



Age-Friendly Weld: An Aging Well Initiative

Working to make Weld County
a great place to live for all ages.



Purpose – Vision – Age-Friendly Weld Members

Purpose

Weld County residents partnering to promote and support the independence and dignity of older adults in their homes and communities.

Vision

Every older adult in Weld County has opportunities to age well.

Age-Friendly Weld Members



Steering Committee Members

60+ Ride
Alzheimer's Association
Greeley Active Adult Center

North Front Range Metropolitan
Planning Organization
UCHealth

United Way of Weld County
Volunteers of America
Weld County Area Agency on Aging

Committee Members

Arc of Weld County
Catholic Charities
Centennial Area Health Education
Center
Centennial BOCES
Colorado State University Extension
Community Grief Center
Connections for Independent Living
Dementia Together

Envision
Greeley-Evans Transit
Habitat for Humanity of the St. Vrain
Valley
High Plains Library District
Hispanic Women of Weld County
Home Instead
Immigrant and Refugee Center of
Northern Colorado

Meals on Wheels of Weld County
North Range Behavioral Health
RSVP Weld County
Seniors Helping Seniors
Town of Windsor
University of Northern Colorado
Weld Community Foundation
Weld Food Bank

Aging Well Members

A Little Help
ADEO
Assisted Living Locator
Cathy Goza Real Estate
Cycling Without Age
Employment Services of Weld County
Enight Skills Center
FirstLight Home Care

Greeley-Weld Habitat for Humanity
Hope Lives
Lifecare Center of Greeley
North Colorado Health Alliance
Northern Colorado Guardianship
Pathways Hospice
Senior Life Solutions
Systems of Care Initiative

The Toolbox (Fred Wallace)
The Weld Trust
Town of Frederick
Town of Kersey
UnitedHealthCare
Weld County Department of Public
Health and Environment

Mayor's Letter of Support

March 2023

Sara Schueneman
AARP Colorado
303 East 17th Avenue - Suite 510
Denver, CO 80203

Dear Sara,

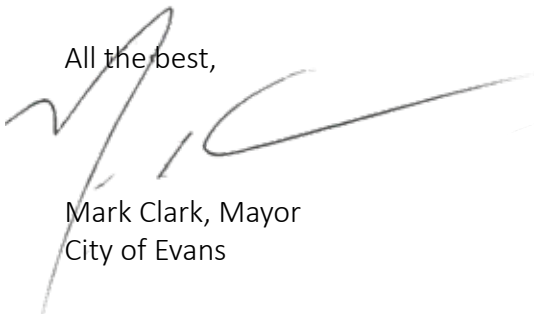
On behalf of the City of Evans, the Town of Garden City, and the City of Greeley, we are pleased to submit “Age-Friendly Weld: An Aging Well Initiative,” which is the 3-year plan that charts a course for our municipalities becoming more age-friendly as part of AARP’s Network of Age-Friendly Communities.

In the next few years Weld County is expecting a significant increase in the size of the older adult population, through our current residents aging and a net-migration of older adults that want to live here. Currently around 61,200 older adults aged 60+ have Weld County as their home; this is expected to increase to near 82,000 people by 2045. This growth in population makes our commitment to being an age-friendly community and this plan all the more important.

As you will see in the plan, over 50 businesses, foundations, governmental agencies, and nonprofit organizations are connected to the Aging Well effort. While we always wish that more could be done, we think their decision to focus on four areas of activity—Transportation; Social Participation, Respect, and Inclusion; Health and Community Services; and Communications and Information Sharing—is most appropriate for this first 3-year plan. We are looking forward to the progress that will be made, and to our municipalities providing you an update in 18 months.

In the meantime, we hope that you will know that Greeley, Garden City, Evans, and much of Weld County are doing all we can to support older adults and all of our residents in re-creating and creating anew a place that is more friendly for those of us who are older adults and for us all.

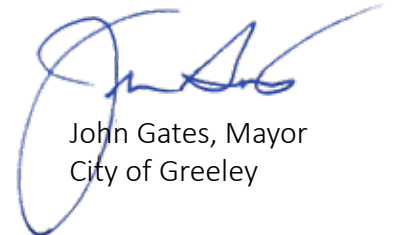
All the best,



Mark Clark, Mayor
City of Evans



Fil Archuleta, Mayor
Town of Garden City



John Gates, Mayor
City of Greeley



Table of Contents

Executive Summary	3
Community Profile	5
Demographics	6
A Brief History Of the Age-Friendly Work In Weld County	7
Assessment Summary	8
Survey Demographics Summary	9
Listening Session Overview	10
Key Takeaways	11
Introduction To The Plan	12
Age-Friendly Weld Committee Members	13
Action Plans	14
Evaluation and Sustainability	19
Conclusion	21



Executive Summary

Age-Friendly Weld: An Aging Well Initiative offers a regional approach to make the whole of Weld County a place where every older adult has the opportunity to age well through shared effort at the municipal level.

The combined work of 50+ organizations, the plan began with the most recent United Way of Weld County-initiated funding process and is the most recent concrete step for the municipalities of City of Evans, Town of Garden City, and City of Greeley in their becoming members of the AARP Network of Age-Friendly Communities. Age-Friendly Weld is a requirement of this status as well as a logistical necessity for mobilizing the larger community to work together for becoming more age-friendly.

Community Profile

At nearly 4,000 square miles, Weld County is the third largest Colorado county by geographic size and larger than Delaware, Rhode Island, and the District of Columbia combined. Around 355,000 people live in Weld County, with 130,000 of these residing in the County Seat municipalities of Greeley, Garden City, and Evans, making it the most populous part of Weld County. Evans and Greeley were founded in the late 1800s just a few miles apart, whereas Garden City incorporated in post-prohibition 1938 between the two communities, serving as a “Wet Town” where one could purchase alcohol. Given their close proximity, the three municipalities share a significant amount of infrastructure and culture.

Demographics

Weld County and the County Seat are comparatively diverse to much of Colorado, with 30% Hispanic representation overall and over 40% in the County Seat. There is also a sizable foreign born population of 8% in the county and 11% in Greeley, Garden City, and Evans (which are referred to in the plan as “The Cities”). While poverty rates have been improving over the past several years, the relatively static and nationwide federal poverty level measure does not account for the significant increase in housing costs that Weld County has experienced in the past decade. This makes finding and affording affordable, quality housing even more difficult for older adults who live on fixed incomes and/or have a disability.

A Brief History of the Age-Friendly Work in Weld County

Age-friendly work in Weld County became a community-wide effort when in 2018 a number of older adult-serving organizations approached United Way to make older adult needs a focus of the collective impact efforts that it was founding. Shortly thereafter the first planning meeting convened, and a variety of organizations began the Aging Well effort together. In early 2021, The Cities petitioned AARP to become part of the Network of Age-Friendly Communities, a request that was granted later that May. The Aging Well group then turned its attention to developing a multi-year plan to assist The Cities and all of Weld County in becoming more age-friendly over time.



Assessment Summary and Survey Demographics Summary

In spring 2022, Aging Well distributed a survey throughout Weld County to better understand residents' perceptions of how age-friendly the county is currently as well as what could use improvement. The survey was distributed online and in-person, with intentional efforts to reach all parts of the county and to hear the voices of Spanish-speaking residents. 533 responses were received, representing a variety of age groups, ethnicities, and incomes, and with half of the respondents living in The Cities.

Listening Session Overview

After the survey was implemented, United Way staff facilitated listening sessions to further unpack survey themes. Five total were held, with three in English, one in Spanish, and one hosted by Immigrant and Refugee Center of Northern Colorado so as to hear the voices of refugees and immigrants. 93 total people participated in the listening sessions. Two primary questions were asked: "What do you love about the community?" and "What is needed to improve the community?" After sharing, participants were asked to prioritize their responses based on their perception of community need.

Key Takeaways and Introduction to the Plan

Through survey analysis and the listening sessions it was determined that the four areas of greatest need for Weld County older adults are: 1) affordable housing, 2) affordable and efficient transportation, 3) affordable and expanded in-home support services, and 4) centralized communication. While AARP does have eight domains of activity to recommend to local communities (see below graphic), Aging Well has decided to take on four areas of work with the first Age-Friendly Weld strategic plan: 1) Transportation, 2) Health and Community Services, 3) Communications and Information Sharing, and 4) Social Participation, Respect and Inclusion. In addition, Aging Well participants will liaison with Weld's Way Home, a community-wide plan that is addressing housing affordability, so as to be sure there are voices representing older adults in that conversation.

Age-Friendly Weld Committee Members

Age-Friendly Weld planning has included nearly 50 members from over 20 organizations. A Steering Committee oversees Domain Committees working in the four above-mentioned focus areas.

Action Plan

The action plan includes 14 tasks for the four Domain Committees in their focus areas. The committees will be taking on the steps laid out in the tasks over a 3-year period. Towards the end of this time, the effort will be evaluated overall and the plan refined and added to for the next multi-year period.

Evaluation and Sustainability

Aging Well is making use of preexisting community-wide and individual program measures for evaluating its efforts. Progress on each Age-Friendly Weld work plan will be evaluated at the close of each program year (June 30).





Community Profile

Introduction and History

Age-Friendly Weld: An Aging Well Initiative outlines a regional approach that aims to make the whole of Weld County a place where every older adult has the opportunity to age well through shared effort at the municipal level.

Weld County, Colorado, is nearly 4,000 square miles, making it the third largest county by geographic size in the State and larger than Delaware, Rhode Island, and the District of Columbia combined. There are 32 incorporated municipalities in the county, each with a unique history and complex relationships with neighboring communities. Facilitated by United Way of Weld County staff, the Aging Well committee tasked with applying for admission to the AARP Network of Age-Friendly Communities assessed the nature of these relationships and the independence of many of these municipalities in order to tailor the work to meet the needs of local areas while also addressing county-wide needs when appropriate.

The development of this plan began with the support of the mayors, and respective city councils, of Evans, Garden City, and Greeley. These three communities make up the largest metropolitan area in the county and includes the county seat. With their support, Age-Friendly Weld: An Aging Well Initiative officially joined the AARP Network of Age-Friendly Communities in April 2021. Age-Friendly Weld is led by a collective impact collaboration of older adult focused stakeholders across Weld County called the Aging Well group. Aging Well strives to improve all of Weld County for older adults. While this plan began with the support of three municipalities, the collective group encompasses work across Weld County. Going forward, other Weld County communities can join Age-Friendly Weld through a letter of support from their mayor or highest elected official. Throughout this plan, Greeley, Garden City, and Evans will be referred to collectively as The Cities.

Evans / Garden City / Greeley Overview

Weld County has a population of roughly 355,000 people with 130,000 of these residents living in the County Seat area.¹ Evans and Greeley were founded in the late 1800s just a few miles apart. Greeley was established as a Utopian experiment that remained a dry community until 1969, while Evans embraced its frontier town status, promoting education and progress. In 1938, Garden City was incorporated between the two existing communities to serve as a “Wet Town” in response to the continuation of Greeley’s dry charter after the end of prohibition. Today, Garden City is completely surrounded by Greeley and Evans, but retains a unique identity and celebrates its history with an annual community event called “Bootlegger Days.” The three communities share a single school district and transportation service (Greeley-Evans Transit or GET). Many leading industries have headquarters or branch offices in the area. The communities also host a thriving oil and gas sector. Higher education is well represented through the University of Northern Colorado and Aims Community College campuses. The communities also benefit from the presence of two major hospitals and numerous clinics and urgent care facilities attached to the two hospitals.^{2 3 4}

¹ <https://www.census.gov/quickfacts/fact/table/evanscitycolorado,greeleycitycolorado,weldcountycolorado/POP010220>

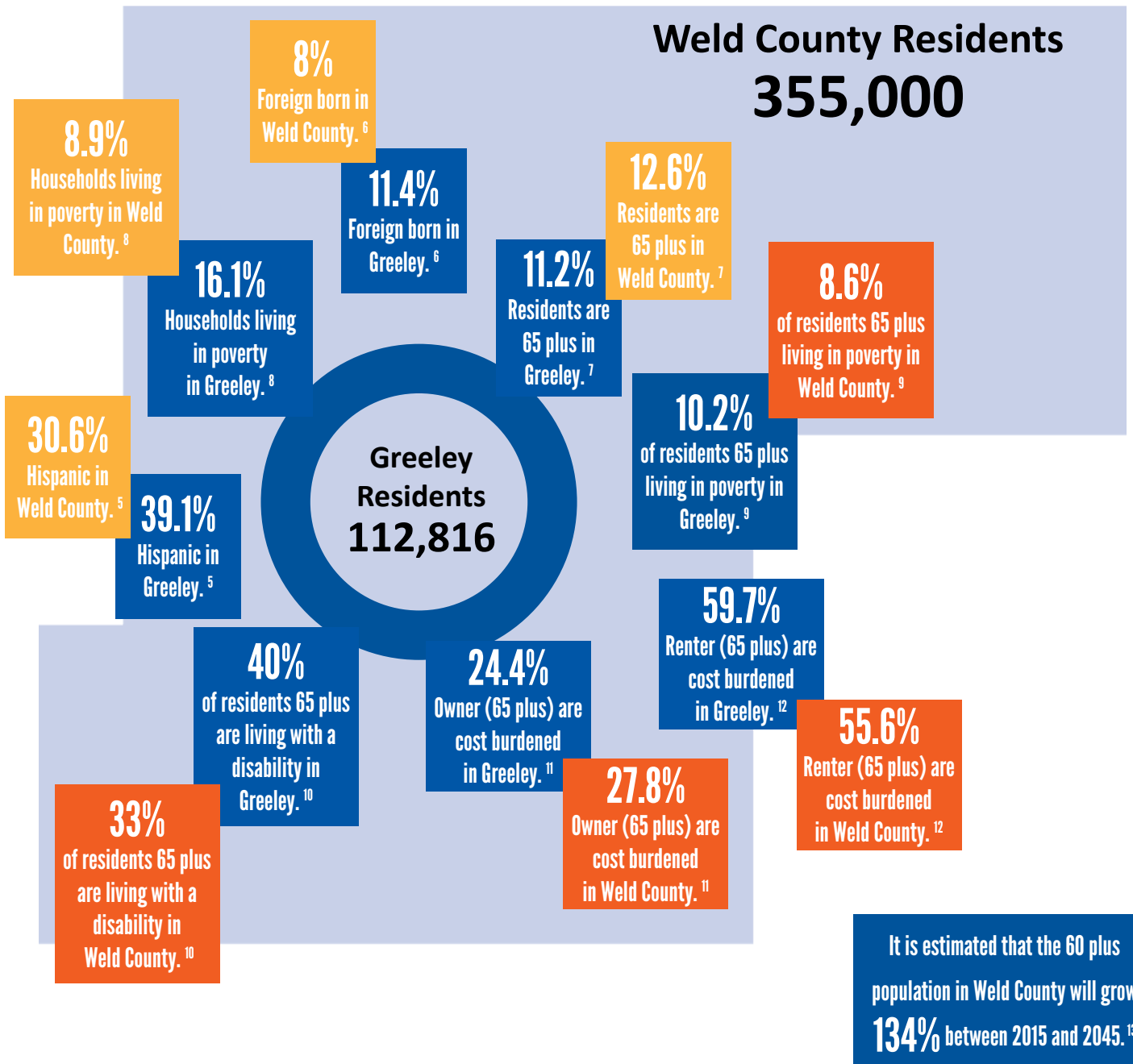
² <https://evanschamber.org/about/>

³ <https://www.visitgreeley.org/history-quick-facts-stats/>

⁴ <https://townofgardencity.com/about-garden-city/history/>



Demographics



⁵ <https://www.census.gov/quickfacts/fact/table/evanscitycolorado,greeleycitycolorado,weldcountycolorado/POP010220>

⁶ <https://www.census.gov/quickfacts/fact/table/evanscitycolorado,greeleycitycolorado,weldcountycolorado/POP010220>

⁷ <https://www.census.gov/quickfacts/fact/table/evanscitycolorado,greeleycitycolorado,weldcountycolorado/POP010220>

⁸ <https://www.census.gov/quickfacts/fact/table/evanscitycolorado,greeleycitycolorado,weldcountycolorado/POP010220>

⁹ https://data.census.gov/cedsci/table?t=Older%20Population&g=0500000US08123_1600000US0832155&tid=ACST5Y2020.S0102

¹⁰ https://data.census.gov/cedsci/table?t=Older%20Population&g=0500000US08123_1600000US0832155&tid=ACST5Y2020.S0102

¹¹ https://data.census.gov/cedsci/table?t=Older%20Population&g=0500000US08123_1600000US0832155&tid=ACST5Y2020.S0102

¹² https://data.census.gov/cedsci/table?t=Older%20Population&g=0500000US08123_1600000US0832155&tid=ACST5Y2020.S0102

¹³ In 2019 the NFRMPO prepared an analysis of aging adults in Weld County and future trends and transportation needs. This analysis determined that between 2015 and 2045, the number of Weld County residents over the age of 60 is expected to more than double, growing by 134% – from a current estimate of approx. 60,000 residents to more than 120,000 residents.



A Brief History of the Age-Friendly Work in Weld County

Many organizations have long been aware of the needs of Weld County's older adults. In 2018 advocates from these agencies approached United Way of Weld County (United Way) with a request to make older adult needs a focus of the community-wide, collective impact efforts under development. In 2019, these stakeholders and United Way created the older adult focus area, and started convening meetings of older adult serving organizations to lead the work.

This group has grown to include over 20 Weld County organizations working to collectively address the needs of older adults at both the individual and system levels. The group adopted the name Aging Well and decided that one way to further direct the work of making Weld County a place where every older adult has the opportunity to age well was to join the AARP Network of Age-Friendly Communities. Structurally, this means that Aging Well oversees Age-Friendly Weld and any organization that is part of Aging Well can also engage in the Aging Well work. A steering committee was formed to direct the Age-Friendly Weld efforts. For most of the domain specific plans, Aging Well will be the party responsible for overseeing the work and providing support to the committees that form in order to implement them.

Aging Well is dedicated to identifying evidence-based solutions to improve the well-being of older adults in Weld County and the Aging Well work is one of the avenues used for community engagement. Before joining the AARP Network, Aging Well launched a Volunteer Recruitment Initiative (VRI) as another means of collectively addressing older adult needs. The VRI, through generous funding from NextFifty Initiative, created a collective volunteer recruitment program for organizations serving older adults in Weld County. United Way hired a staff member who developed the framework for the program, engaged with partnering organizations, and worked with a local company, Brindle Digital, to create an effective social media campaign to drive volunteer interest to the staff member. The VRI is open to any organization that serves older adults in Weld County and needs volunteers. This project leverages collective efforts, encourages collective thinking by the partnering organizations, and provides a means to recruit additional sectors and organizations into the Aging Well work as well.

The Cities have many existing age-friendly programs that provide a strong foundation for the Aging Well work. The Cities have a robust arts community, including First Friday exhibits, public art installations, murals, and an art district. The Cities also have a public concert series, a well-maintained bike lane system, a large and well-run park system, and a summer Friday Fest program that promotes intergenerational activities. The primary local community mental health provider, North Range Behavioral Health, is federally qualified and provides a peer counseling service targeting the mental health needs of older adults. Dementia Together and 60+ Ride are nonprofit organizations providing excellent examples of community-based efforts to meet older adult and caregiver needs.

The Cities, and Weld County, are continuously looking for new and emerging best practices to implement in communities. This is evidenced by not just the existing age-friendly efforts, but also by programs and projects aimed at a more inclusive response to the needs of our other-abled residents and growing refugee and immigrant communities. The Cities recently opened Aven's Village, an all-inclusive playground geared toward people of all ages and abilities. Additionally, the High Plains Library District has worked extensively to provide access to materials for individuals with limited seeing or hearing capacities. The work of the Immigrant and Refugee Center of Northern Colorado (IRC NoCO) ensures that the needs of the Black, Indigenous, and People of Color in The Cities are addressed practically and through policy. The examples above are just a short list of the many efforts being pursued across Weld County to improve all aspects of life for community members as they age.



Assessment Summary

Distributed in spring 2022, Aging Well used the AARP Age-Friendly survey tool to gather community input and to identify and prioritize the areas of greatest need for older adults in Weld County. The survey was open to any resident of Weld County aged 18 or older. It was available electronically in English and physically in both English and Spanish. Aging Well partner organizations shared the survey among their networks and those they serve and the survey was also distributed to Weld County residents via the AARP membership network. The survey was supplemented by five listening sessions in The Cities. Four were open to the public, with one being held entirely in Spanish. The fifth session was hosted by the Immigrant and Refugee Center of Northern Colorado during class time, allowing for a concentrated response from the immigrant and refugee communities.

Several organizations provided further support for the assessment process. Hispanic Women of Weld County assisted in disseminating and returning Spanish paper surveys. The Greeley Active Adult Center shared the survey with visitors and helped arrange for listening sessions to be held at two other Greeley locations, the Greeley Recreation Center and the Greeley FunPlex. Other senior centers throughout the county also acted as host sites for paper copies. Habitat for Humanity of the St. Vrain Valley, which operates in the Carbon Valley (southwest) portion of the county, extended event time to United Way to share about the survey and collect responses. Araceli Calderon and the Centennial Board of Cooperative Educational Services (BOCES) was instrumental in the success of the Spanish language listening session. Araceli also handled the marketing to the Spanish speaking community. The Evans Recreation Center hosted a listening session as well. The success of the assessment process was due to the hard work of many community partners coming together to complete the project.

Survey Response Demographics
Total Responses **533**

51% from Greeley, Evans and Garden City residents

Ages*	Race/Ethnicity**
18-34 years old – 25%	Caucasian – 77%
35-64 years old – 27%	Hispanic – 21%
65+ years old – 38%	other race – 2%

Gender

Female – 62%

Male – 38%

*10% of survey respondents chose not to provide information on their age.

**According to census data, almost 30% of Weld County is of Hispanic origin, and 63% identify as Caucasian.

A total of 533 surveys were completed with around half of these coming just from The Cities’ residents.¹⁴ The data was analyzed to identify themes around needs and to evaluate the demographics of the respondents in order to determine if certain sub-groups were over or under-represented. The full needs assessment and summary of findings from this report can be found at www.UnitedWay-Weld.org/initiatives/Aging-Well.

¹⁴ According to AARP for the size of the county we needed a minimum of 500 survey responses



Survey Demographics Summary

Age – Overall, the sample population has an evenly distributed age range, with roughly half of the sample being below age 55. Younger adults made up a much larger percent of the total sample size than expected with roughly 20% being below 30 years old.

Age Range	# of Respondents	Percentage
18-29	103	19%
30-49	72	14%
50-64	102	19%
65-74	132	25%
75+	69	13%
no response	55	10%

Race – According to US Census Data, 65% of Weld County's population is White with no Hispanic heritage, 30% Hispanic, and 5% other. Survey respondents consisted of 76.4% Caucasian, 21.2% Hispanic, and 2.4% other ethnicities. This indicates that non-Caucasian populations are underrepresented in the survey data, especially among older adults as the majority of non-Caucasian survey respondents were between the ages of 18-29.

Region – Respondents were asked which community within Weld County they lived in, and were divided into six geographic areas based on their response. The regional responses are summarized below.

Region	Municipalities Included in Region	# of Respondents	% of Total
Carbon Valley	Dacono, Erie, Firestone, Frederick	80	15%
County Seat	Evans, Garden City, Greeley	264	50%
I-25 Corridor	Berthoud, Johnstown, Longmont, Mead, Milliken, Severance, Windsor	66	12%
North-West County	Briggsdale, Carr, Grover, New Raymer	36	7%
South County	Brighton, Fort Lupton, Lochbuie, Hudson, Keenesburg	34	6%
US-85 Corridor	Ault, Eaton, Galeton, Gilcrest, Gill, Kersey, LaSalle, Nunn, Pierce, Platteville	46	9%
no response		7	1%

Income – The data skewed towards higher than average income individuals. According to the US Census Bureau the average per capita income for Weld County is \$34,305. Among survey respondents, the average was between \$50,000 and \$75,000. The following graph summarized the income levels of respondents.

Income Bracket	# of Respondents	Percentage	Combined
Less than \$10K	17	3%	35%
\$10-\$20K	29	5%	
\$20-\$30K	32	6%	
\$30-\$50K	114	21%	39%
\$50-\$75K	121	23%	
\$75-\$100K	86	16%	23%
\$100-\$150K	83	16%	
Over \$150K	37	7%	
no response	14	3%	3%



Listening Session Overview

Listening sessions were held after the survey was completed to gather community feedback for enhancing the survey responses. The sessions were designed with three goals in mind:

1. gather qualitative data to supplement the quantitative data gathered from the survey
2. allow community members to help prioritize the responses to the needs identified in the survey
3. gather responses from under-served communities that were underrepresented in the paper survey responses.

Thirty-three individuals participated in the public sessions, with 13 of these attending the Spanish language session. The IRC NoCO event occurred during regular class-time hours which allowed for around 60 individuals to participate. The participants were asked two questions about different aspects of the community:

- What do you love about the community?
- What is needed to improve the community?

Participant responses were coded to the appropriate AARP domain and grouped according to sub-themes. Additionally, the participants were asked to prioritize their responses based on the most critical community need. Similar comments were combined into sub-themes to capture participant responses. The table to the right summarizes the findings from the listening sessions. The numbers in parenthesis indicate the total number of comments within a specific domain. Numbers in brackets indicate how many participants mentioned that specific need.

Listening Session Numbers		
Total Participants: 93		
Spanish Only Session*	3 English Sessions	IRC NoCO Session*
13 (14%)	20 (21%)	60 (65%)
*All these participants were non-Caucasian and/or non-English speaking.		

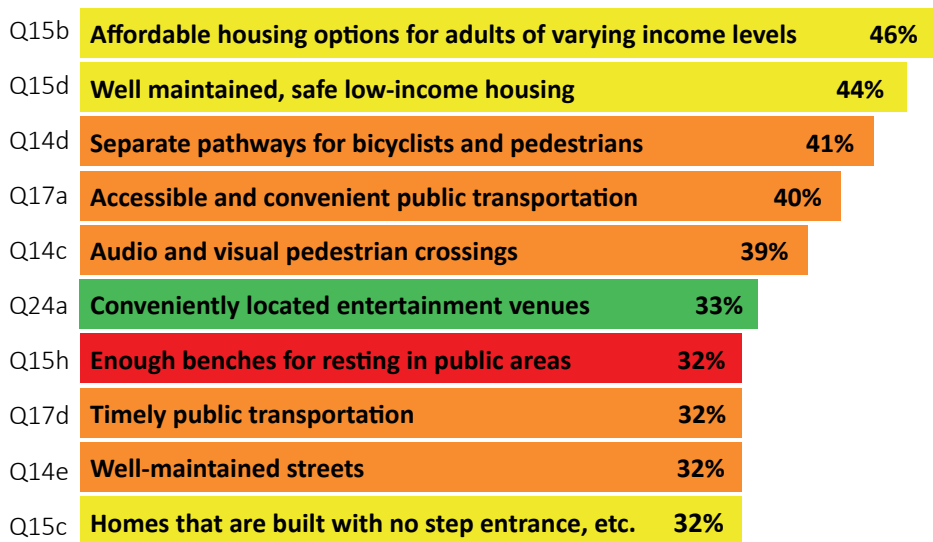
Comment Overview by Domain		
Domain	Love (72)	Need (176)
Outdoor Spaces & Buildings (28)	12	16
Transportation (55)	4	51
Housing (27)	2	25
Social (60)	41	19
Civic (15)	1	14
Information (31)	1	30
Health and Community Supports (32)	11	21

Priorities by Domain	
Participants indicated which needs should take priority	
Outdoor Spaces & Buildings (2)	
<ul style="list-style-type: none"> • Utilize UNC/Aims students to complete fall/spring clean-up projects • Increased snow removal efforts in neighborhoods and sidewalks 	
Transportation (6)	
<ul style="list-style-type: none"> • East side infrastructure improvements • Lighting for nighttime walking (2) • Crosswalk improvements (2) • Bus system improvements • Sidewalk improvements 	
Housing (5)	
<ul style="list-style-type: none"> • Affordable and accessible housing (5) • Planned development projects 	
Social (2)	
<ul style="list-style-type: none"> • Affordable space rentals for older adult specific activities • Pension/retirement plan for undocumented older adults 	
Information (4)	
<ul style="list-style-type: none"> • Centrally located sources of information (4) 	
Health & Community Supports (5)	
<ul style="list-style-type: none"> • Accessible medical programs (Rx, dental, vision) • Affordable in-home services (3) • Address downtown food desert 	



Key Takeaways

To identify the most critical needs for the community, the survey results were analyzed in two ways. The ten questions which received the highest number of “poor” responses were identified. The questions were matched to the AARP domains. The ten lowest scoring questions related to each domain were in housing (3), transportation (5), and one each in outdoor spaces and buildings and social participation, respect and inclusion. The lowest rated questions per domain were discussed with the listening session participants. Participants were asked to rate which three of the seven issues they thought were the highest priority. The results are summarized below.



Domains

	Outdoor Spaces & Buildings
	Transportation
	Housing
	Social Participation, Respect & Inclusion
	Work & Civic Engagement
	Communication & Information
	Community & Health Services

The following have been identified as lacking in the community. Please indicate the three items we should prioritize improving.	1st Choice	2nd Choice	3rd Choice
Low-income and/or older adult housing options	11	6	0
Accessible, affordable, and timely public transportation	2	6	4
Community information in one central source	3	2	6
Affordable in-home services (chores, home-health, etc.)	4	4	5
Older adult employment opportunities	0	2	1
Benches and other resting places in accessible locations	0	0	2
Social Activities for older adults	0	0	1
Highest Score per column			
Second Highest Score per column			



Introduction to the Plan

Based on the assessment, the four areas of greatest need for older adults in Weld County are:

- Affordable Housing
- Affordable and Efficient Transportation
- Affordable and Expanded In-home Support Services
- Centralized Communication

The Aging Well group received the final community needs assessment and were asked to identify which of the eight AARP domains (Social Participation and Inclusion and Respect were combined for data simplicity) should be prioritized in this plan. For their decision-making process, the Aging Well participants were asked to consider the findings of the community needs assessment, the feasibility of addressing these challenges, and how this work would fit into the work of their own organizations and community collaborations. It was also proposed that an existing United Way shared effort called Weld's Way Home (WWH), which is focusing on issues of housing and affordability, could be engaged to address the housing needs rather than creating an Age-Friendly Weld-specific action plan.

The Aging Well group formed action plan committees for four domains: 1) Transportation, 2) Health and Community Services, 3) Communication and Information Sharing, and 4) Social Participation, Respect and Inclusion. Additionally, a housing specific liaison was selected to ensure WWH included an aging lens in its ongoing work, and to bring the WWH perspective into the Aging Well work especially in the area of Transportation. The action plan committees were open to the public and tasked with developing 3-year action plans for their respective domains. The committees were led by co-chairs. For the Communication group both co-chairs were also steering committee members. The other three committees had a steering committee member co-chair and an Aging Well partner organization co-chair.

People were encouraged to be members of multiple domain committees and many individuals participated in at least two groups. Committees also recruited additional members from other organizations with either expertise or interest in the domain. Each domain committee met at least monthly, with each group setting their own time and agenda to keep the work moving within the deadlines.

The work outlined in this plan was accomplished thanks to the dedication and collaboration of community partners, stakeholders, and volunteers who work to improve Weld County for people of all ages. If you are interested in learning more about this plan or getting involved please visit www.UnitedWay-Weld.org/initiatives/Aging-Well.

Age-Friendly Weld 4 Priorities

Transportation

Driving shouldn't be the only way to get around. Sidewalks, safe street crossings, dedicated bicycle lanes, public transportation, and more are all needed.

Social Participation, Respect, and Inclusion

Everyone wants to be valued and included. Opportunities for socializing, volunteering, being with those of varying ages and background, and having fun are important for overall health.

Health and Community Services

While it's necessary that health care and assistance are nearby and readily available, affordability and accessibility are just as important.

Communications and Information Sharing

Age-friendly communities recognize that information needs to be shared through a variety of methods since not everyone is tech-savvy or has access to the same technology.



Age-Friendly Weld Committee Members

as of March 1, 2023

Steering Committee

- Janet Bedingfield
- Holly Darby
- Jazz Garrison
- Ron Heil
- Simon Jones
- Sheri Lobmeyer
- Jim Riesberg
- Elena Rosenfeld
- Nichole Seward
- Dawn Simmons
- Shawn Walcott

Domain Committees

* = serving as domain committee co-chairs

Communication and Information Sharing

- Sheila Beckley
- Janet Bedingfield
- Michelle Dwyer
- Ron Heil*
- Nichole Seward*
- Marcia Shafer
- Amy Threewitt

Social Participation, Respect, and Inclusion

- Olivia Egen
- Kayla Evans*
- Keyleigh Gurney
- JoAnn Herkenhoff
- Melissa Jensen
- Sheri Lobmeyer*
- Sandy Magnuson
- Dee McClure
- Marcia Shafer
- Krystal Winship-Erazo
- DeeAnne Zuhlke

Health & Community Services

- Debby Baker
- Susan Collins
- Holly Darby*
- Michelle Dwyer
- Olivia Egen
- Olga Gonzalez
- Sarah Gostenik
- Sarah Harlow
- JoAnn Herkenhoff*
- Tyler Holliman
- Melissa Jensen
- Dee McClure
- Colleen Meyer
- Heather Meyers
- Christine Nash
- Barb Scott
- Marcia Shafer
- Dawn Simmons
- Robin Westcott
- DeeAnne Zuhlke

Transportation

- Leticia Arguello
- Janet Bedingfield*
- Susan Collins
- Celeste Ewert
- Tara Fosch
- Shawna Hendricks
- Shereen Ibtesam
- Hanna Johnson*
- Michelle Johnson
- Rand Morgan
- Leiton Powell
- Cory Schmitt*
- Nichole Seward
- Amber Svitak
- Amy Threewitt

Weld's Way Home Liaisons

- Jim Riesberg
- Elena Rosenfeld
- Amy Threewitt

Organizations of Steering Committee and Domain Committee Members

- | | | |
|---|--|---|
| 60+ Ride | Greeley-Evans Transit | UCHealth |
| Alzheimer's Association | Habitat for Humanity of the St. Vrain Valley | United Way of Weld County |
| Catholic Charities | High Plains Library District | University of Northern Colorado |
| Centennial Area Health Education Center | Home Instead | Volunteers of America |
| Colorado State University Extension | Meals on Wheels of Weld County | Weld Community Foundation |
| Community Grief Center | North Front Range Metropolitan Planning Organization | Weld County Area Agency on Aging |
| Connections for Independent Living | North Range Behavioral Health | Weld County Department of Public Health and Environment |
| Dementia Together | RSVP Weld County | Weld Food Bank |
| Envision | Town of Windsor | |
| Greeley Active Adult Center | | |



Action Plans

Transportation					
This domain will be overseen by the North Front Range Metropolitan Planning Organization and its Weld Mobility Committee					
Goal	Activities		Partners	Metrics	Timeline
1- Expand the amount of transportation and mobility services available through a coordinated effort of public, private, and nonprofit providers	Expand wheelchair accessible transportation options		GET, 60+ Ride, Via Mobility Services, NFRMPO, UFRTPR, CDOT, Weld County, City of Greeley	# of wheelchair accessible options	Ongoing
	Run more public transit service on nights and weekends		GET, Via Mobility Services, CDOT, NFRMPO, UFRTPR	# of night / weekend hours in 2025 vs 2022	Ongoing
	Identify "specialty" transportation options for individuals needing stretcher or post-anesthesia transportation		NFRMPO, Aging Well, transportation service providers, government entities, healthcare providers, fire districts, private stretcher companies	# of "specialty" options	Ongoing
	Recruit additional volunteer drivers to meet the demand for transportation for older adults and adults with disabilities		60+ Ride, RAFT, NFRMPO, UWWC, A Little Help	# of volunteer drivers	Ongoing
	Work with surrounding counties and communities to meet the transportation needs of residents in border towns and in rural areas between communities		NFRMPO, Aging Well, transportation service providers, government entities, UFRTPR, CDOT	# of riders served in noted areas	Ongoing
	Explore discounted/fare-free transit and transportation for older adults and people with disabilities in both urban and rural areas		NFRMPO, Aging Well, transportation service providers, CASTA, CDOT, UFRTPR	# of no-cost trips for 60+ & people with disabilities	Ongoing
2- Work with community partners to increase awareness of and access to transportation services that serve older adults and adults with disabilities	Coordinate with the Communications Work Group to develop a community outreach and education program about transportation resources, driver safety, and travel training, including supporting and spreading awareness of RideNoCo	Create a travel training program	NFRMPO, Aging Well	# of trainings # of Rider's Guides distributed	1 year
		Develop ongoing engagement & communication plan	NFRMPO, Aging Well	plan developed	2 years
	Work with community partners to promote and expand age-and-ability friendly transportation programs and resources for older adults and adults with disabilities		NFRMPO, Aging Well, GET, City of Greeley, Weld County Public Health and Environment	# of new age-and-ability friendly transportation programs	Ongoing
	Work with community partners to make transportation more accessible to non-English speakers, building trust through improved translation and interpretation services		NFRMPO, IRC NoCo, LFS, international neighbors	# of non-English travel trainings # of non-English resources # of resources translated	Ongoing

Transportation

This domain will be overseen by the North Front Range Metropolitan Planning Organization and its Weld Mobility Committee

Goal	Activities	Partners	Metrics	Timeline	
3- Identify and address barriers, both in the built environment and other realms, that impact the mobility of older adults and adults with disabilities	Work with human service agencies to identify and quantify barriers for older adults and adults with disabilities to move throughout their communities safely and comfortably by incorporating mobility-access questions into annual surveys starting 2024	Weld County Mobility Committee organizations, Aging Well, Weld County Human Services, Weld County AAA, Envision, Adeo, United Way 211	# of participating agencies # of responses	1 year	
	Work with community partners to conduct mobility assessments such as pedestrian walk audits to bring attention to areas for improvement in the built environment	Create a toolkit to provide guidance for community partners	NFRMPO, walking advocates, Aging Well, DDA, Municipalities	toolkit created	1 year
		Promote and help conduct mobility assessments throughout Weld County	NFRMPO, walking advocates, Aging Well, DDA, Municipalities	# of mobility assessments conducted	Ongoing
	Work with the Public Works Departments of Weld County communities to create processes to incorporate an age-and-ability friendly lens in planning infrastructure projects		Weld County municipalities, planning departments, Aging Well	# of municipalities & governments incorporating age-and-ability friendly lens	Ongoing
	Work with partners to establish policies, practices, and trainings that support an inclusive age-and-ability friendly transportation network	Provide training for transportation providers that serve older adults and adults with disabilities	Dementia Together, Division of Vocational Rehab, Aging Well	# of trainings completed	Ongoing
		Develop an age-and-ability friendly transportation checklist such as having a phone option for being contacted	Dementia Together, Envision, Connections for Independent Living, AAA, Aging Well	checklist launched	Ongoing
		Remove unnecessary systemic barriers, including legal and procedural, to accessing mobility services	Aging Well, legal advocates	# of policies changed	Ongoing
	Research best practices for traffic calming and pedestrian safety beginning with a focus on areas where older adults and adults with disabilities congregate		NFRMPO, City of Greeley, Weld County, CDOT, other Weld County towns & municipalities, Vision Zero, Complete Streets, Aging Well	# of studies completed on traffic calming / vision zero	Ongoing
	4- Increase and broaden participation in the Weld Mobility Committee for the purpose of further advancing age-and-ability friendly mobility work		NFRMPO, Aging Well, transportation/walking advocates, health care agencies, transportation providers, Weld County	# of new Weld County participants # of WCMC participants	Ongoing

Social Participation, Respect, and Inclusion

Goal	Activities	Partners	Metrics	Timeline	
1- Expanded awareness of and access to social opportunities in order to build a stronger community by providing accessible info and resources to older adults, families, caregivers, and community agencies / business	Collaborate with existing information sharing networks and the other Age-Friendly Weld domains to promote social engagement opportunities and share social engagement resources		CASOA data	Ongoing	
	Expand existing networks of information sharing to include social engagement opportunities and resources	Add social section to 211	UWWC	social section created	2 years
		Add social section to Help Resources: AAA Program and Resource Guide / Senior Blue Book	AAA	social sections created	3 years
	Conduct a comprehensive evaluation of social engagement opportunities for older adults	Map existing social engagement opportunities and resources	Aging Well, community calendars, social/rec departments	report on findings	3 years
		Identify gaps in programming	Aging Well, community calendars, social/rec departments	report on findings	3 years
2- Address barriers to inclusion for older adults of all abilities and identities	Identify barriers/gaps and recommend responses by assessing current opportunities by location, targeted population, accessibility, etc.				
	Identify key organizations to host trainings on diversity, Equity and inclusion (DEI) towards minority groups		# of trainings completed	2 years	
	Develop and implement an Age-Friendly designation program similar to the Family Friendly concept		program launched	2 years	
	Expand access to the annual Weld Senior Symposium by identifying existing barriers then develop and implement strategies to address them		# of suggested strategies implemented	3 years	
3- Promote and expand intergenerational opportunities	Identify existing community events which lend themselves to intergenerational opportunities and then develop/expand those opportunities	senior centers, social organizations, Greeley Museums, social/rec departments	# of events hosted	2 years	
	Develop educational opportunities for older adults by assessing existing systems for areas of expansion/promotion and/or opportunities for new programs	UNC, Aims, High Plains Library	report on findings # of programs	2 years	

Health and Community Services

Goal	Activities		Partners	Metrics	Timeline
1- Educate targeted sectors of the community on ageism using Changing the Narrative: Ending Ageism Together resources	Nonprofits and older adult service providers	Educate Aging Well organizations	Aging Well	# of people educated	1 year
	Governmental Sector	Use a multi-step process to identify which levels of government and which legislators at those levels to target for education	AAA	# of people educated	2 years
	Education Sector	Develop and implement a strategy to educate students, teachers, and/or administrators at both the compulsory and higher education levels	school district (superintendent, teachers), Banner, UCHealth, AIMS, UNC	# of people educated	2 years
2- Address workforce crisis	Collaborate with Northern Colorado Health Sector Partnership for annual Health Summit and educate Aging Well on how to be involved		UCHealth	presentation	1 year
3- Address the affordability crisis in the health care sector, especially in-home services	Host dialogue with local legislators for improved reimbursements and worker incentives by using qualitative and quantitative data to explain the need and how solutions can reduce overall costs		AAA, home care lobby, SEP employers: health care sector, home health/care agencies data/academic research: UNC/ Aims	event held	3 years
4- To improve the caregiver support system through increased awareness and expansion efforts	Awareness	Share information regarding caregiver respite with the caregiver community	Aging Well, senior centers, NRBH peer counselor program	CASOA data	Ongoing
	Expansion	Assess and recommend respite care expansion strategies, specifically exploring adult day programs and funding options	caregiver respite providers, day care facilities, home health facilities, assisted living centers, hospitals	report on findings	2 years

Communication and Information Sharing

Goal	Activities	Partners	Metrics	Timeline	
1- To build a stronger community by providing accessible information and resources to older adults, families, caregivers, and community agencies/businesses	Educate the community on how to access existing information and resources	Assess and recommend a way to provide a central location of information for older adults	AAA, UWWC, CSU	report on findings CASOA data	2 years
		Plan and implement an Age Friendly resource navigation event	Aging Well	event hosted	2 years
	Raise awareness and educate community agencies/businesses on existing resources	Assess and recommend a strategy to educate agencies and businesses on resources for older adults	Aging Well	survey of agency referrals	2 years
	Collaborate with the other domains to promote information and events in the community for older adults		Aging Well	CASOA data	Ongoing
2- Promote and expand intergenerational opportunities	Identify existing community events which lend themselves to intergenerational opportunities and then develop/expand those opportunities	senior centers, social organizations, Greeley museums, social/rec departments	# of events hosted	2 years	
	Develop educational opportunities for older adults by assessing existing systems for areas of expansion/promotion and/or opportunities for new programs	UNC, Aims, High Plains Library District	report on findings # of programs	2 years	



Evaluation and Sustainability

The Aging Well group identified shared measures to determine the impact our collective efforts have on improving the community for older adults. These measures are collected from the Community Assessment Survey for Older Adults (CASOA), a benchmark survey facilitated by the Weld County Area Agency on Aging every four years. The CASOA collects outcome data on a variety of community indicators related to health, housing, and other services for older adults, and generates a community score card with summary scores related to six dimensions of community readiness. By using this data, along with other state and federal data sources, the Aging Well group determined a set of measures and target values to monitor the progress and effectiveness of the Age-Friendly Weld plan. These shared measures are referred to as Aging Well's community-wide measurable goals and are listed below.

Please note: At the time of this plan development, the 2022 CASOA had not yet been completed. The below target measures will be updated in 2023 to reflect the shared progress.

Increase the score in Community Design and Land Use (transportation, walkability, housing)

- Current CASOA Score (2018) – 43
- Target CASOA Score (2022) – 49

Increase the score in Health and Wellness (physical and mental health, health care, independent living)

- Current CASOA Score (2018) – 45
- Target CASOA Score (2022) – 51

Increase the score in Productive Activities (civic and social engagement, recreation, financial and legal needs)

- Current CASOA Score (2018) – 57
- Target CASOA Score (2022) – 61

Increase the score in Community Information (older adult resources, legal and financial planning, activities)

- Current CASOA Score (2018) – 41
- Target CASOA Score (2022) – 45

Increase the score in Community and Belonging (sense of community, acceptance, safety, neighborliness)

- Current CASOA Score (2018) – 49
- Target CASOA Score (2022) – 53

In addition to these overarching goals, many individual organizations are collecting more specific data that directly measures impact on the older adults they are serving. Monitoring these specific data points allows the agencies participating in the group to connect the work of their organizations to the larger community-wide goals. These organizational data metrics are referred to as the Aging Well Intermediate Measures, which are listed here.

Community and Belonging

- % of older adults who feel they live in a safe and pleasurable neighborhood
- # of older adults who volunteer with or are involved in a civic/faith-based organization or frequent a local senior center where they feel valued and respected
- % of older adults spending time each week with an individual or group with whom they have a significant relationship

Community Information

- # of Information and Assistance contacts through Weld County Area Agency on Aging
- % of people who know about Weld County Area Agency on Aging
- % of adults who feel they have awareness of community resources

Productive Activities

- % of older adults who vote in local elections
- # of older adults who feel their input influences the decision making of government and other local leaders
- % of caregivers who feel overwhelmed or exhausted when caring for another person
- % of older adults who have friends or family they rely on for assistance

Health and Wellness

- % of older adults who feel current living situation allows them to stay independent
- % of older adults who have an annual physical health wellness check
- % of older adults who have an annual dental health wellness check
- % of older adults reporting good or excellent overall mental/emotional well-being
- % of older adults who eat 5 or more fruits/vegetables per day
- % of older adults with access to affordable, quality food

Community Design and Land Use

- % of older adults reporting having no problems with accessing safe and affordable transportation
- % of older adults who report adequate availability of suitable and affordable housing
- % of Weld County municipalities that have taken older adult needs into consideration when establishing/revising building codes, design standards, community plans, etc.
- % of people open to shared housing

All of the data points collected are reported and available for the public on the Thriving Weld Dashboard, Weld County's tool for viewing community-wide shared goals and outcomes. Visit www.thrivingweld.com to explore the data.

Progress on each work plan will be reviewed at the end of each program year (June 30). As tasks/work plans are completed, the Aging Well work group will re-prioritize areas of focus, based on the current need identified by the people served, the experience of older adult-serving agencies and other partner agencies, any comments/observations made by the general public, and national and state trends (including but not limited to evidence-based best practices, legislation, and funding trends). The plan outlined in this document is designed to be completed in three years, at which time the priority areas will be re-evaluated and the plan will go through another revision based on current need. Additionally, if the ongoing plan evaluation determines the plan is ineffective, then the plan will also be revised.



Conclusion

Aging Well is dedicated to ensuring that every older adult in Weld County has opportunities to age well. The group strives to improve older adult services and community resources through an aligned continuum of catalyzing efforts. By coordinating efforts in health, care-taking, transportation, recreation, social inclusion, information sharing, food security, and more, the Aging Well group envisions a future where adults of all ages can more happily live and age in Weld County.

Those working with Aging Well are determined to provide all Weld County residents with the resources and support needed to achieve self-sufficiency and dignity, while aging in place. Older adults face complex layers of services that cannot be provided by just one agency. Through collaboration, Weld County can maximize impact and build systems to improve the health and happiness of every person in the community.

We will continue to work together, across all sectors, to find creative, practical, and personalized solutions to each individual or family's needs. We are aware of the challenges that lay ahead, and yet are unwavering in our confidence that we as a community can overcome these barriers so that every citizen in Weld County has the opportunity to age well.

In 2022, **1 in 4**

Weld County older adults reported struggling with depression, anxiety, or another mental health challenge.

24.2%

of Weld County older adults were worried about having enough money for food.

24.2%

of older adults in Weld County are housing cost burdened, paying more than 30% of their income on housing.

About **19,000** older

adults (**23.5%**) in Weld County delayed or went without needed health care in 2022.

90%

of older adults in America would prefer to age in place in their homes and communities with the required access to medical and other essential services.

Opportunities for social participation

lower the risk

of Alzheimer's and mental health decline for older adults.

1 in 3

adults in the U.S. is a caregiver for an ill, disabled, or older relative.