

Agenda  
Eau Claire County  
Aging & Disability Resource Center Board  
Thursday, May 10, 2018, 12 Noon  
Courthouse - Rooms 1301/1302, Eau Claire WI 54703

1. Call to order
2. Introductions
3. Public comment
4. Election of officers
5. Appointment of committee clerk
6. ADRC Board meeting minutes of April 12, 2018 / Discussion – Action Handout #1
7. Chair/Vice Chair Report
8. Director Report Handout #2
9. Overview of 10 year anniversary events - Kaylynn Stahlbusch Handout #3
10. Subcommittee Appointment / Discussion – Action Handout #4
11. Transportation
12. Nutrition
13. Aging Plan Listening Session Feedback
14. Legislative updates Handout #5
15. June 14, 2018 meeting location at Feed My People
16. Upcoming Events Handout #6
17. Discuss future agenda items: June 14, 2018
18. Adjourn

PLEASE NOTE: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 715-839-4710, (FAX) 715-839-1669, tty: use Relay (711) or by writing to the ADA Coordinator, Human Resources, Eau Claire County Courthouse, 721 Oxford Avenue, Eau Claire, WI 54703.

Eau Claire County  
Aging & Disability Resource Center Board  
Thursday, April 12, 2018, 12 Noon  
Courthouse-Room 2550, Eau Claire WI 54703

Members Present: Sue Miller, Mary Pierce, Jason Endres, Tom Christopherson, Ruth Adix, Katherine Schneider, Sandra McKinney, Audrey Nelson, Carl Anton, Kimberly Cronk, David Mortimer

Others Present: Jennifer Speckien, Emily Gilbertson, Marlene Rud, Dave Okas, Becky Hinzmann, Andrew Martin, Vanessa Fremstad

Chair Schneider called the meeting to order at 12 Noon.

Move transportation after public comment.

Introduction of ADRC Board, staff and others in attendance.

Public Comment. Ruth Adix briefly discussed upcoming conference information emailed to board members. Audrey Nelson, discussed trauma situation and experience with mobile crisis unit. Katherine suggested future agenda item on mental health needs and services. Carl suggested future agenda item on big brother/big sister service for seniors. Mary Pierce thanked ADRC staff for lunch. Dave Okas thanked staff for quality of food.

Transportation. Katherine Schneider updated members on conversation with another board member between meetings. Carl Anton contacted Katherine regarding adding a quick stop project for rural area riders to the upcoming transportation RFP. ADRC staff looked at possibilities; ADRC van is free and would need to compare other options such as transportation by local provider or taxi. With comparisons and Uber options, best recommendation would be to not put out RFP for quick stop option. Emily Gilbertson discussed upcoming transportation Project 1 Eau Claire City and Project 2 Eau Claire County RFP process. Carl briefly discussed conversation with Center for Independent Living New Freedom transportation regarding potential bid. RFP bid results will be available in May. Dave Okas, Transportation Coordinator, introduced himself and discussed his background. He is currently working on scheduling rides, trips and times mostly with Eau Claire County rural residents in Augusta, Fall Creek and Fairchild area. Contact Dave with transportation request. He distributed a flyer of transportation services and will have an example of the ride calendar for the next board meeting.

Meeting minutes of March 8, 2018. Motion by Sue Miller to approve. Katherine Schneider noted correct that HR620 passed the House only. Second by Jason Endres to approve as corrected. Motion carried.

Chair Report. Katherine discussed privilege to serve on ADRC Board. ADRC staff must be trusted with operational decisions. She appreciates co-chair for input and the board accommodations for her and meeting locations. Katherine thanked county board members on ADRC board and David Mortimer.

Vice Chair. Sue had no report at this time.

Director Report. Jennifer Speckien discussed co-location with Veterans Service Office and tweaks

with reception function. ADRC has a very active role with Syverson Lutheran Home closing. Plans are being developed for the July celebration of the ADRC 10 year anniversary. Aging Plan listening sessions well attended as well as responses to the on line survey. Meals on Wheels participants received a survey.

Fall Creek facility owner. Andrew Martin introduced himself and discussed his and co-owner, Dan Deetz ownership of the Fall Creek facility. Andrew discussed future plans for partial use of the building in addition to the kitchen and distributed a site plan of the facility with proposed renovation plans for 15 apartments.

Carl Anton left the meeting,

Volunteer Week Appreciation. Jennifer reviewed the Proclamation passed by County Board for April 15—21, 2018 Volunteer Week.

Sub Committee updates. Mary Pierce briefly discussed updates.

Nutrition. Jennifer discussed the following updates: now have a commercial kitchen license at the Fall Creek Kitchen. Chippewa County nutrition program has requested to purchase 100 meals daily from Eau Claire nutrition program and Sub Committee approved ADRC staff to pursue. The Sub Committee approved a Behavior Expectations Policy for Meals on Wheels. Fall Creek kitchen staff went through the SerSafe training and certification.

Advocacy. Jason Endres gave updates on Disability Advocacy Day and Aging Advocacy Day. Ruth Adix and a group in the community meet on personal care issues and to develop a plan of advocacy. Audrey Nelson gave an update on Long Term Care Council discussion on employers and state health care plans.

Upcoming events. Reminders about May 1 Steering into the Skid, one act play, Alice in Elderland, Trap Shoot fund raiser, new movie in theatres on Alzheimers and empowerment.

Agenda items – May 10, 2018, 12 Noon, Rooms 1301/1302 Courthouse. Election of officers, member appointment to Sub Committee, plans for 10 year ADRC anniversary celebration, possible DWR presentation.

Motion by Mary Pierce, second by Jason Endres to adjourn at 1:35 pm.

Respectfully submitted

Marlene Rud, Clerk  
Aging & Disability Resource Center Board

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Chairperson



Projected loss > 10%
Projected gain > 5% but < 10%
Projected gain > 10%

## #2 Nutrition

This program includes Meals on Wheels delivered throughout the county as well the mobile meals partnership program with The Community Table. Senior dining sites located at the Augusta Senior Center, LE Phillips Senior Center, Lynn's Chatterbox Cafe and St. John's Apartments are included. Additional services that support nutrition are also a part of this program area such as the liquid supplement program and volunteer drivers for Meals on Wheels.

### OUTPUTS

Congregate meals served:	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	
	9200	8850	8572	2152	
Meals on Wheels delivered:	69544	68785	65834	17207	
People served:	1365	1411	1071	697	
Cases of Liquid Supplements distributed:	1214	1384	1374	329	
Nutrition Risk Screens completed:	688	636	442	201	
Total number of volunteers:		192	203	198	
Hours donated by volunteers:	13605	12934	12640	3293	
<b>Performance Goal</b>	<b>Outcome Measures</b>	<b>Benchmark</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
To make high quality Nutrition Program services available to eligible individuals, countywide.	85% of program participants responding to semiannual satisfaction surveys will indicate overall program satisfaction as good to excellent.	85%	96%		

Projected loss > 10%
Projected gain > 5% but < 10%
Projected gain > 10%



<b>#3 Prevention &amp; Health Promotion</b>					
<p>This program includes a variety of prevention and health promotions programs. Evidenced-based prevention classes such as Stepping On, Living Well with Chronic Conditions, Strong Bones, Powerful Tools for Caregivers and Healthy Eating for Successful Living are a part of this program area. Other prevention programs and promotion activities include: in home fall prevention screening and education, memory screening and referral, adaptive equipment loans, respite, and other supportive services such as in-home care or adult day services.</p>					
<b>OUTPUTS</b>					
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total Prevention & Health Promotion Classes Offered:		35	38	9	
Total Number of Participants in Prevention & Health Promotion Classes:	370	428	651	198	
Memory Screens Completed:	133	44	69	14	
Adaptive Equipment Loans:	237	281	331	84	
Total number of volunteers		16	13	11	
Hours donated by Volunteers	491	622	808	160	
Individuals receiving supportive and/or respite services:	61	47	44	20	
1. Older Americans Act funded	26	19	14	10	
2. Alzheimer Family Caregiver Support Program funded	27	14	15	9	
3. Tax Levy Funded	8	14	15	1	
<b>Performance Goal</b>	<b>Outcome Measures</b>	<b>Benchmark</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
To provide classes, risk screenings, counseling and education to ADRC customers in order to promote healthy practices and increased quality of life.	95% of individuals responding to post class surveys will indicate the information and education provided met or exceeded their expectations.	95%	100%	98%	
	90% of memory screens indicating risk will be referred to the participant's physician.	90%	80%	44%	
	95% of adaptive equipment loans will be returned within 90 days.	95%	100%	95%	95%

Projected loss > 10%
Projected gain > 5% but < 10%
Projected gain > 10%

## #4 Transportation

The county partners with the City of Eau Claire to provide transportation for people age 60+ and adults with disabilities who do not have access to transportation. Rides are provided for medical, nutrition, social, and employment purposes. The program is funded with a WI Department of Transportation grant and levy match.

### OUTPUTS

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	
Total number of para-transit trips	20365	25121	19173	4138	
Total number of after-hours trips on Saturday evening & Sundays	2582	3720	3034	664	
Total number of out of county trips	213	315	100	47	
Total number of rides for people age 60+	6969	10997	10696	2100	
Total number of rides for people with disabilities	16201	17987	11611	2749	
Total number of volunteers					
Total number of hours donated by volunteers					
<u>Performance Goal</u>	<u>Outcome Measures</u>	<u>Benchmark</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
To ensure individuals using Specialized Transportation are satisfied with the service.	90% of users responding to semiannual surveys will indicate they are satisfied to very satisfied with Specialized Transportation services.	90%	94%	92%	92%

Projected loss > 10%
Projected gain > 5% but < 10%
Projected gain > 10%



## #5 Outreach & Public Education

This program promotes awareness of ADRC programs and issues relating to aging and disability including: staff presentations, website, Facebook page, newsletter, resource directory, posters, ads, mailings, news releases, health fairs, and a wide variety of other educational activities. It also includes education presentations such as Medicare & You, Owning Your Future, Final Affairs, The Caregiver Town hall Meeting and more.

### OUTPUTS

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Staff presentations and educational outreach:	184	194	177	
Number of people attending presentations:	9557	6585	11680	
Newsletters distributed:	26151	28690	30017	7129
ADRC website hits:	26030	27657	27599	
ADRC Facebook page likes:	336	423	529	573
Total number of volunteers		20	6	9
Total number of hours donated by volunteers		191	181	39

<u>Performance Goal</u>	<u>Outcome Measures</u>	<u>Benchmark</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
To provide a variety of educational opportunities and informational materials to ADRC customers and professionals who work with ADRC customers.	95% of all scheduled presentations and events will not be canceled due to low participation.	95%	99%	99%	



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## #6 Public Long-Term Care Programs

This program includes administering the Adult Long Term Care Functional Screen for people age 65+ and adults with physical and developmental disabilities to determine their functional eligibility for publicly funded long-term care programs: Include, Respect, I Self Direct (IRIS) and Family Care.

### OUTPUTS

	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total Family Care Enrollments	172	248	170	60	
1. Inclusa	172	170	104	22	
2. Care Wisconsin	N/A	32	66	21	
Total IRIS Enrollments	44	46	52	17	
Medical Assistance Applications the ADRC Assisted With	155	202	197	47	
<b>Performance Goal</b>	<b>Outcome Measures</b>	<b>Benchmark</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
To provide functional eligibility determination in an accurate and timely manner.	100% of ADRC staff certified to conduct the functional screen will successfully complete Continued Skills Testing to maintain their certification.	100%	100%	n/a	100%



# 10<sup>th</sup> ANNIVERSARY CELEBRATION!

Help us celebrate 10 years in Eau Claire County with month long events

## July 2018

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
Join us all month on Social Media for fun prizes and staff engagement!						
8	9	10 Memory Cafe 9:30am	11 Medicare & You 10am	12 Sounds Like Summer 5pm	13 Friday Facts 10am	14
15	16	17 St. John's Meal 11am	18 Downtown Walk 1130am  Express 4pm	19 Augusta Meal 11am	20	21
22 Volunteer! Make Someone Smile Week	23	24	25 Alzheimer's & Dementia Support Group 1:30pm	26 Sounds Like Summer 5pm	27	28
29	30	31	Check in with us on Facebook!			

Registration is needed  
for all events at:  
715-839-4735 or  
[www.adrcevents.org](http://www.adrcevents.org)



## **KENNETH P KING**

S11951 Hwy HHI  
Eleva, WI 54738  
[kingkc@centurytel.net](mailto:kingkc@centurytel.net)  
(715) 878-9723

### **EDUCATION:**

- Lakeland College - Chippewa Falls, WI
  - Business Administration degree
- UW – Stout University, Menomonie, WI - 1975
  - One year of Business Management classes
- Eau Claire Technical College, Eau Claire, WI - 1973
  - Associate degree - Accounting

### **EXPERIENCE:**

- American Lutheran Homes, Mondovi, WI - (2000 – 2017)
  - Overseeing a 50-bed nursing home operation and 24-bed assisted living
  - Monitoring the budget process and assurance of regulation compliance
- Fairchild Healthcare Center, Fairchild, WI - (1988 – 2000)
  - Budgeting and controlling expenses to assure a solvent operation
  - Implementation of federal and state regulations
- Plum City Care Center, Plum City, WI - (1982 – 1987)
  - Overseeing and managing all phases of the facility

### **ORGANIZATIONS:**

- Cleghorn Lions Club – Secretary - (January, 2002 - present)
- Cleghorn Lions Club Harvest Fest - Chair person (2012 – present)
- Mondovi Business Association - (2001 – 2017)
- ADRC – MOW delivery - ((December, 2017 – present)

- Walk to End Alzheimer's Eau Claire committee
- WI Health Care Association District Ten - Treasurer (1994 - 2000)
- Fairchild Lions Club - President - (1993 – 1996)

**SPECIAL SKILLS:**

- A caring open-minded ability to work well with the public
- Ability to work efficiently and judiciously with all levels of management
- Capability of organizing and planning of events or functions
- Ability and understanding of the needs of the elderly population



# The Long-Term Care Workforce Crisis: A 2018 Report

A caregiver vacancy report issued in 2016 confirmed the existence of a workforce crisis confronting long-term and residential care providers. This report, based on data from a 2018 survey of 756 providers, reveals a continuing crisis due in part to:

- Fewer caregivers entering the workforce
- Increasing number of people seeking long-term and residential care
- Continued growth in demand for caregivers
- Gaps in the starting wage for entry level personal caregivers and non-healthcare workers
- Wisconsin's Medicaid reimbursement system does not cover the cost of care incurred by long-term care providers
- Wisconsin's historically low unemployment rate

The results of this survey substantiate the continued workforce crisis facing providers who serve persons needing long-term and residential care and reinforce the need for public / private efforts to overcome this significant challenge.





## Scope of the Crisis

- **19%** average caregiver vacancy rate in 2018 (14.5% in 2016)
- **30%** of providers are facing a caregiver vacancy rate of **25% and higher**
- **1 in 5** providers are experiencing caregiver vacancy rates **30% and higher**
- **16,500** vacant caregiver positions in Wisconsin long-term and residential care facilities<sup>2</sup>

# 1 in 5

Caregiving staff positions are unfilled ...why?

Nearly **50%** **30%** of providers felt they were unable to compete with other employers

**Nearly 50%** **54%** had no applicants for caregiver openings

**83%** **70%** said there were no qualified applicants for caregiver openings

**55%** said inadequate reimbursement doesn't allow wage increases

■ Results from 2016 Report

## Increasing Need for Caregivers!

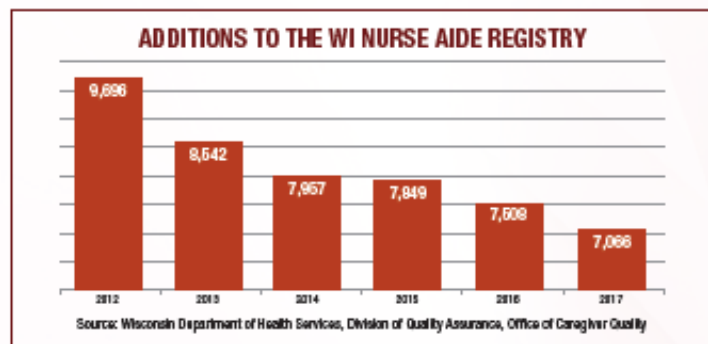
- More than **90,400 Wisconsin residents**<sup>1</sup> live in long-term and residential care facilities, a 23% increase in the past 15 years
- **4,304** long-term and residential care facilities<sup>1</sup> serve persons who are physically disabled, elderly, intellectually disabled, diagnosed with Alzheimer's Disease and other dementia, diagnosed with behavioral health issues, plus those needing other support or care
- An estimated **82,092 caregivers**<sup>2</sup> work in Wisconsin long-term and residential care facilities, an 11.8% increase over 2016
- In the next 12 years, the number of Wisconsin residents age 65 and older is projected to reach **1,535,500**<sup>3</sup>
- By the year 2022 the need for personal care workers is projected to increase **26.4%**<sup>4</sup>



# Why Is There A Crisis?

## Caregivers are leaving health care or not seeking certification

- 67% of providers said personal caregivers left for jobs outside of health care
- An estimated **10,700 personal caregivers** may have left for jobs outside of health care in the past year<sup>2</sup>
- **27.1% decline** in the number of first time registrants to the Wisconsin Nurse Aide Registry since 2012<sup>5</sup>



## Competition for workers is intense and the workforce is changing

- Providers reported a median hourly wage of \$10.75 for direct care workers compared to \$12.00 per hour for local, non-health care employers seeking unskilled, entry level workers
- **1 in 3** survey respondents are in markets where non-healthcare employers are paying a starting hourly wage of \$13.00 and higher
- Wisconsin's unemployment rate of **3.1%**<sup>6</sup> is nearing historic low levels
- **53%** of licensed practical nurses are age 50 and older<sup>7</sup> while **1 in 3** registered nurses are planning to leave the profession in the next 4 years<sup>8</sup>

# Providers Are Trying to Cope

- **1 in 4** (25%) providers have limited admissions in the past year because of staffing vacancies compared with 18% in 2016
- Providers are limiting benefits to save money – **75%** do not offer health insurance to part-time employees compared with 50% in 2016
- **1 in 3** providers estimated at least 10 of their staff were relying on BadgerCare Plus, the state's Medicaid health insurance program for low-income persons (1 in 4 in 2016)
- **84%** of the time providers rely on overtime, double shifts, and other financial strategies to fill open hours – expensive options that can lead to caregiver burnout
- Survey respondents reported working with fewer staff than they would prefer





### The research validates what providers are saying:

- The staffing crisis is worse today than it was in 2016: 1 in 5 providers are experiencing caregiver vacancy rates of 30% and higher
- There is stiff competition for entry level workers due to record low unemployment and the increasing demand for long-term and residential care services
- It's difficult to compete with other employers: 30% of providers are in markets where starting wage for non-health care workers is \$13.00 and higher
- No one is even applying: more than 50% of the time there are no applicants for open caregiver positions
- Caregiver burnout is a real concern as providers attempt to fill staffing vacancies with short term solutions such as overtime and double shifts

### We can all agree...

- Wisconsin residents living in long-term and residential care facilities deserve to be treated with dignity and respect
- Residents depend on the caregivers who work in these facilities
- Caregivers are responsible for the care, service, support, and safety of residents
- The work of caregiving is often difficult and demanding
- Caregiving is not something everyone can do and those who do the job are special people

### What must be done to assure there are enough caregivers?

- 2017 legislative action to increase reimbursement for long-term and residential care providers combined with the implementation of the WisCaregiver Careers program was a good start but the continued staffing crisis requires continued legislative action
- Increase the number of people entering caregiving careers
- Recognize and celebrate the work of caregivers
- Promote caregiving as a meaningful and rewarding profession

### For more information about *The Long-Term Care Workforce Crisis: A 2018 Report*, contact:

- Disability Service Provider Network: Jeff Kaphengst, (608) 661-2945, [jkaphengst@dspnetwork.org](mailto:jkaphengst@dspnetwork.org)
- LeadingAge Wisconsin: John Sauer, (608) 255-7060, [jsauer@leadingagewi.org](mailto:jsauer@leadingagewi.org)
- Wisconsin Assisted Living Association: Sarah Bass, (608) 288-0246, [sbass@ewala.org](mailto:sbass@ewala.org)
- Wisconsin Health Care Association / Wisconsin Center for Assisted Living: John Vander Meer, (608) 257-0125, [john@whcawical.org](mailto:john@whcawical.org)



#### Glossary

Assisted living includes adult family homes, community based residential facilities, residential care apartment complexes, and supportive living apartments

Caregivers include registered nurses, licensed practical nurses, certified nursing assistants, persons with CBRF certification, resident assistants, and other direct and personal care workers

Long-term and residential care providers include adult family homes, community based residential facilities, residential care apartment complexes, skilled nursing facilities, and supportive living apartments

Personal caregivers include certified nursing assistants, persons with CBRF certification, resident assistants, and other direct and personal care workers

#### Footnotes

<sup>1</sup> Wisconsin Department of Health Services, Division of Quality Assurance, *State of Assisted Living – CY 2017, March 2018*

<sup>2</sup> Disability Service Provider Network, LeadingAge Wisconsin, Wisconsin Health Care Association / Wisconsin Center for Assisted Living, Wisconsin Assisted Living Association, *2018 Workforce Survey, April 2018*

<sup>3</sup> Wisconsin Department of Administration Demographic Services Center, *Wisconsin's Future Projections for the State, Its Counties and Municipalities, 2010 – 2040, David Egan-Robertson, UW-Madison Applied Population Laboratory*

<sup>4</sup> Wisconsin Department of Workforce Development, Office of Economic Advisors, *Wisconsin Long Term Occupational Employment Projections, 2012-2022, August 2014*

<sup>5</sup> Wisconsin Department of Health Services, Division of Quality Assurance, Office of Caregiver Quality, 2017

<sup>6</sup> United States Department of Labor, Bureau of Labor Statistics ([www.bls.gov/eag/eag.wi.htm](http://www.bls.gov/eag/eag.wi.htm))

<sup>7</sup> Wisconsin Center for Nursing, *Wisconsin LPN Workforce Survey, 2015*

<sup>8</sup> Wisconsin Center for Nursing, *Wisconsin RN Workforce Survey, 2016*



# May 2018

Aging & Disability Resource Center  
closed May 3, 1-5 pm and  
May 28, 8-5 pm



### ***Steering Into the Skid***

One act play. Tuesday, May 1, 2018  
5:30 – 7:00 pm  
Bethesda Lutheran Church, Eau Claire.

### **Eau Claire Caregiver Café**

May 1, 2018, 9:30-11:00, The French Press  
Restaurant, respite available, contact  
ADRC, 715-839-4735.

### **Medicare & You**

Friday, May 11, 2018, 1 pm and  
Friday, May 23, 2018, 10 am, Room 1277  
Courthouse, Eau Claire. Register at  
[www.adrcevents.org](http://www.adrcevents.org) or 715-839-4735.

### ***Healthy Living with Diabetes***

Wednesdays, May 2-June 6, 2018,  
1:00-3:30 pm, UW Extension/Ag &  
Resource Center, 227 1st Street W,  
Altoona. Register at [www.adrcevents.org](http://www.adrcevents.org)  
or 715-839-4735.

### **Eau Claire Memory Cafe**

May 8, 2018, 9:30-11:30 am,  
Chippewa Valley Museum, Carson Park,  
Eau Claire.

### **Grandparents and Others as Parents (GAP)**

May 15, 2018, 6:00-7:30 pm, River Pines  
Long-Term Concierge Care & Prairie Pointe  
Rehab. Contact Rae Tipler 715-225-0404  
or [rae.tipler@yahoo.com](mailto:rae.tipler@yahoo.com).

### **Middle-Late Stage Alzheimer's and Dementia Caregiver Support Group**

May 30, 2018, 1:30-2:45 pm, The Classic at  
Hillcrest Greens, 2455 Sawgrass Place,  
Altoona. Register at 715-839-4735.

### **Friday Facts**

May 4 and May 18, 2018, 10:00-11:30 am  
Dove Healthcare-West Eau Claire  
Community Room, 1405 Truax Boulevard,  
Eau Claire. No registration required.

### ***Living Well with Chronic Conditions***

Thursdays, May 3-June 7, 2018, 3:00-5:30 pm,  
Grace Lutheran Communities-River Pines &  
Prairie Point, 206 N. Willson Drive, Altoona  
Register at [www.adrcevents.org](http://www.adrcevents.org) or  
715-839-4735.

### **Trap Shoot**

June 14, 2018, 5 pm, Rod & Gun Club,  
810 Schoettl Avenue, Eau Claire.  
Register at [www.adrcevents/seniorhunger](http://www.adrcevents/seniorhunger)  
or 715-839-4735.



ENGAGE AT EVERY AGE: MAY 2018

*Aging & Disability Resource Center Month*