

## Quality of Life Proposal - Submitted by the Encore Subcommittee

**What does Hope & Wholeness look like for the seniors in our area:** Psalm 92: 14-15 (LB) Even in old age they will still produce fruit and be vital and green. This honors the Lord and exhibits his faithful care.

To experience hope and wholeness, seniors need to feel equal value, respect and worth whether they are able to help others or are the person who needs assistance. As their abilities change because of aging, they need to remain an important part of our communities. The senior population covers a wide range in age. Healthy adults in their 50's and 60's are active and need to reassess their skills and passions as they embrace their retirement years. They have a lot to offer our communities. As people age, they need more help and assistance, just like preschoolers need more care than high-school seniors. (NOTE: see the Senior/Family Ministry comparison document)

**5+ year broad outcome for the Encore Committee:** Seniors in the south metro area will have access to transportation. They will be able to get to medical appointments, grocery shop and attend social events. Seniors who wish to stay in their own homes will no longer feel isolated and will have assistance to help with quality of life needs that will allow them to remain in their homes.

**Summary of Recommended Action:** The Encore Subcommittee recommends that we partner with DARTS and CAP to provide transportation, visitation and home maintenance chores within the limitations of their programs.

Because of limitations to current aging legislation, we recommend that we establish a Care Ministry which will give us the flexibility to serve seniors who don't qualify for existing programs.

We also recommend we continue to seek and create intergenerational activities to address the quality of life needs of seniors South of the River.

**The need:** In 2015, 53,107 people will be age 65 or older in Dakota County. Those numbers will more than triple by 2030 based on projections from the Minnesota State Demographic Center.

In 1965, the need for community social services was identified and Congress passed the Older Americans Act. This legislation created a wealth of organizations and services to provide assistance to the older population. Today, over 10,000 agencies receive funding from this legislation in Minnesota.

Every 5 years or so, this legislation has been changed. One definite outcome of these changes is a complicated, regulated system that is hard to navigate. In most cases, a senior needs to be in a government assistance program in order to access any services. Most services are provided by paid staff rather than volunteers. The money to pay staff is provided by the legislation. These are low-income, service-oriented jobs requiring minimal skills. In the case of volunteers, the legislation has placed so many requirements on the position, few people are qualified to volunteer. For example, the Senior Companion Program requires volunteers to put in at least 15 hours a week to qualify, and they are paid

a stipend, transportation costs and at times, meals. The legislation provides the stipend funds, but also stipulates the requirements to volunteer. The goal of that legislation was to provide additional funds to low-income seniors who were able to volunteer. However, someone who only wants to volunteer 3-4 hours a week, does not qualify.

In our research, we asked the agencies how they responded to requests from people who did not qualify for their services. In all cases, ***the first resource given to the person was to contact their church.***

In many cases, family members provide the assistance seniors need to remain in their own home, or to navigate the complex social service/healthcare world. This puts additional stress on the family. And for some seniors, family members live far away and are unable to provide the care that is needed or aren't even aware that additional care is needed.

People who have been independent and active their entire life, have a hard time acknowledging that they need help as they age, so they resist care.

The opportunity to make an impact in these areas, and bring hope and wholeness to the senior population is significant.

**The partnership opportunity:** DARTS and CAP (Community Action Partnership) serve the South of the River area, and have existing programs that cover home maintenance and visitation. DARTS provides transportation service. These agencies are willing to partner with Prince of Peace. Both organizations can utilize individual volunteers or groups of volunteers. By having a group of people from a church volunteer, they are able to streamline the screening and training of the volunteers. This provides a win-win opportunity for everyone.

However, the limitations of the programs based on the existing legislation, leave a lot of people without services. In order to provide quality to our partnership with these organizations, and serve people who don't qualify for services, we recommend establishing a Care Ministry Program utilizing the existing structure offered by the National Caregivers Library (see Additional Information). Through this ministry, we can collaborate with many agencies to help serve the growing population of seniors. Our primary goal would be to provide the volunteer force to help the existing agencies where possible. Because we would have trained volunteers, we could also serve seniors who don't meet the requirements and contact Prince of Peace for help.

**12-18 month time horizon:** The Subcommittee acknowledges that making a 12-18 month prediction is hard because of the number of variables. If our recommendation is accepted, we believe the following could happen within 18 months:

- Staff person hired to coordinate Care Ministry Program
- Advisory Committee established to oversee and provide help with Care Ministry Program
- Partnerships formed with DARTS and CAP; volunteer screening and training details worked out
- 5-10 Care Ministry volunteers trained to provide home visitation
- 5 groups organized to provide outside chore services.

**Cost to Prince of Peace:** To provide volunteers to DARTS and CAP would be negligible. To be successful working with the agencies restricted by legislation, and meet the needs of seniors who don't qualify for services we need to establish a Care Ministry program which would require staff.

Funds would be needed for training and recognition of volunteers.

**Space Needs:** Space needs include: Staff work space, rooms for training and in-house events; gathering space and a coffee shop to socialize; and a resource center.

**Staff needs:** The Encore population has one part-time staff (excluding pastors) dedicated to program. The Parish Nurse position focuses on the health and wellness of the entire congregation. (NOTE: See Staff Category document) Given the growing senior population, we request the addition of a part-time staff person dedicated to the Care Ministry program.

This staff person needs to have strong people skills, exceptional knowledge of volunteer management and the ability to build relationships within the community.

**Tie to existing ministries/vision of the church:** Prince of Peace has a Lay Ministry program which provides spiritual care. The Care Ministry program would meet the more concrete quality of life needs of the senior population. Members of Prince of Peace want to serve. A Care Ministry program would provide a coordinated, organized approach and increase our success in serving the senior population. It allows for successful partnerships with area agencies serving the senior populations within the legislative restrictions.

Seniors are an important part of Prince of Peace's history, and the new vision. Service is what we have been called to do.

For example: DARTS and CAP need groups to rake yards. Within Prince of Peace, the Family and Student Ministry programs could provide groups for service. Small groups could be encouraged to adopt a senior and provide the services needed.

**How is Prince of Peace uniquely positioned to tackle this issue or take this step?** The senior population makes up over one-third of the Prince of Peace population and it will grow larger in the next few years. Our congregation is service oriented. We offer Lay Ministry, Parish nurse programs, Mission Outpost, Sunday transportation and more. We have the background and knowledge to be successful with a Care Ministry program.

**The opportunity for Prince of Peace members:** Prince of Peace members would be able to mobilize and serve as a group or as an individual meeting many needs. A group of kids could rake someone's yard—the win is two-fold: they will build relationships with each other, and provide a service. In addition, getting to know the senior they are serving, while drinking that glass of lemonade and eating the cookies she provides, will give them the opportunity to become acquainted with someone from another generation.

A new retiree could provide transportation to the grocery store for someone. The time in the car gives them an opportunity to get to know each other and build an ongoing relationship. The new retiree will learn about the needs of someone who no longer can drive for a variety of reasons.

A small group or family could adopt a senior who has no family in the area and has become isolated. They could provide transportation, a shared meal or help with outside chores or snow removal.

**The faith component: How does this tie in to spiritual growth of Prince of Peace disciples and/or larger south metro community?** We have been called to connect, to be the hands and feet of Jesus. A large number of our senior membership volunteers. For some, volunteering in a group is preferred. For others, the opportunity for an ongoing, individual relationship is important. A Care Ministry program will meet the needs of our members, and help us collaborate with more agencies in the area, meeting their needs, and ultimately helping seniors feel valued whether they can roll up their sleeves to help or need help themselves.

Many Prince of Peace disciples are stuck in a Sunday faith. We need to give everyone the opportunity, encouragement and support to exercise and grow their faith while working to support others. Being the hands and feet of Jesus is possible in doing and in being.

**How would we measure success:** There are several ways to measure success:

- Transportation: number of drivers, number of trips, survey of recipients to establish value of program; survey of volunteers to establish value of the experience
- Care Ministry: number of people served, survey of recipients to establish value of program, number of partner agencies; survey of volunteers to establish value of the experience

**Potential obstacles/risks:**

1) Screening and training of volunteers: To work within the agencies, volunteers need to be screened and trained. This could require up to 20 hours of training depending on the program. Prince of Peace disciples may not be willing to put this many hours into training with another organization. If we go the route of providing groups to volunteer, we can utilize the umbrella of the church to reduce the amount of training needed.

2) Current legislation for transportation: Because of the impact of the Uber taxi service in our area, questions about driver reimbursement and individual car insurance have been raised. The concern is who should pay if there is an accident. Since some volunteer drivers do get reimbursed, this has led to some confusion. Currently, the interpretation of 'volunteer driver' is left up to individual insurance companies. Consequently, there are a lot of inconsistencies. In Minnesota, the Minnesota Insurance Federation controls the insurance world. Once they have a definition of volunteer driver, they will be able to enforce a standard, and insurance/legislation can be written accordingly.

There are many factors in describing a volunteer driver--driving a personal vehicle or agency vehicle; getting or not getting reimbursement, and if being reimbursed, on a charitable or business rate; what

kind of agency is running the volunteer driver program--public, private, non-profit, faith-based--just to name a few.

The Minnesota Council on Transportation Access is forming a task force to define volunteer driver and develop guidelines. They want to address insurance requirements and encourage volunteer driver programs. The Minnesota Insurance Federation will be part of the task force. The goal is to have the work done by July 2016.

3) Prince of Peace does not want to establish another program. The basis for the vision was to collaborate with other agencies. Current legislation limits the ability of those agencies to serve many seniors. Those agencies are referring people back to their churches for service. The Care Ministry program would give us the flexibility to work with the agencies to help them, and ***to meet the needs of individuals referred back to the church***. It would require establishing a new program within Prince of Peace.

**3-5 year horizon (potential growth opportunities beyond the 18 month immediate horizon):**

Based on the size of Prince of Peace, with our recommendations accepted, we could encourage other churches to develop Care Ministry programs. With our combined effort—collaborating and sharing resources—we could make an impact on meeting the quality of care needs for seniors and provide meaningful volunteer opportunities for others.

Our Care Ministry volunteers could help many of the agencies in the area provide services to seniors, and help the growing number of seniors who don't qualify for the services offered by the agencies.

**Additional Information:**

The Care Ministry Program is available through the National Caregivers Library ([www.caregiverslibrary.org](http://www.caregiverslibrary.org) : Go to the Caregiving Ministry tab, and select Care Ministry Program Guides)The Care Ministry program consists of several modules. Once the basic program structure is in place, we have the ability to serve many people, including populations identified by the Poverty, and Children/Teen Subcommittees. Modules include ministry programs for education, visitation, handy helpers, transportation, and wheelchair ramps to name a few.

The end result would be interdependence, not independence. Family ministry for all of God's family.

Supporting documents:

- Senior Ministry through the set up like Family Ministry
- Staff by Category

## **Senior Ministry through the set up like Family Ministry:**

Little People (preschool).....85 years and up

- significant issues that need assistance
- on all levels....hearing...vision..stability
- giving lots of TLC here

Elementary... 70 - 84 years

- some health issues
- more guidance and help in deciding what's next
- empowerment

Middle School.... 60 - 70 years

- considering what retirement really means
- thinking and planning on what new opportunities and direction might be next

Senior High.....50's

- youngest of the senior population
- independent ....on their own...established
- on their own track...not real open to help....

## **Hope and Wholeness for Seniors within our Congregation and South of the River:**

- Respect ....listening and responding to needs
- Honoring opportunities/choices of engagement
- Validation of Life Stories
- The church cares about you and values you

## **Statistics**

32% of Prince of Peace is over age 60 (1,486 people)

9.9% of Dakota County's population is over 65

In 15 years, 20% of the population will be over 65 – that's over a 200% increase from today

Almost 30% of that population will be living alone

## **Staff Categories\***

### **Children/Youth**

**Kari Anderson – Children’s Worship Arts**

Tim Balow – Student Ministries

Jason Kramme – Family Ministry Director

Valerie McClure – Children’s Ministry Associate

Jessica Olson – Children’s Ministry Director

Dawn Ridgway – Family Ministry Project Manager

Swen Swenson – Cross Generational Director

Linda Freedling - CDLC Office Manager

Marie Strain – CDLC Director

Jeanne Kalsow – Childcare Director

### **Worship**

**Carrie Kuehl – Worship Arts Specialist**

Paul Dean – Small Groups pastor

Paul Gauche – Pastor of Life Transitions

Jeff Marian – Lead Pastor

Sandy Rothschiller – Pastor of Spiritual Care

**Mark Slaughter – Minister of Worship Arts**

**Bruce Becker – Music Director**

### **Administration/Finance**

Julie Klein – Exec Assistant

Veronica Barnas – Human Resources

Jane Victorey – Finance Director

Sandy Bradee – Database

Mary Frampton – Accounts Payable

### **Communications**

Jeff Heintzeman – Copy Center Coordinator

Beth Beaty – Communications

Liz Ridpath – Communications Director

Karen Helle – Worship Publications

Holly Welch – Creative Arts Specialist

Chris White – Media Arts Director

### **Mission Outreach/Mission Outpost**

Eric Elton – Mission Outreach

Linda Olson – Mission Outreach/Volunteer Coordinator

Pat Jarvi – Mission Outpost Coordinator

Kim Harris – Furniture Assistant

Trudy Koepsell – Dental Coordinator

### **Encore**

Leu Killion – Parish Nurse provides health and wellness programming for the entire congregation

Kari Snyder – Senior Adult Program Coordinator

### **Facilities**

Kirby Brower – Facilities

( ) – Facilities Staff

Kurt Oestreich – Facilities Director

Joseph Wenner – Facilities Staff

\*As of September 2015