



Board Survey Results

March 8, 2019

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Agenda:

- Review and discuss Board Survey Findings
- Review Goals and Outcomes of Aging Together's 2015-2018 Strategic Plan
- Be briefed on Path's Guiding Strategies for Senior Services
- Outline next steps in the strategic planning process

What is the mission of Aging Together?

- To assist the aging members in the environment, finding the resources and services they need in the community
- To assist the elderly population in the five counties by identifying needs and adapting to our specific challenges
- To bring together resources in the region, to raise awareness and services for the region's aging population
- Collaboration for support for the elderly, families and their caregivers
- Aging Together fosters partnerships with service providers and volunteers that provide support for seniors aging in our communities
- Make our communities great places to grow older
- To collaborate with providers, individuals, and caregivers to increase resources and opportunities for the increasing population of older adults, to age in place successfully
- To help our communities become places where people can age productively safely and comfortably
- Regional collaboration of partners for senior services
- To collaborate with community organizations to provide information about services available to seniors.



Mission: Aging Together builds collaborations that create and enhance supports for older persons, their families and their caregivers.

(On website and in former Strategic Plan)

What is the vision of Aging Together?

- Increase support for the aging population in the community
- Unsure. New member to the team.
- Needs of older adults will be recognized and honored as we build a sense of community where older adults feel like they belong. Develop community resources and relationships for older adults to contribute to and access when needed
- Aging Together recognizes the need to provide a safe and livable community that enhances the quality of life (social interactions, dignity) of our aging population. AT can assist seniors with aging in place by helping to provide access to the necessary services and support.
- Older adults will be contributing members of our community and will receive support when needed from family, service providers, local government, and faith communities
- Livable communities for older adults to thrive and age in place with dignity.
- Older people contribute to their communities and receive the support they need to live well
- Not sure



Vision: Aging Together’s vision is that the needs and preferences of older adults will be recognized and honored as our region creates livable communities for all ages. We want all citizens aging together to enjoy a lifelong sense of place and community, to be able to contribute to their community, and when needed to have ready access to diverse supports from family, friends, helping organizations and a responsive local government.

(In former Strategic Plan)

What do you believe is Aging Together's unique value proposition for the five counties served?

- AT convenes a diverse set of stakeholders to foster a livable community for the region's aging population; convenes stakeholders and leverages resources that are wanted and needed for older adults. (3x)
- AT is a catalyst/collaborator that brings stakeholders together to make our communities aging friendly; within communities and between communities; serves as a "glue" to collaborate offerings to the senior community. (3x)
- Ability to bring public and private partners (service providers, volunteers, faith-based groups and other organizations) together to assess needs and collaborate on creating solutions to fill these needs. (2x)
- AT serves a broader planning role specific to aging than any other entity.
- AT is a neutral player with the ability to provide education/information to public and support service providers.
- To gain funding to serve the community by providing the services needed to the 5 counties.
- Aging together provides a sense of community to those who may not have access to connect any other way.

Aging Together is highly effective at championing senior issues within our five localities.

Answer Choices	Responses
Strongly Disagree	
Disagree	
Neutral	20% 2
Agree	50% 5
Strongly Agree	30% 3
No experience to comment	
Total	10

Aging Together's partner organizations would say that Aging Together is achieving its mission.

Answer Choices	Responses
Strongly Disagree	
Disagree	
Neutral	10% 1
Agree	70% 7
Strongly Agree	20% 2
No experience to comment	
Total	10

Seniors would say that Aging Together helps them know about and access services in their communities.

Answer Choices	Responses
Strongly Disagree	
Disagree	10% 1
Neutral	30% 3
Agree	40% 4
Strongly Agree	10% 1
No experience to comment	
Total	10

Aging Together's website does a good job listing senior resources and services.

Answer Choices	Responses
Strongly Disagree	
Disagree	30% 3
Neutral	40% 4
Agree	30% 3
Strongly Agree	
No experience to comment	
Total	10

Aging Together is the most informed organization about the senior experience in our service area.

Answer Choices	Responses
Strongly Disagree	
Disagree	10% 1
Neutral	50% 5
Agree	20% 2
Strongly Agree	20% 2
No experience to comment	
Total	10

The current team structure is effective for Aging Together to achieve its mission.

Answer Choices	Responses
Strongly Disagree	
Disagree	10% 1
Neutral	10% 1
Agree	70% 7
Strongly Agree	10% 1
No experience to comment	
Total	10

Where would you like to see Aging Together expand its activities/services scope?

- Community Awareness
- More focus on other locations not just Culpeper and Fauquier
- Provide a greater awareness to seniors of the services and resources available to support them as their needs arise.
- Enhanced leadership role in community planning, especially around identifying and connecting with isolated seniors
- Engaged with the No Wrong Door initiative.
- Reach deeper into the business community and local government planning

Aging Together's Board of Directors is an effective nonprofit Board.

Answer Choices	Responses
Strongly Disagree	
Disagree	10% 1
Neutral	30% 3
Agree	40% 4
Strongly Agree	20% 2
No experience to comment	
Total	10

In your opinion, what are the Board's greatest strengths?

- A wealth of expertise/knowledge of and experience in aging and social/human services (5x)
- A strong commitment/dedication/a passion to enriching the lives of our aging population and to Aging Together's mission (5x)
- Diversity in that the composition of our board which includes members with multiple disciplines represented (2x)
- Network/connection with key provider organizations. (2x)
- Communication within the committee board
- Experience in identifying the needs of seniors and building partnerships to address these needs
- A long list of partners that believe in Aging Together's mission
- Support for the Director
- Five county involvement, regional focus, clear mission
- Compassion for the senior community, understanding of bylaws and regulations, focus on accomplishing goals

In your opinion, what are the Board's improvement areas, i.e. expertise, participation, governance, etc.?

- Clear plan for long term sustainability/security for the organization's operations.(5x)
- Board should grow its private sector representation (business leaders with varying expertise) and have fewer public sector representatives (all are social services providers). More diversity. (4X)
- Need greater participation (full participation) and rotation of participants (3x)
- Focus on marketing and fundraising to improve communities awareness of Aging Together and its sustainability as an effective and valued community organization. (3x)
- Board needs to consider new and innovative ways to excite the community about aging.
- The Board needs to explore what each specific community does well and assist in implementation in the other localities.
- Committee structure good but more members need to participate on committees then the committees could be more effective
- Better orientation for new Board Members
- At their comfort level/ability, all board members need to make a financial contribution each year.

How are you feeling about being a Board Member?

- Need/want to be more engaged (2x)
- Fine
- Not certain, new
- Proud to be a member of Aging Together and view it as a privilege to able to help our aging population
- Great group of people, long history together
- Glad to serve in my capacity as the representative for a provider.
- Enjoy the meetings
- Committed
- Enjoy being a Board Member

And what additional actions can be taken to help you in your role?

- Need more information (6x):
 - Mission and Vision
 - Marketing and PR Materials
 - Roles and Responsibilities as a Board Member
 - Orientation Process
 - Committee Involvement
- Board Meetings need to: (5x)
 - Stay high-level and out of the details
 - Stay focused on topics (rabbit-hole)
 - Function as a committee driven Board - Push work and smaller decisions to Committees
 - Be shorter
- Need to be able to make time to get more engaged (1x)
- Need more experience on the Board (1x)
- I am coming to the end of my two terms soon - willing to be advisor as needed (1x)
- Unsure of what additional actions could be taken (1x)

What are your thoughts and feelings about personally donating funds to support Aging Together each year?

- I contribute each year understanding why its important to sustain Aging Together and for board members to support the cause. (5x)
- Neutral (3X)
- Every contribution is appreciated and should be based on whatever your able to give. Contributions should not be a predetermined amount. (3x)
- I wish I could give more. (3x)
- Donors need to really understand the mission and have more evidence of what the funds are going to support. (2x)
- The fact that many board members are appointed on behalf of their organization makes donations a little strange (2x)

As Aging Together is a public charity and its large directed grants are declining, what is your comfort level with fundraising?

Answer Choices	Responses
Very Uncomfortable	10% 1
Uncomfortable	30% 3
Neutral	30% 3
Comfortable	20% 2
Very Comfortable	20% 1
No experience to comment	
Total	10

What could Aging Together do to make you more comfortable with fundraising?

- Educate/teach me the mission, vision, etc. so I can express what we do. Need to know more before fundraising (3x)
- Develop a more formal fundraising plan that attracts more business and individual donors. Raise public awareness of what it is we do to enrich the lives of seniors living in our communities to elicit more donations.
- Provide fundraising opportunities through various events rather than requesting donations directly.
- Plenty of teamwork and a well-structured approach.
- Let me know what to do to help with enough notice.
- Feel that it isn't appropriate given my appointment from a different organization.
- Used to fundraising but also have potential conflicts at times with fundraising activities given the organization that employs me
- Specific deliverables connected to the funds raised

Aging Together should expand the Board by adding additional Board seats (Per the current bylaws 16 board seats are allowed).

Answer Choices	Responses
Strongly Disagree	10% 1
Disagree	20% 2
Neutral	40% 4
Agree	20% 2
Strongly Agree	20% 1
No experience to comment	
Total	10

How do you feel about shifting the make-up of the Board to reduce service organization seats for at-large board member seats?

Answer Choices	Responses
Strongly Disagree	
Disagree	10% 1
Neutral	40% 4
Agree	30% 3
Strongly Agree	20% 1
No experience to comment	10% 1
Total	10

Do you believe Aging Together should continue to exist?

- Yes (7x)
- Without a doubt, the answer is yes. Based on my experience, there are very few organizations in the counties we serve that have our unique role of both identifying the trends in the needs of our seniors, but also through partnering with service providers, volunteers, and other groups, deliver the support our seniors need to enhance their quality of life.
- Absolutely, Yes
- I think it offers a unique opportunity for our communities to focus on the needs and contribution of older people so yes.

Is there anything that was not asked by this survey that you believe needs to be discussed?

- N/A (2x)
- Communication..... Improve the communication between the Board, team members, service providers, volunteer organizations, county and state government officials that support us financially, and individuals living in the communities we serve.
- Answers above that need clarification: 1) not sure most seniors in the area know about AT or recognize that the Prom, the Art of Aging are connected with AT, 2) website has some good info but definitely needs improvements, 3) on the question about AT being the most informed organization, I think it is well informed but RRCS, DSS, etc. are equally well informed or even more informed in terms of specific information on the older adults they serve directly
- We are doing more events than before. I suspect that's a good thing but we need to look at the skill sets staff, Board and volunteers bring to that increased activity
- I don't think the community understands the role of Aging Together. A marketing plan for outreach and education would be beneficial.

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 1

Identify resources and gaps in the services for older adults that can and do make ours a livable community for aging in place. Make sure older adults and their families know where to turn for help when needed.

Activities

- ❑ Provide education to large and small employers in the region about the impact of family caregiving on their employees and businesses, including a range of strategies that will assist them and their employees.
- ❑ Provide education to area churches and faith groups about ways to identify and support caregiving families among their congregations; introduce faith based respite as a congregation provided support.
- ❑ Secure ongoing funding and referral sources for the Chronic Disease Self- Management Program (CDSMP) program through the healthcare community and other resources.
- ❑ Serve as the No Wrong Door Advisory Council and promote the No Wrong Door philosophy and RRCS (Area Agency on Aging) as the Aging and Disability Resource Connection for older adults and family caregivers seeking services and care coordination.
- ❑ Provide education to local planning officials, builders and realtors about aging in place, visitability, and universal design.

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 1

Identify resources and gaps in the services for older adults that can and do make ours a livable community for aging in place. Make sure older adults and their families know where to turn for help when needed.

Outcomes

- ❑ Employers recognize and take steps to address the impact of family caregiving on their employees using Aging Together and our partners as a resource.
- ❑ The faith community provides support to its caregiving families including respite services by and for each congregation.
- ❑ Older adults living with chronic illnesses know about or are referred to a readily available CDSME workshop reducing hospital admissions and readmissions and reducing physician visits for emergency care.
- ❑ There is an online list of service providers and businesses in this region readily available to older adults and their families.
- ❑ Older adults and people with disabilities are able to live in their homes longer or can find homes in which to live rather than having to leave the community or move to long term care facilities.

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 2

Facilitate high quality collaborations, planning, and resource sharing that expand services for older adults and their families, maintaining their health, safety and quality of life.

Activities

- ❑ Aging Together County Teams provide free annual training to family caregivers using best practice training materials.
- ❑ Develop and support the FAMS Volunteer Transportation Network to strengthen and expand volunteer transportation for older adults and people with disabilities.
- ❑ Convene elder abuse advocates in each county to share data, identify elder abuse trends, share training, and develop responses.
- ❑ Support local efforts to develop Village communities in Rappahannock (Rapp At Home) and Orange (LOWLINC) counties.
- ❑ Promote the variety of services and supports available for healthy aging across the region through community education and in partnerships with local media

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 2

Facilitate high quality collaborations, planning, and resource sharing that expand services for older adults and their families, maintaining their health, safety and quality of life.

Outcomes

- ❑ Family caregivers feel better prepared to handle their caregiver responsibilities and know where local resources are located.
- ❑ Volunteer transportation networks are better able to transport older adults to the places they need and want to visit.
- ❑ Decreased abuse of older adults, including scams and fraud and increased prosecution of abusers across the region.
- ❑ Older adults have an increased choice of where to live and the services and supports they receive.
- ❑ The annual Art of Aging Expo draws 200 or more people from across the region and is recognized as a valuable resource to both exhibitors and participants.
- ❑ The community will be aware of and support services for older adults and their families as well as the contributions of older adults.

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 3

Collaborate with older adults to increase their genuine participation in the fullest possible range of community activities.

Activities

- ❑ The Aging Together Board of Directors has older adult representation from each county.
- ❑ County Teams have an even mix of older adults and service providers.
- ❑ Assure there is an active TRIAD program in every county.
- ❑ Celebrate Five Over Fifty annually: acknowledge one person over 50 from each county in the region who has made significant contributions benefitting people of all ages.
- ❑ Facilitate at least one intergenerational program in the region.

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 3

Collaborate with older adults to increase their genuine participation in the fullest possible range of community activities.

Outcomes

- ❑ The Aging Together Board of Directors hears directly from older adults and family caregivers and is better informed in leading the organization.
- ❑ The plans and work of Aging Together reflect true input from older adults in the community.
- ❑ Reduced incidence of scams and fraud, increased feelings of safety by seniors due to ongoing collaborations between older adults and law enforcement.
- ❑ Increased community respect and acknowledgement for the contributions of older adults in this region.
- ❑ Older adults and younger people experience deeper connections and relationships.

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 4

Assure the sustainability of Aging Together as a valued community resource in the Rappahannock-Rapidan region.

Activities

- ❑ Aging Together will create and implement a multi-source development plan that allows the organization to meet its strategic plan mission and goals.
- ❑ Aging Together conducts and publishes results of a partner/team member satisfaction survey bi-annually to assure the partnership model is beneficial and effective for those participating.
- ❑ Aging Together Board, Staff and team members meet annually with local government to share the impact of the organization.

Revisiting the Aging Together's 2015-2018 Strategic Plan

Goal 4

Assure the sustainability of Aging Together as a valued community resource in the Rappahannock-Rapidan region.

Outcomes

- ❑ Aging Together events create an ongoing revenue stream of at least \$40,000 annually.
 - Aging Together has reserves equal to at least three months operating expenses
 - Aging Together staff include one full time Executive Director, one full time County Resource Specialist and a Healthy Living Resource Specialist.
- ❑ Aging Together is valuable to County Team members and partner organizations, providing information and resources that increase their ability to support older adults and their families.
- ❑ The community is aware of and supports the mission of Aging Together.

Path's Guiding Strategies to focus and align community efforts for Senior Services

- Strategy 1. View older adults as vital members of a livable community for all ages.
- Strategy 2. Consider the Eight Domains of Livability as a strategy framework for program and policy development.
- Strategy 3. Address defined community concerns about older adults and their caregivers.
- Strategy 4. Use the Eight Domains of Livability to help align and focus efforts.
- Strategy 5. Leverage existing community assets in program and policy development.
- Strategy 6. Consider community opportunities for expansion, replication, innovation, and collaboration.
- Strategy 7. Consider promising practices from other communities.
- Strategy 8. Apply principles of participatory design in program and policy development.
- Strategy 9. Refine data systems to support program and policy development.
- Strategy 10. Consider conducting health impact assessments that include older adults.

Next Steps

April Board Meeting

- Review Aging Together Bylaws

- Review five year financial trends

May Board Meeting

- Review Team Meeting Findings

- Review Community Conversation Findings

- Discuss and Formulate Mission and Vision



Questions

