrive.

Serving on the board would allow me to contribute to shaping policies, initiatives, and best practices that benefit agencies, caregivers, and the families they serve. I am motivated by the



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opportunity to give back to the industry that has been such a central part of my career and to collaborate with others who are equally committed to raising the standard of care nationwide.

Glee McAnanly President and CEO, FirstLight Home Care



What specific expertise would you bring to the HCAOA Board of Directors?

As the president and CEO of FirstLight Home Care, I am committed to continuous innovation in the home care industry. I have more than 30 years of franchise leadership experience, extensive expertise in operations, and franchise ownership.

My experience in strategic planning and leadership at FirstLight has equipped me with a clear understanding of the challenges our industry faces, as well as the opportunities to drive meaningful change.

Effective advocacy and representation at the national level are critical to ensuring that home care services continue to evolve, improve, and meet the needs of our clients. Having strong representation in Washington will help ensure that we're doing our part to support and strengthen the industry — not only for the benefit of providers, but for the clients and families we serve.

I believe in HCAOA's mission to provide leadership, representation, and education that advances the home care industry. As a member of the HCAOA Board of Directors, I will contribute my expertise and my passion for ensuring that all of the voices within our industry are heard and supported.

Why do you want to serve on the Board of Directors?

At FirstLight, I've been at the helm of a nationally recognized home care franchise and, since I was appointed to this leadership role in 2022, the organization has seen record-breaking growth in revenue and franchise sales.

My focus is on high-quality, client-centered care that leads to strategic growth and operational excellence across multiple franchise locations. This experience has given me unique insight into the complexities of managing both the business side of home care and the essential human side of delivering care that meets the needs of clients and their families.

I also am committed to innovation in the way care is delivered. Under my leadership, FirstLight has implemented forward-thinking solutions that enhance the client experience and improve



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operational efficiency, leveraging technology and creative approaches to ensure that home care services meet the changing needs of seniors and their families.

I believe a unified voice is critical in shaping legislation and regulations that impact the future of home care. Additionally, I am a strong advocate for policies that support and protect both care recipients and providers. Representation at the national level is essential to advancing the interests of the industry, ensuring that care standards remain high, and addressing challenges such as workforce shortages and access to care.

My strong background in business development, strategic planning, and fostering partnerships, as well as my ability to drive innovation while maintaining a focus on care standards aligns perfectly with HCAOA's mission to advance the home care industry through leadership, representation, and education.

My extensive background, coupled with advocacy for a stronger, more unified home care industry, positions me as a leader who can contribute to the advancement of HCAOA's mission.

INDEPENDENT CANDIDATES

Kate Eagler

Home Care Director, Fountain Hill Home Care



What specific expertise would you bring to the HCAOA Board of Directors?

I bring a unique combination of hands-on caregiving experience and executive leadership in home care. Having started my career as a Certified Nursing Assistant, I understand the day-to-day challenges caregivers face, as well as the critical importance of quality, compassionate care. That frontline experience continues to inform my leadership today as the Director of Fountain Hill Home Care.

Over the past five years, I've developed expertise in workforce development, caregiver retention, client satisfaction, and operational strategy. I've led initiatives to improve training, streamline processes, and elevate the standard of care in our agency – all while maintaining a strong, supportive culture for



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staff. I also have experience navigating regulatory and compliance issues, which are central to the work of HCAOA.

Most importantly, I bring a deep passion for advancing the home care industry. I understand both the strategic and human sides of the work, and I'm committed to using my voice and experience to advocate for policies and practices that support our caregivers, strengthen agencies, and enhance care for the clients we serve."

Why do you want to serve on the Board of Directors?

As the Director of Fountain Hill Home Care, with over five years of experience in the field, my journey in home care began at the grassroots level – as a Certified Nursing Assistant. I've worked my way up through the industry, gaining invaluable hands-on insight into the daily realities, challenges, and triumphs faced by both caregivers and clients. This perspective allows me to bring a grounded, frontline-informed voice to the table.

I am deeply passionate about the mission of the Home Care Association of America and its work in advocating for quality, accessible home care. My leadership philosophy is rooted in service, and I believe strongly in lifting others through collaboration, advocacy, and innovation. Serving on the board would allow me to give back to the industry that shaped me, while also helping to shape policies and practices that improve care delivery and elevate the workforce.

I believe I can add great value to the board through my practical experience, operational insight, and commitment to driving positive change within the home care landscape.

David Goodman

Co-Founder, EVP & CFO, Compass Care, LLC



What specific expertise would you bring to the HCAOA Board of Directors?

I bring a disciplined blend of financial stewardship, operational execution, policy fluency, and board-level governance grounded in day-to-day agency leadership. As an executive responsible for finance, legal/HR, IT, and field operations, I focus on how strategic decisions translate into scheduling, coverage, compliance, and client experience. My contribution to the Board will be to ensure that the strategy is practical, measurable, and implementable.

Financial stewardship. I oversee budgeting, forecasting, internal controls, and cash management with a focus on margin integrity and sustainability. I have built dashboards that tie volume, payer



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mix, visit adherence, overtime exposure, and retention to concrete actions at the shift level. I maintain a clear view of risk – labor, regulatory, cyber, and reputational – and establish control frameworks that are proportional, auditable, and repeatable. This supports rigorous fiduciary oversight and data-driven evaluation of initiatives.

Operational execution. I standardize staffing models, scheduling practices, and policy adherence across teams and sites to ensure consistency and effectiveness. I embed compliance in operations – not append it after the fact – by aligning EVV, documentation, payroll/HRIS, training, and supervision. I emphasize clear goals, accountable owners, and continuous improvement.

Legal and risk perspective. Earlier in my career, I worked within two litigation law firms on matters requiring disciplined evidence handling, structured discovery, and defensible decision trails. That experience informs how I manage regulatory compliance, investigations, and dispute avoidance in home care – tight documentation, role-based access, incident-review cadences, and board visibility into material risks. It also strengthens my ability to pressure-test policy positions against enforcement realities and to align governance with auditable, defensible processes.

Technology, data, and applied AI. I have led the selection and implementation of core platforms in care management, payroll/HR, and reporting. I translate between operators and technologists, define key metrics, and drive adoption through training and governance. I bring applied AI fluency – using models for scheduling optimization, documentation quality checks, workforce forecasting, and KPI insight generation – paired with guardrails for privacy, fairness, and human oversight. The goal is to achieve practical gains in coverage, quality, and cost control, rather than experimentation for its own sake.

Governance and board service. My service as Chair of a municipal Commission on Aging and as a member of the National Association for Home Care & Hospice (NAHC) Finance Committee (March 2023 - September 2024) – with the committee term concluding upon formation of the National Alliance for Care at Home and accompanied by transition feedback sessions – has reinforced a disciplined approach to fiduciary duty, risk oversight, and transparent measurement. I work constructively across stakeholders – including independent agencies, corporate systems, vendors, public partners, and community aging organizations – and value consensus grounded in evidence and operational reality.

Member commitment. Compass Care, LLC has been a member of HCAOA since March 29, 2015. If elected, I intend to contribute immediately to the Policy & Regulatory Committee and the Data & Research Committee, and I am willing to serve as a state chapter liaison. I will help the Board connect policy to practice, calibrate priorities to measurable outcomes, and ensure strategic choices advance access, quality, workforce stability, and member value. In short, I will bring numbers, nuance, and execution – the tools required to convert strategy into reliable care for families and a durable model for agencies.



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Why do you want to serve on the Board of Directors?

I am seeking to serve because the next three years are decisive for home care. Persistent workforce constraints, uneven regulatory frameworks, and affordability pressures directly affect families and agencies. HCAOA can align policy, data, and practical guidance at a national scale; I want to help the Board deliver that alignment with clarity and discipline.

My motivation rests on three principles:

- 1) Policy must be evidence-based and executable. The Board has an opportunity to elevate objective data on what increases delivered hours, stabilizes staffing, protects quality, and reduces avoidable utilization – then use that evidence to inform positions on model licensure regulations/legislation, labor and wage-hour policy, immigration solutions, including EB-3 streamlining, payer rules, and tax incentives that expand access to care. My exposure to litigation environments underscored that policies succeed or fail at the level of evidence and execution. Service on the NAHC Finance Committee (March 2023 - September 2024) during the sector's transition to the National Alliance for Care at Home further sharpened my appreciation for evidence-driven governance and structured change.
- 2) The independent agency perspective is essential. Independent providers operate closest to families and caregivers. They encounter friction first and develop practical solutions quickly. That vantage point is vital to balanced governance and field-ready guidance. I will ensure independent voices are represented while collaborating productively with corporate systems to create shared standards, leverage data, and scale what works.
- 3) Stewardship is a strategy. Effective governance is disciplined planning, transparent measurement, and a clear risk appetite. As a CFO/operator and experienced board member, I will support robust budgeting, internal-control frameworks, and committee charters that tie initiatives to specific objectives, owners, timelines, and metrics. The aim is to have a Board known for its credibility, follow-through, and results.

If elected, I will prioritize areas where my background yields immediate value:

Policy & Regulatory: Pressure-test positions against scheduling, payroll, documentation, and compliance realities; advocate for principled and practicable policies supported by clean evidence.

Data & Research: Advance a concise KPI framework (staffing stability, visit adherence, overtime exposure, vacancy/fill rates, client retention, documentation quality) with standard definitions; support publication of comparative analyses that inform advocacy and operational improvement.

Education (as needed): Contribute to owner/administrator content on labor-law hot spots, overtime management, capacity planning, technology adoption, cash-flow discipline, and change management.



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State Engagement: Although our agency does not serve VA clients, I will support state chapter initiatives and member engagement, leveraging my experience as Chair of the Commission on Aging to strengthen community-level connections and advocacy.

Member commitment. Compass Care, LLC has been a member of HCAOA since March 29, 2015. I will attend all quarterly Board meetings, fulfill committee and liaison responsibilities, and manage my own travel and related obligations. I will bring a steady and professional approach to collaboration and oversight, listening carefully, challenging constructively, and keeping the work tethered to measurable results. Board service is a fiduciary commitment to the sector's long-term health. I am prepared to contribute the judgment, time, and energy required so that HCAOA can lead with integrity – "and so member agencies can deliver care families trust, at scale, with resilience.

Kimberly Mitchell **President, Home With Help**



What specific expertise would you bring to the HCAOA Board of Directors?

I bring a combination of strategic leadership, deep operational experience in home care, and a commitment to workforce development that aligns closely with HCAOA's mission. Over the past 11 years I've led a home care agency, navigating regulatory changes, expanding access to quality care, and implementing innovative care delivery models.

Why do you want to serve on the Board of Directors?

I want to serve on the HCAOA Board of Directors because I believe deeply in the mission of advancing home-based care and supporting the agencies, caregivers, and families who rely on it. This industry is at a critical turning point facing increasing demand, evolving regulations, and workforce challenges and I'm committed to being part of the solution.



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Brett Ringold CEO, A Long Term Companion



What specific expertise would you bring to the HCAOA Board of Directors?

For the past three years, I've had the privilege of serving on the HCAOA Board of Directors. During that time, I've chaired the Education Committee each year and, more recently, have served as a member on the Strategy and Governance Committee.

As chair of the Education Committee, I've been involved in shaping the programs we deliver to members. Our National Conference has grown each year, setting attendance records, showcasing industry thought leaders, and drawing overwhelmingly positive

feedback from attendees. Beyond the Conference, I've worked to expand educational programming throughout the year, providing members with actionable ideas, processes, and strategies they can put into practice to help improve their agency's operations.

My perspective on home care has been shaped by personal experience. My first introduction to home care wasn't as an agency operator, but as a client. When I was 18 years old, I needed care after a hospitalization for Crohn's disease. The experience wasn't particularly positive, and it left me and my family with a lasting sense of how important home care is, and how much better it could be. That episode is what pushed my mom, Michele, to start A Long Term Companion. When I was younger, I never imagined that I'd be working in health care or with my family, but I joined my mom just three weeks after our doors opened in 2010, and we've had an amazing 15-year journey ever since.

Back then, we were a small agency serving just two clients and three caregivers. Today, we serve hundreds of families each year and have approximately 200 caregivers on our team. Along the way, we've earned The Joint Commission's Gold Seal of Approval®, and in 2024 we were recognized as the #1 home care provider in Pennsylvania and #13 in North America by Activated Insights based on client and caregiver survey feedback. These achievements reflect the type of culture and organization that we've built. Even as a growing agency, nearly half of our caregivers have been working with us for at least three years, and we regularly celebrate 10-year work anniversaries. That's rare in this industry, and it's something I'm deeply proud of.

Beyond leading our agency, I've always believed in sharing what I've learned. Over the years, I've had the chance to present at numerous HCAOA conferences, state association events, webinars, and podcasts. My presentations usually focus on issues that affect all providers, like



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retaining caregivers, building smarter scheduling systems, and using data to make better decisions. Every time I present, I learn just as much from the operators in the room as they might from me.

HCAOA has grown tremendously in recent years, and our association has never been more important to our members' continued success. My first term on the Board has deepened my understanding of the opportunities for HCAOA, and has strengthened my commitment to helping our association continue to be a vital resource for our member agencies and the leading voice for the industry.

If re-elected to the Board, I'll keep pushing for high-quality education and added value for our member agencies. I'd love the opportunity to help HCAOA continue building on the momentum we've created and take the next step forward together.

Why do you want to serve on the Board of Directors?

Serving on the HCAOA Board over the past three years has been a true honor. It's given me the chance to work alongside incredible leaders and contribute to initiatives that make a meaningful difference for our member agencies. It's been incredible to see firsthand just how far our association has come in a short period. I'm hoping to serve for a second term because I believe we are at the brink of taking a leap to the next level as an association.

During my first term, I have taken my responsibilities to our members seriously, and I've been committed to being an engaged and active participant in the work of the Board. As chair of the Education Committee, I've been hands-on in planning our National Conference and other educational programming throughout the year. Each year, we've grown Conference, raised the quality of speakers, and provided tools members could take home and put into practice at their agencies across the country.

I've also tried to give back by sharing what I've learned, whether through conference presentations, webinars, or just informal conversations with other agency owners and operators. I've always believed that when one agency improves, the whole industry gets stronger. That spirit of collaboration is something I try to carry with me into every Board discussion.

Our agency has been a member of HCAOA for years, and our association has helped our agency tremendously. We've taken countless ideas from sessions and conversations, and have seen meaningful improvements in our operations after applying them back at our office. Just as important are the many strong relationships I've made with members over the years, who might be in different markets, but are facing the same challenges and opportunities that we do at our agency. Those connections with other agency leaders are something that I cherish, and they've deepened my appreciation for the community we have within HCAOA.

I've been a home care agency owner and operator for 15 years. Our industry is unlike any other, and the only way that you can be successful as a provider is if you have true passion.



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Home care is extremely demanding but unbelievably rewarding. And the reality is, our industry is at a crossroads. Demand for home care is growing rapidly, but agencies face real challenges every day. That's exactly why HCAOA matters so much right now. Our association can help members navigate those challenges, advocate for the resources and recognition home care deserves, and keep pushing the industry forward as an indispensable part of the health care continuum.

As a Board member, I feel a real responsibility to represent our members and to make sure the value HCAOA delivers keeps expanding. If re-elected, I will continue to be an active, engaged voice for our association. I'll continue to help in developing more year-round education with a focus on ensuring all members feel represented and supported. Serving in this role has been a privilege. I'd be honored to continue, and to help take HCAOA and our industry to the next level.

Sara Wilson **President, CEO, Home Assist Health**



What specific expertise would you bring to the HCAOA Board of Directors?

I bring more than two decades of experience as a home care operator, advocate, and leader committed to modernizing and advancing the role of home and community-based services. As President & CEO of Home Assist Health, I lead one of Arizona's earliest home care organizations and have expanded its reach through innovative programs serving seniors, individuals with disabilities, and high-risk populations. My leadership has been recognized locally and nationally, including being named a Home Health Care News Future Leader and guiding Home Assist Health to ten consecutive Leader in Excellence awards and two Top 100 in Experience honors from Home Care Pulse, as well as receiving the AZ Business Angels Award and the E57 Diversity Builder Award.

In addition to operational leadership, I bring a strong track record in advocacy and cross-sector partnerships. I have successfully collaborated with legislators, state agencies, and national associations to position home care as a critical partner in addressing social determinants of health, reducing hospitalizations, and supporting independence.



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My board and committee service has further deepened my perspective on the strategic and operational challenges facing our industry. Working alongside peers at both the local and national level, I have contributed to strengthening governance practices, defining meaningful performance measures, and advancing data-driven initiatives that demonstrate the value of home care. Combined with my role as a CEO and advocate, this experience enables me to contribute a balanced voice, one that understands the realities providers face on the ground while maintaining focus on the broader, long-term vision for the industry. Continuing my service on the Board would allow me to apply this experience to help shape policy, guide strategy, and ensure that the Association remains a trusted leader for members during this time of industry transformation.

My expertise combines strategic vision, data-driven leadership, and a people-first approach that prioritizes both the workforce and those we serve. I believe these strengths will continue to advance the mission of HCAOA and elevate home care's role nationally.

Why do you want to serve on the Board of Directors?

Home care has moved beyond an inflection point and is now in a period of transformation and maturation. The industry is reshaping itself, as evidenced by hospital-at-home evolving from pilot programs into a rapidly expanding standard of care, home care being woven into payer models and new funding streams, and retail and consumer brands such as CVS, Walgreens, and Amazon entering the market with investments in home-based services. These shifts are placing new pressures on providers to adapt, innovate, and demonstrate value.

In this environment, the Association has a critical opportunity to serve as a guiding post for members, helping them navigate regulatory demands, workforce challenges, shifting payer expectations, and increasing accountability. My experience as a CEO, advocate, and collaborator with policymakers and national peers equips me to contribute meaningfully to this work. I have seen firsthand how strategic leadership, strong governance, and data-driven insights can strengthen our sector, and I am committed to ensuring that home care continues to advance as an essential part of the healthcare continuum.

I want to continue serving on the Board to help carry this transformation forward. By shaping policy, guiding strategy, and amplifying the voice of providers, I believe we can ensure that home care not only adapts to this new era but thrives as a mature, indispensable part of the healthcare system.