

Action Item 1: Age-Friendly Community Supports and Health Services

Associated Domains

Housing, Transportation, Communication and Information, Social Participation

Key Finding:

Older adults want to age in the homes and neighborhoods they know and love.

An age-friendly community supports a robust home and community based services (HBCS) infrastructure that reflects the cultural needs and preferences of older residents and their care partners.

Overwhelmingly, we desire to age in place, yet the aging process generally results in our progressive loss of ability to perform the daily living tasks needed to do so. Based on historical data, during their lifetime, 70% of older adults utilize community support to remain in their homes. For some older adults, family and friends become primary caregiving partners, but many will eventually rely upon HBCS for support. Likewise, family and friends may need HBCS to support their caregiving.

- Where we live greatly determines our ability to access the HBCS support we need to age in place.
 - Proximity of family, community size, personal financial resources, and physical and cognitive abilities all impact our ability to age in place
 - Rural settings and smaller communities often have fewer HBCS
 - Persons with limited resources struggle to find affordable HBCS
- Importantly, HBCS may not be easily accessible to or appropriately designed for the cultural values, traditions, and practices of all community members.
- Though care facilities play an important role in the continuum of care with older adults, facility living is generally regarded as a more costly alternative to the HBCS required to support aging in place. Depending on unit size, types of services, care needs, and number of people, costs can easily reach \$12,000 a month.
- HBCS are available through nonprofit and for profit entities.
 - Some provide a single service (e.g. home oxygen)
 - Others provide a wide range of services (e.g. chores, transportation & homemaker)
 - Where available a sliding fee option increases service accessibility for low-income seniors
 - Olmsted County is fortunate that most HBCS are available countywide

Overall plan objective:

Age-Friendly Olmsted County promotes the availability of culturally appropriate, affordable home and community based services which enable older adults to age in place, delaying and preventing the move to costly facility living.

Recommended actions:

Goal #1: Increase availability of affordable Home and Community Based Services

Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time
<p>HCBS reflect the cultural needs of diverse aging communities</p>	<p>1. Hold community engagement sessions designed for BIPOC elders and their care partners 2. Educate HCBS providers on culturally appropriate elderly service delivery 3. Loop back with cultural groups</p>	<p>FSR/AFOC will convene to form leadership team</p>	<p>FSR, Elder Network, SEMAAA, OI Co Aging Services Diversity Council Community Mobilization Resource Coalition (CMRC) IMAA Houses of Faith (others)</p>	<p>1. Learn what culturally appropriate HCBS aging services are needed 2. HCBS providers aging services reflect needs of BIPOC elders & care partners 3. BIPOC community sees their input reflected in services</p>	<p>1. Nov 2022 2. Nov 2023 3. Thru out 2023</p>
<p>HCBS availability shared with and understood by rural and low to moderate income older adults & care partners</p>	<p>1. Identify key community connectors. 2. Prepare and distribute marketing materials to key community connectors 3. HCBS providers improve visibility & services in rural communities & for low-income elders</p>	<p>FSR/AFOC will convene to form leadership team</p>	<p>Houses of Faith Hair & nail salons, barber shops, medical providers, local restaurants & coffee shops, utility companies, senior centers, local media local marketing companies</p>	<p>1. Rural & low to moderate income older adults & care partners engage with HCBS providers allowing elders to age in place 2. Increase knowledge & trust among rural & limited income populations 3. Services increase for rural & limited income older adults</p>	<p>1. Dec 2022 2. Thru 2023 3. Jan 2023</p>
<p>All older adults & care partners able to access HCBS services</p>	<p>1. Determine affordability level for HCBS 2. Funding available for HCBS providers</p>	<p>FSR/AFOC will convene to form leadership team</p>	<p>FSR, OI Co Aging Services, SEMAAA, Elder</p>	<p>1. HCBS providers aware of affordability level to access supports</p>	<p>1. Feb 2023 2. Jan 2024</p>

	who deliver affordable services		Network (others)	2. Limited income elders access HCBS to age in place	
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Goal #2: Dementia Navigator					
Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time
Care Partners feel supported in their dementia journey	1. Community members & businesses become dementia friends 2. Affordable respite services are available 3. Affordable HCBS are available to support care partners	FSR/AFOC will convene to form leadership team	Elder Network, 125 Live, FSR (others) Elder Network, FSR (others) Elder Network, FSR (others)	1. Care partners & persons with dementia find community friendly 2/3. Care partners access needed services	1. 2022-2025 2. Q3 2022 3. Q3 2022

Goal #3: Develop a cross-sector, holistic, culturally appropriate dementia informed approach to care					
Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time
Pilot a navigation pathway to connect FSR HCBS navigator to the Dementia Care Team Navigator at Mayo Clinic for referrals and support across the continuum of care and community.	1. FSR and Mayo Clinic identify their staff who work on this cross sector dementia team. 2. Dementia informed care training is identified and completed by cross sector team members. 3. A cross sector team schedule is established to build dementia informed care, establish trust and relationships.	Mayo Clinic ADRC & Geriatrics, FSR	As determined by responsible parties during pilot	Through the completion of training/education and team building cross sector team members build knowledge/skills/relationships on which to establish a practice of dementia informed care.	March 2023

	<p>4. Develop a release of information that is part of the intake process at Mayo Clinic and FSR. The partnership is explained & the release of information allows specific contact information to be shared by navigators.</p>				
<p>Promote cross-referral and integrate a communication protocol among partnering entities.</p>	<p>1. Address barriers to sharing information across health system and community. 2. Cross sector team shares information about community service, resources, education opportunities and clinical care. 3. Cross sector team members educate other community-based service providers. 4. FSR Community navigator participates in care/resource planning with care partner, person with dementia & Mayo care team. 5. Develop formal communication protocols used across FSR & Mayo with</p>	<p>Mayo Clinic ADRC & Geriatrics, FSR</p>	<p>As determined by responsible parties during pilot</p>	<p>A system for holistic, dementia informed, person-centered care & resource planning is developed. Persons w/dementia & their care partner(s) experience holistic, dementia informed, person-centered care/resource planning.</p>	<p>Oct 2024</p>

	regards to serving persons with dementia and care partner(s).				
Connect family, friends and neighbor care partners of persons with dementia to services, education and resources.	<p>1. Navigator, FSR Senior Coordinators, BIPOC Outreach work with care partner develop an independence plan which specifies resources desired and where/how/who provides them.</p> <p>2. FSR Senior Independence team execute on service requests within our purview & other HCBS providers.</p> <p>3. Navigator, FSR Senior Coordinators, BIPOC Outreach provide ongoing communication and case management for as long as care partner/person with dementia desires.</p>	Mayo Clinic ADRC & Geriatrics, FSR	As determined by responsible parties during pilot	Care partners and persons with dementia are supported in culturally appropriate with HCBS.	Dec 2023

Action Item 2: Aging in Place Information and Planning

Associated Domains:

Communication & Information, Housing, Community Support & Health Services, Transportation

Key Finding:

Aging in place is a clear preference, but many residents have not planned nor prepared adequately to successfully do so.

In an AARP survey, 74% of people ages 50 and older nationwide hope to remain in their current residence as they grow older, but only 46% believe they will be able to do so.

(AFOC Assessment Report)

Research suggests that programs that help people remain living at home may save money for families, government, and health systems. In fact, keeping people in their own homes has been calculated to save an average nearly \$44,000 per participant per year in public money. *(AFOC Assessment Report)*

Staying at home also often brings social and emotional benefits for the individual and broader community. Supportive services often eventually are needed to make this possible. Residents may need support, often financial help, to make home modifications that will allow them to remain living safely at home. Some homes would require relatively minor modifications, and others more significant and costly ones. Both the public and private sectors have roles in making aging in place safe, affordable, and possible for us when the time comes.

There are existing programs in Olmsted County to assist residents in preparing to age in place, including Home Safety Audit, and Senior Independence Planning. The Home Safety Audit addresses the physical environment and produces a comprehensive set of recommendations. A Senior Independence Plan goes beyond the home to consider a wide range of factors including social connection, transportation, access to supportive services, legal and financial matters.

These programs reach several hundred seniors each year, however they are most often initiated as a result of an accident, or a medical or family referral. In these cases, plans are reactions to events, not clear and thoughtful preparation. Proactive planning is the key to successful aging in place. We need to reach more people, earlier, with both individualized planning services and broad education to help them make informed plans for their future.

Overall plan objective:

To expand planning services capacity and education throughout Olmsted County to better prepare residents for successful aging in place.

Recommended actions:

Goal #4: Effective tools & protocols are available for identified providers and individuals.					
Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time
Build senior planning capacity within Olmsted County. Create a comprehensive toolkit that can be used by identified partner	Identify the contents of the toolkit, develop material where gaps exist.	Family Services Rochester convenes teams	Olmsted Cty. Aging SE Mn Area Agency on Aging OMC Transition team Elder Network	A completed toolkit	3Q/22

providers and individuals. Senior planning services are widely available with broad multicultural public awareness.	Develop education materials on how to use the toolkit elements	Toolkit development team	tbd	Completed training materials.	1Q/23
	Identify and educate the provider network that will work with this toolkit to deliver planning services	Toolkit implementation team	tbd	Provider network identified Initiate training	1Q/23 2Q/23
	Develop a variety of delivery models.		Rochester Public Library Universities	A variety of materials are broadly available and accessible.	2024
	Develop strategies to expand preemptive demand		Chambers of Commerce Media Churches	Aging citizens across Olmsted County are aware of these resources.	2024/5

A toolkit represents a comprehensive set of materials and associated protocols available for providers. Examples of content include:

- Home safety audit workbook (HSSAT, AARP), including actions
- Senior independence plan template and guide to use
- Current comprehensive directory of services – healthcare / non healthcare
- Partner network listing identifying businesses and agencies that can assist in areas ranging from financial planning, legal, residential modifications, tax assistance, etc.

Potential challenges and opportunities:

This set of actions require people with specific backgrounds. An obvious challenge will be finding the resources necessary, as well as promoting them.

The opportunity here lies in the overwhelming need for these planning services, and tangible benefits to individuals and communities when plans are in place for aging citizens.

Recommended actions:

Goal #5: Education on Aging in Place is widely available and utilized.					
Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time

Educational resources are updated and available county wide, in multiple delivery formats. Achieve a greater visibility to these topics across Olmsted County	Form a senior education coordinating committee	Family Services Rochester (as convening party)	Community Ed (across communities) LIFE 125 Live AARP Rochester Public Library Other area libraries	A team is formed to activate this plan. Agreement is reached on how this initiative is operationalized	3Q/22
	Identify and assess existing education resources (including venue, presentations, and subject matter experts)	Senior Education Coordinating Committee		Current listing of senior educational offerings.	1Q/23
	Continually curate available materials and maintain a directory.			Ongoing published directory and calendar of senior education offerings.	2Q/23
	Develop communication strategies to drive awareness across Olmsted County			Promotion plan is developed and implemented.	2Q/23

There are several resources for educational materials, and there have been classes conducted over the years. This set of actions will ensure the materials are current, and where possible, available through multiple formats.

Examples of education modules include:

- Home safety and fall prevention programs
- Supportive services within Olmsted County, and how to access them (maintenance, snow removal, etc.)
- In home healthcare services and how to access them
- Minnesota state reimbursement programs for family care givers (access & rules)

- Legal considerations (possibly multiple modules - estate planning, wills, trusts, power of attorney, medical directive)
- Crimes, scam and fraud prevention
- Home modification options and costs
- Financial planning, including reverse mortgage applicability
- Transportation considerations and options
- Technology tools that support independence
- Fitness, health, diet, and exercise
- Social considerations – making and maintaining friends, discussion/support groups, personal development, education and learning opportunities
- Alternatives to Aging in Place - Housing considerations and options, own vs rent, downsizing/rightsizing, subsidized/market rate rentals, etc.
- Medicare considerations – supplement vs advantage plans, coverage rules, etc.
- MN state ombudsman and conflict resolution

Potential challenges and opportunities:

A not insignificant challenge is forming the coordinating committee and securing the long-term commitment to this initiative. While most of these topics have been presented in various forms and venues, a subsequent set of challenges will be in identifying sourcing materials, maintaining currency, and developing them for diverse audiences.

The opportunity is that there are Olmsted County citizens needing and looking for these kinds of materials.

Action Item 3: Age-Friendly Community Engagement

Associated Domains:

Civic participation, communication and information, social participation, respect and social inclusion.

Key Finding:

Older adults should be actively engaged in community life.

Older adults should be as actively engaged in community life as they want to be. The more connected and engaged older adults are, the more likely they are to contribute their skills and time to make the community.

An age-friendly community make policy and infrastructure changes that incorporate the need and preferences of older residents. Planning for land use, community revitalization, economic development efforts, etc. should reflect active input from a cross-section of community members that includes older adults.

Age-Friendly Olmsted County (AFOC) will pursue opportunities for civic participation and influence in attitudes, policy, planning, and decision-making regarding issues, projects, and legislation that impact older adults.

Though our primary interest is in opportunities that support the priorities of the AFOC 2022-2025 action plan, we will engage across all the findings and thematic concerns of the community assessment. AFOC will accomplish this by:

- Ensuring that the needs and preferences older residents inform the governance, growth, and development of Olmsted County and its communities. .
- Extending age-friendly network participation to other communities, sectors, and institutions in Olmsted County.
- Addressing ageism as a prominent and intersectional element of diversity, equity, and inclusion strategies and programs.

Overall plan objective:

Older adults actively participate in and contribute to community life and civic governance.

Recommended actions:

Goal #6: Ensure concerns of older adults inform planning and policy					
Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time
Accessory dwelling units (ADUs) are broadly available for construction .	Form local coalition	AFOC/FSR	AARP Yardhomes Bear Creek Center In the City for Good	Coalition formed	22
	Participate in consolidated draft engagement Lobby council.	Coalition			22
MN state funding for home and community based services (HCBS) is reformed for stability and sustainability.	Build reform coalition	AFOC/FSR	AARP MNAAAAs HCBS providers other aligned agendas	Coalition formed	22-23
	Collect \$ data of HCBS vs residential Collect data on sustainability impacts on HCBS Survey other related legislative agendas. Age-Friendly	Coalition		Data collected Report drafted State level/state wide	22-24

	Minnesota, AGenda, Minnesota Board on Aging			participation	
	Begin engagement with legislature	Coalition		Legislative strategy developed and implemented	
Parks and recreational facilities are designed to support older adult access and activities.	Review current Rochester Park and Rec plans. Review national accreditation standards Draft recommendations to Rochester Park and Rec.	AFOC/FSR			22
	Review community park assets in Olmsted County for age-friendly accessibility and activities Draft reports/recommendations	AFOC/FSR	AF Pine Island Oronoco Olmsted County Byron Stewartville		23-25

Goal #7: Extend age-friendly network participation in Olmsted County communities					
Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time
Rural communities participate in/join the age-friendly network	Identify county board member. Identify community champions. Recruit local committee	AFOC/SEMAAA	AARP Local champions	Communities join AFOC and/or Network	22-25
	Contact city/township officials. Gain city/township support. Submit application				
Local colleges and universities join in the Age-Friendly	Identify campus champions. Meet with campus leadership.	AFOC	Age-Friendly UM SEMAAA AFMN UMR WSU	UMR WSU Rochester RCTC Campuses join	22-25

Universities Network	Gain support for initiative,		Rochester RCTC	Age-Friendly University Network	
Business incorporate in age-friendly business practices and policies	Meet with Chambers of Commerce and other business associations	AFOC	SEMAA AARP AFMN	Age-friendly business projects in Olmsted County communities	22-25

Goal #8: Address age-based barriers to opportunity and access					
Objectives	Actions	Responsible Party	Potential Partners	Target Outcome & Indicators	Time
Built environments in Olmsted County communities are safe and accessible.	Promote and support walking audits of neighborhoods and business districts	AFOC	Public Works Transit planners DMC Business associations Neighborhood associations	Walking audits conducted in Olmsted county neighborhoods and business districts	22-25
DEI policies and initiatives prominently include ageism	Review DEI policies and initiatives for inclusion of ageism. Report and make recommendations	AFOC	Chambers of Commerce HR departments DEI organizations Government sector	DEI policies and initiatives include responses and remedies to ageism.	22-25
Public education about ageism	Develop media campaigns to decrease tolerance of ageist expression and conduct.	AFOC	Local Media Local marketing companies	Public becomes more aware of and less tolerant of ageist expression and conduct	22-25