

# Recommendation to the AAA Board

(2 May 2016) Revised

**2016 Mally Grant:** \$500 total available; six submissions:

Alzheimer's & Dementia Alliance of Wisconsin: *Cultural Competency Education Session*  
Catholic Charities: *2016 Day of Renewal & Training*  
Journey Mental Health Center: *Mental Health First Aid for Older Adults Training*  
Northwest Dane Senior Services: *Retreat for Board Development & Strategic Planning*  
Safe Communities: *Only Leaves Should Fall Conference*  
The Rainbow Project: *National Caregiver Appreciation Month*

**Recommend awarding \$500 of Mally Grant funding to Northwest Dane Senior Services**

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**2016 Leck Grants:** \$7,725 total available; seven submissions:

ADAW: <i>Late-Stage Caregivers Support Group</i>	\$4,089	254 pts awarded (#7)
Colonial Club: <i>Hora de Café (Coffee Hour)</i>	\$4,800	287 pts awarded (#2)
JMHC: <i>Mental Health First Aid for Older Adults Training</i>	\$1,000	273 pts awarded (#3)
NESCO: <i>Artful Aging</i>	\$2,540	318 pts awarded (#1)
OutReach: <i>LGBT Senior Sensitivity Training DVD</i>	\$1,600	262 pts awarded (#6)
Safe Communities: <i>Only Leaves Should Fall Conference</i>	\$2,000	269 pts awarded (#5)
WMSC: <i>Keep Meadowood Senior Dining Site Open</i>	\$2,500	272 pts awarded (#4)

**Recommend awarding \$7,725 of Leck Grant funding to:**

- NESCO: *Artful Aging* (\$2,540)
  - Colonial Club: *Hora de Café (Coffee Hour)* (\$3,000)
  - JMHC: *Mental Health First Aid for Older Adults Training* (\$1,000)
  - WMSC: *Keep Meadowood Senior Dining Site Open* (\$1,185)
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**2016 Special Projects Fund:** \$13,807 total available; one submission:

NESCO & SMCE: *Culturally Inclusive Case Management Services for African American Senior Adults*

**Recommend awarding \$10,950 of Special Projects funding to North/Eastside Senior Coalition & South Madison Coalition of the Elderly; the remaining \$2,857 to be awarded to six Focal Points to purchase an iPad/Tablet for case management staff to use during home visits.**

**Northwest Dane Senior Services (NWDSS):**  
*Retreat for Board Development & Strategic Planning*  
2016 Mally Grant/\$500 requested

NWDSS' board president will be retiring after six years in April 2016 and a whole new executive committee will be voted into office. This is a crucial juncture in our 40 year history as we have seen an entire turnover of board members in the past year, while also taking on the daunting task of purchasing our own building and moving to a neighboring community.

If approved, we will be using the Mally Fund for Aging Education grant to hire Judy Whalen, Founder & CEO of the Center for Strategic Change in Brooklyn (WI), a strategic planning consultant who will facilitate our retreat, focusing on helping our leaders strategically plan the future of NWDSS and how we are going to get there, by fostering ownership in our organization and learning how to develop a structured approach for problem-solving. The retreat will be held in an off-site location, with lunch provided, so that both the board and NWDSS staff can step away from their everyday work and think strategically about our organization as a whole.

Our goal is to have this retreat as soon as possible following the election of new officers so that we can begin to work on the established goals by the start of third quarter 2016. We will be surveying the team's understanding of their roles and NWDSS' mission before and after the retreat, to measure the retreat's effectiveness. We will also be inviting a representative from each of our municipality's town and village boards to join us for lunch that day to establish a better working relationship between our team and our community leaders.

NWDSS' mission is to support and assist older adults and their families by providing programs and services that promote well-being, independence, involvement in their community and the ability for them to stay in their own home. We provide services to local residents in nine municipalities, covering 192 square miles of Dane County. Primary areas of service include the towns and villages of Berry, Black Earth, Cross Plains, Mazomanie, Roxbury and Vermont.

# ① North/Eastside Senior Coalition (NESCO):

## *Artful Aging*

2016 Leck Grant/\$2,540 requested--\$2,540 recommended

*Artful Aging* is designed for senior adults and is geared toward exercising each persons artistic tools and processes of communication and social engagement through creativity. This project will bring different cultures together using art to break down cultural barriers and stereotypes. The *Aging Artful* class will be held once a week over a 12 week period beginning in August 2016. The weekly class will explore different mediums of art to identify which one is best for each participant depending on her/his stage in life, abilities and interests. Participants will be asked to bring in something that represents themselves and their culture. The group will learn something about each object and it's significance and participants will talk about it's impact on them over the course of their lifetime. The instructor will then guide participants using the different mediums of art to reproduce each object. Each week participants will be paired up with another senior. They will provide one another with support and talk about some of their similarities and differences of their cultures. The project will end with two public art displays in the community during the month of November.

There is a general lack of acceptance among senior adults from the different cultures of our community typically based on stereotypes. Many seniors who attend programs at local senior centers will not interact with seniors from other cultures. Other seniors will not even attend any programs because they do not feel accepted or can not relate. This project will bring cultures together using art to break down cultural barriers and stereotypes. The idea for this project came from a program developed by the Artist for an Assisted Living/Memory Care Facility where she was Artist in Residence.

### Objectives/Measures

- A. Participants will learn about cultures other than their own.  
80% of participants will identify three things they learned about another culture.
- B. Participants will develop a greater respect and appreciation for other cultures.  
80% of participants will identify new appreciations or respect they have developed for other cultures.
- C. Participants will show an increase in confidence and self-esteem.  
Participants will display one or more of their art pieces at two public art showings. Participants will rate any increase in confidence and self-esteem as a result of the project.
- D. Participants will try an art medium new to them or improve their skill in that medium.  
Participants will complete 6 different art assignments.

### Timeline

Class will be held once a week over a 12 week period. The weekly class will explore different mediums of art to identify which one is best for each participant depending on her/his stage in life, abilities and interests. Each week participants will be paired up with another senior. They will provide one another with support and talk about some of their similarities and differences of their cultures.

June	Develop recruitment flyer and publicize in the community
July	Develop the lesson plans for each class
August	Nov Conduct the 12 week class
Nov – Dec	Host two public art displays in the community

The project will be promoted to senior adults aged 60+ from different backgrounds and cultures (African American, Caucasian, Hispanic). Low-income seniors will also be encouraged to participate in the project. The focus will be on encouraging people who enjoy art but are isolated or have minimal interaction with other cultures. Amy Conover Cavi will be teaching the class and has twenty years experience in art education and art therapy. Amy has taught art for all ages, in both public and private settings, including adults with special needs. Amy has taught a program very similar to this project.

## ② Colonial Club Senior Activity Center:

### *Hora de Café (Coffee Hour)*

2016 Leck Grant/\$4,800 requested--\$3,000 recommended

For most of Colonial Club's 46 year history, the majority of participants and volunteers have been Caucasian. With a recent surge in population over the past several years, the City of Sun Prairie has seen a 125% increase in the Latino population. Mayor Paul Esser, elected in 2015 and one of The Wisconsin Cheeseman employees that helped start the Colonial Club, has made cultural diversity a key initiative for his administration.

With the support and input of several Latino seniors over the past several months, we have developed *Hora de Café* or Coffee Hour. A peer-to-peer educational group, it began with a couple of English-speaking participants learning a few Spanish words and phrases and Spanish speaking individuals learning English. Led by a bilingual senior, we have participants from Wisconsin, Mexico, El Salvador, and Puerto Rico. We would like to expand the scope of the coffee hour to include more structured language training, sponsor an event to celebrate the one year anniversary of the group, and promote the group to the greater Sun Prairie community. In the end, we hope *Hora de Café* will encourage Spanish speaking seniors to create more groups and activities that support Sun Prairie's growing senior Spanish speaking population.

The development of *Hora de Café* at Colonial Club is a key step towards the goal of providing services and programs to non-Caucasian older adults. Volunteer Beva Loredo (who is also a senior adult) came to staff with ideas and willingness to provide outreach to Latino senior adults in the area. We brainstormed and came up with the idea to create a casual social group that would be attractive to Spanish and non-Spanish speaking participants. With Beva as the facilitator, both English and Spanish speaking participants would sit around the table for light conversation. This has now turned into both an educational and social hour each week. It encourages socialization, provides mental stimulation by learning new skills, and educates the participants about each other and their cultural history.

#### Objectives/Measures

- A. English speaking participants in *Hora de Café* will learn key Spanish phrases  
Measured by the number of attendees and their progress as determined by the group leader
- B. Spanish (and limited speaking English) participants will learn the equivalent key English phrases  
Measured by the number of attendees and their progress as determined by the group leader
- C. *Hora de Café* will attract at least five new participants in 2016  
Measured by the number people in attendance at the end of 2016
- D. Outreach to the community including Latino businesses and organizations  
Measured by the number of entries to the center's newsletter, local news column, and KSUN

Beva Loredo has been volunteering for three years at Colonial Club and has post secondary education in elementary education and bilingual teaching. Current participants and Beva (all seniors) will develop the curriculum for the beginner and advanced conversation groups. They are also planning the anniversary event. All future planning is based on their input and ideas.

Participants will be surveyed at six months and one year regarding their participation, the effectiveness of the program, and for suggested improvements.

### ③ Journey Mental Health Center: *Mental Health First Aid for Older Adults Training* 2016 Leck Grant/\$1,000 requested--\$1,000 recommended

Mental illness and aging can often be a double stigma. Older adults and care partners are less likely to identify a health problem as a symptom of a mental health disorder. Furthermore, older adults have high rates of late onset mental health disorders (especially anxiety/depression) and low rates of identification and treatment. There is negative bi-directional impact between mental disorders and health conditions. Even “mild” mental illness symptoms can have catastrophic consequences in vulnerable older adults.

*Mental Health First Aid* is a public education program that introduces participants to risk factors and warning signs of mental illnesses, builds understanding of their impact, and overviews common supports. This 8-hour course uses role-playing and simulations to demonstrate how to offer help in a mental health crisis and connect persons to the appropriate professional, peer, social, and self-help care.

*Mental Health First Aid for Older Adults* is tailored to those working with older adults and builds upon the *Mental Health First Aid* curriculum by focusing on older adults and the aging population. Journey Mental Health Center will train 20 Dane County Senior Center staff and volunteers during 2016.

According to the National Alliance on Mental Illness (NAMI), one in four older adults (age 60 and up) have a diagnosable mental health disorder. Yet, fewer than four in ten receive mental health services. Often the double stigma of mental illness and aging prevents older adults from seeking mental health services. This same double-stigma also prevents those close to an older adult with emerging symptoms of a mental health disorder from recognizing what is happening. Substantial research demonstrates that early recognition, diagnosis and intervention can significantly improve the outcome of these illnesses among older adults. The concept of *Mental Health First Aid for Older Adults* was developed by Mental Health First Aid–USA in response to the mental health problems plaguing older adults.

The objective of *Mental Health First Aid for Older Adults* is to train 20 staff and volunteers in Senior Centers across Dane County. This training will improve their recognition of signs and symptoms of emerging mental health disorders and mental health crises among older adults. Participants also learn a 5-step action plan for assessing and guiding older adults with mental illnesses to appropriate professional and community supports. The training also enhances knowledge and improves attitudes towards adults age 60+ by teaching that anxiety, depression, and other mental health disorders are not a part of the normal aging process.

Each participant will take a post-class test and class evaluation that measures knowledge and skills learned in the training. These measures evaluate the First Aiders ability to: recognize signs and symptoms of an emerging mental health disorder, reach out to someone dealing with a mental health crisis, ask if s/he is considering killing himself/herself, listen actively and compassionately to an older adult in distress, assist an older adult who may be dealing with a mental health problem or crisis to seek professional help, offer a distressed older adult basic “first aid” level information and reassurance about mental health problems, assist an older adult who may be dealing with a mental health problem or crisis to seek professional help, and assist an older adult who may be dealing with a mental health problem or crisis to connect with community, peer, and personal supports.

*Mental Health First Aid for Older Adults* is a curriculum developed by Mental Health First Aid–USA. *Mental Health First Aid* training was developed in cooperation with Georgetown University and is listed on the Substance Use and Mental Health Services Administration's (SAMHSA) list of evidence-based trainings. Journey Mental Health Center MHFA instructors are certified by Mental Health First Aid–USA upon the successful completion of a 40-hour instructor training.

**④ West Madison Senior Coalition:**  
***Keep Meadowood Senior Dining Site Open***  
2016 Leck Grant/\$2,500 requested--\$1,185 recommended

WMSC was awarded a Revitalization Grant for \$16,000 by the Bureau of Aging and Disability Resources to open a Nutrition Site in the space between the Meadowood Neighborhood Center and the Meadowridge Library. Our goals are to increase minority attendance, increase meaningful opportunities for social engagement between minority seniors and youth, and offer the evidence-based program Living Well with Diabetes for minority seniors. Our grant started in October 2015 and will end September 2016. We would like to be able to keep this vital Nutrition Site open until the end of the year. At the end of the year, our plan is to have funding secure for the foreseeable future. Dane County has the funds to pay for food for the rest of 2016 but we do not have the funds for the staffing. We need \$2,500 to pay for the necessary staff.

We are located in an area with 1,170 seniors of color, yet only serve 4% or 46 minority seniors. A large percentage of minority seniors reside just outside of the Beltline on the far west/southwest side of Madison where there is currently no meal site and no grocery store. The area is a "food desert." To improve the number of minorities served in the nutrition program, we have partnered with the newly renovated Meadowood Neighborhood Center and Meadowridge Library located in a revitalized strip center. In the renovation process for these two entities, a kitchen and dining room area was added between the two organizations to be a shared resource.

Objectives/Measures

- A. Inform at least 300 minority seniors about our Nutrition Program.  
Outreach Coordinators will keep track of how many minority seniors she has made contact with.
- B. Have at least 10% of those 300 seniors participate in the Nutrition Program.  
Nutrition Coordinator will keep track of how many minority seniors have become participants.

With this grant, we will hire an African American and Latino senior to be Outreach Coordinators. They are participants of the nutrition program and live in the Meadowood neighborhood. They will attend neighborhood meetings, neighborhood gatherings, food pantries, and churches while contacting news media and neighborhood newsletters. We are specifically targeting African American and Latino seniors and minority seniors in general. The Outreach Coordinators will be seniors. They will be planning, implementing, and evaluating the outreach along with the Nutrition Coordinator.

We are collaborating with the Meadowood Neighborhood Center and Meadowridge Library since the Nutrition Site is located between them. We have been working closely with the Directors of the Center and the Library to do joint outreach and ensure goals are being made (i.e., we have been collaborating with the Center to offer *Living Well with Diabetes* Classes in their space during the summer in coordination with the Nutrition Site and collaborating with the Library to offer volunteer opportunities to seniors).

**North/Eastside Senior Coalition (NESCO)  
& South Madison Coalition of the Elderly (SMCE):  
*Culturally Inclusive Case Management Services  
for African American Senior Adults*  
2016 Special Project Fund Grant/\$10,950 requested**

The purpose of the project is to provide more effective case management services for African American senior adults in Dane County. Currently the number of African American older adults who receive case management services is disproportionate to the number of African American older adults living in most focal point service areas. The North/Eastside Senior Coalition, in collaboration with the South Madison Coalition of the Elderly, will work to increase the number of African American seniors who receive case management services from the 15 Senior Focal Points in Dane County.

One focus of the project is to have the African American Cultural Diversity Program Coordinator and the Case Manager Supervisor from the South Madison Coalition of the Elderly work with the case management teams from two additional senior focal points to observe and provide feedback to the case managers on how to more effectively assist African American senior adults.

A second focus of the project is for the African American Cultural Diversity Program Coordinator to conduct outreach in those two service areas, and to help connect senior adults from the African American community with two senior focal point case management teams.

Case management services are currently provided by all 15 senior focal points in Dane County. Low income senior adults are given an initial needs assessment. Case managers work with senior adults to develop action plans that addresses the senior's immediate needs. However, the latest data from AAA's 2016-2018 Area Plan reports African American senior adult population tends to be significantly underserved compared to the Caucasian population in many of the focal point service areas.

The purpose of the African American Cultural Diversity Program is to provide health education and support and reduce isolation through education and social programming. This position covers all of Dane County and is currently limited to 25 hours per week. Pam Bracey has worked in conjunction with the South Madison Coalition of the Elderly to connect senior adults with case management services in that service area.

The goals are to

1. Identify two senior focal points with a large population of African American senior adults but currently providing case management services to a small number of African American clients.
2. Train, observe, and provide feedback to case managers at two senior focal points to provide culturally inclusive case management services to African American senior adults.
3. Increase the number of African American senior adults receiving case management services in each area by at least 5%.

The project will run through 2016. NESCO Lead Case Manager Alyssa Bordeleau will oversee the completion of the project. NESCO is the only senior focal point in Dane County that provides bilingual case management services. Alyssa supervises four case managers and oversees the management of 300 case management clients by NESCO. Alyssa's hours working on this project will be in-kind hours contributed by NESCO. She has a Masters degree in Social Work and four years experience as a bilingual case manager for older adults.

SMCE General Case Manager Supervisor Kari Davis has a Masters degree in Social Work and over ten years experience working with a diverse population of senior adults. The SMCE service area has the largest population of older, low-income African-American residents in the City of Madison. She will spend 5-10 hours/month working on the project.

NESCO Cultural Diversity Program Specialist Pam Bracey has worked eight years with senior adults in the African American community. Pam is well connected in the community and has worked closely with the NESCO case management team to assist African American senior adults on the northeast side of Madison. She will spend ten hours/month working on this project.

If this program is successful, NESCO will apply for continued funding as part of our contracts with the City of Madison, Dane County, and United Way. If those avenues are unsuccessful NESCO will explore other long-term funding opportunities such as corporate or foundation sponsorships. It is our hope that, at least minimally, NESCO and SMCE can provide ongoing consultation to the two senior focal points involved in this project.

This project will provide the opportunity to bring culturally inclusive case management services to Focal Points, to connect with and better serve the African American senior adult population in their communities.