



Lac Courte Oreilles

Tribal Aging Plan FY 2022–2024



Wisconsin Department of Health Services
Public Health
Aging and Disability Resources
Office of Aging

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Executive Summary

1. Description of the aging Unit

The Lac Courte Oreilles (LCO) Tribe has 491 elders 55 years of age and older residing on the reservation out of 711 residing within Sawyer County. The LCO Tribe recognizes elders at 55 years of age due to the shorter life expectancy from the disparity of living conditions within the rural reservation.

The LCO Elder Center is centrally located within the heart of the Lac Courte Oreilles reservation with two meal delivery routes that serve multiple communities that is also tasked with providing information, resources, and upcoming community events. We strive to offer a one stop shop for elders and people living with disabilities to receive and access resources in one location

MISSION

To provide elders with reliable information and to maintain a high standard of assistance while honoring traditional culture.

VISION & VALUES

Uphold the Seven Grandfather Teachings: truth, love, bravery, respect, wisdom, humility, honesty, in program service and delivery.

2. Services provided to the community.

The Lac Courte Oreilles (LCO) Aging and Disabilities Services Department receives Title III and Title VI program along with other funding including ADRS, DCS, and Elder Transportation within the LCO Tribal reservation boundaries.

The primary function of the program is to provide services to elders that will support them in maintaining their independence and remain in their homes, such as:

1. Congregate and home delivered meals
2. Non-medical transportation for the elderly
3. Coordination of resources and services with partnering agencies such as GLITC, ADRC of the North, Sawyer County Aging, and Senior Resource Center.
4. Volunteer programs, such as Foster Grandparent/Senior Companions Program through the Great Lakes Inter-Tribal Council, Inc.
5. Services provided for Tribal Elder Benefits and Tribal Disability Benefits through collaboration with the Great Lakes Inter-Tribal Council, Inc.
6. Elder Services Coordinator provides information, referral and assistance for home repair, auto repair, lawn care and snow plowing.
7. Aging and Disability Specialist (ADRS) provides information, resources, and referrals for a variety of services.
8. Dementia Care Specialist (DCS) to create awareness and education about dementia with the community.
9. Cultural, inter-generational and recreational activities
10. Nutrition Education programs in partnership with University of Wisconsin – Extension's FoodWise Program and LCO College Extension.
11. Special event and socialization opportunities for elders, such as evidence-based health promotion workshops, cultural, educational, social & nutrition events.

12. Caregiver support and respite for elders available through local and tribal programs.

The Elder Center also operates a Family Caregiver Support program provided by the Title VI funding to assist family caregivers with supplies, respite, snow removal services, and a personal monitoring system (Life Alert) for elders who are frail or are fall risks.

The LCO Tribe's Title III and Title VI programs operate out of one central location to provide optimal services for elders served. The LCO Elder Center coordinates services with the ADRC-North, Inclusa, (a Managed Care Organization) for the Family Care and IRIS programs and the Senior Resource Center in Hayward; The LCO Elder Center also coordinates transportation services to meet the needs of seniors within the LCO community in Sawyer County in partnership with Namekagon Public Transportation, North Country Independent Living, LCO Community Health Center and the LCO Elder Transportation 85.215 grant.

3. Current Challenges and needs of the community.

- On the LCO Reservation, there is an increase in substance abuse causing an increase in older adults or grandparents caring for children.
- High unemployment
- High poverty rate
- Lower life expectancy
- An insufficient amount of long-term care facilities
- Inadequate housing
- Major health-related issues, including Covid causing social isolation impacting physical and mental health.
- Lack of broadband availability for elders to access more information.

4. The long-term vision for the aging unit.

- We would like to see a new facility that is handicap and elderly accessible, has adequate space to provide for more interaction and social activities, commercial kitchen, meeting space, more bathrooms, increased storage area, garage for vehicles, and sufficient space to provide all the services required.
- Additional staff to assist with the growing aging population.
- Growth in services provided to the community including respite services for caregivers and expanded transportation services to the elders in our service area.

5. Description of the Aging Unit Leadership

The Aging Unit is under the direction of Rosalie Gokee. Rosalie has been in this position since November 3, 2021, and comes with several years of experience and advocacy on behalf of the elder population.

Name: Rosalie Gokee
Title: Interim Tribal Aging Unit Director
Tribe: Lac Courte Oreilles Band of Lake Superior Chippewa Indians
Official Tribal Aging Department Name: Lac Courte Oreilles Tribal Aging Services
Address: 13878 W North Agency Rd

Stone Lake, WI 54876
Email: rosalie.gokee@lco-nsn.gov
Phone: (715) 957-0077

Name: Louis Taylor
Title: Tribal Chairman
Tribe: Lac Courte Oreilles Band of Lake Superior Chippewa Indians
Address: 13394 W Trepania Rd
Hayward, WI 54843
Phone: (715) 634-8934

Name: Marie Kuykendall
Title: Elder Advisory Committee Chairwoman
Tribe: Lac Courte Oreilles Band of Lake Superior Chippewa Indians
Address: 13394 W Trepania Rd
Hayward, WI 54843
Phone: (715) 634-8934

Context

Demographic Information:

The Lac Courte Oreilles Elder Center currently serves 135 people 55 years of age and older in the nutrition program. We also serve a small population of individuals who are under 55 years of age who are permanently disabled and homebound who receive our services through Family Care or IRIS.

Over 80% of the elders who are Nutrition Program participants live on fixed incomes, and for many of them, the meals provided to our Elders is their main meal, and in some cases is their only meal for the day. Pre-Covid, 30 Elders participated in the congregate meals on a fairly regular basis, and 95 Elders are in the home-delivered meals category.

Currently our open congregate site serves approximately 5-10 individuals on a daily basis and provides 130 home-delivered-meals. The congregate meal setting provides opportunities for the Elders to socialize in a more relaxed atmosphere, helps staff to monitor their well-being, and gives them readily available access to staff and program information and resources. The role of the Home Delivered Meal driver has increased dramatically with covid because this maybe the only point of contact for the elder; the driver can report any resource or assistance needs observed or reported by the elder.

Current Needs of Older Adults:

Through a survey conducted by the LCO Aging & Disabilities Program August 1st 19, 2021 the following needs were identified:

- Transportation
- Nutrition Program
- Chore Services
- Socialization events/activities
- Dementia awareness and education
- Resource Information
- Need for outreach/ awareness of the program and services

Future Needs of Older Adults:

Through a survey conducted by the LCO Aging & Disabilities Program August 1st 19, 2021 the following needs were identified:

- Chores Services: yard work, sidewalk clean up, snow plowing
- Social events i.e., movies, group trips, elder rummage sale
- Cultural events including traditional cooking and crafts
- Increased transportation services such as grocery shopping and to social activities

Along with the results from the survey, staff have identified the following needs of the elders within the community:

- Increased education and awareness of services offered by the LCO Aging and Disabilities Services Department
- Increasing dissemination and avenues of information to reach more elders
- Increasing need for Caregiver support
- Increase in staff to better serve the growing elder population

Resources and partnerships available to fulfill the needs of the elders

In addition to the resources that LCO Aging and Disabilities Services Department has available, we have partnership within LCO Tribal Entities as well as partnerships within Sawyer County and the aging network. Some of the collaborations and partnerships within the Tribal Community include Housing, Health Care Center, Income Maintenance, Energy Assistance, Vocational Rehabilitation, Behavioral Health, LCO Development and others as needed. These partnerships are used to ensure the needs of elders are being met. The county partnerships include ADRC of Sawyer County, Sawyer County Elders Center, Sawyer County Dementia and Caregiver Support Network, Sawyer County Workforce Alliance, Sawyer County Adult Protective Services, Salvation Army, Food shelf, and the Restore. Partnerships and collaborations within the aging network include GLITC, NCIL, GWAAR, elder transportation through the 85.215 Elder Transportation Grant, and Judicare.

One of the resources that the LCO Tribe is bringing to LCO Aging and Disabilities Services Department is a new facility for the department realizing that there is a need for this in the community. This will allow for a new expanded kitchen to prepare the elder nutritional meals, adequate meeting and congregating space for social, health and educational activities as well as elder dining, handicap accessible entry and bathroom facilities, increased storage space, and office space for employees of the department. This new facility will further increase the capacity of the department to fulfill the needs of current elders and our growing elder population.

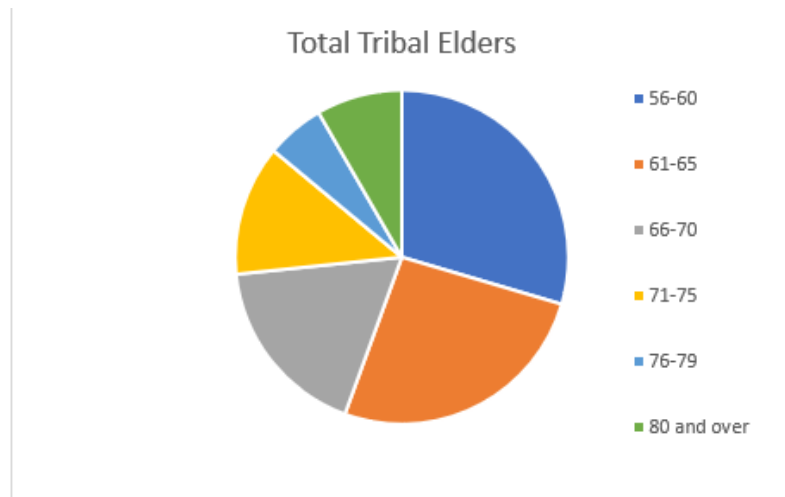
Elder Population Information

Current population of older adults the aging unit serves. However, some services are not exclusive to within the reservation boundaries or the tribal elder population.

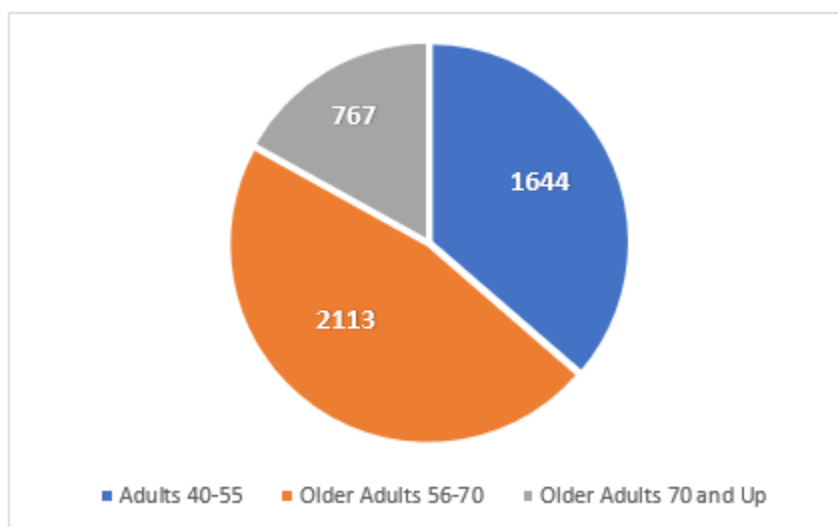
There are a total of Tribal Elders 55 and older is **3,054**

Total Tribal Elders residing within the reservation boundaries is **542**

LCO Tribal Member	
Age Range	Number
40 - 45	605
46-50	451
51-55	588
56-60	851
61-65	749
66-70	513
71-75	364
76-79	163
80 and over	240



The current number of LCO elders that are 56 and older is 2,880. The number of elders to be added by 2031 will be 1039 (over 1/3 of the current elder number).

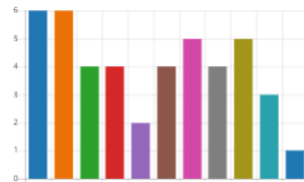


Community Involvement in the Development of the Aging Plan

August 1, 2021, 135 elder surveys were distributed with elder meals as of the survey end date of Friday August 13, 2021, there were 10 elders who responded to the survey. The results found:

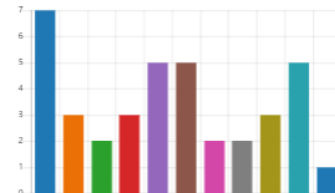
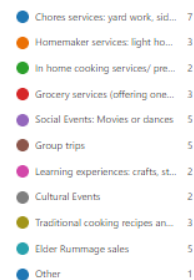
3. What is the LCO Aging and Disability Services/ Nutrition Program doing well and should continue to do?

[More Details](#)



4. What kind of activities would you like to see the Elder Program provide?

[More Details](#)



For additional information about the survey findings please see Appendix 1: Community Engagement Report at the end of the Tribal Aging Plan.

April 1, 2021, 135 elder surveys were distributed with elder meals as of the survey end date of April 30, 2021, there were 25 elders who responded to the survey. The results found that the majority of the elders surveyed favor lunch and then dinner as their time to eat.

Proteins are top favorite foods as well as fruits. Wild rice, venison and fish are top traditional foods.

For additional information about the survey findings please see Appendix 2: Community Engagement Report at the end of the Tribal Aging Plan.

Public Hearing Requirements

A date for the Public Hearing on the Aging plan has been scheduled for December 17, 2021. The Public Hearing Notice has been posted and published in the Elder and Tribal Newsletter. A copy of the Hearing Notice is attached.

The Draft Aging Plan was presented to the LCO Elder Advisory Council on December, 4, 2021, for their review and the Plan was unanimously approved.

The Aging Plan will be presented to the LCO Tribal Governing Board for approval on December 20, 2021.

Goals for the Plan Period

Focus area: III-B Supportive Services/ Enhance ongoing community engagement		Due Date
Goal statement: Increase marketing and education efforts regarding available services.		Dec 2023
Plan for measuring overall goal success We will have increased number of participants in our programs in SAMS		
Specific strategies and steps to meet your goal:	Measure (How will you know the strategies and steps have been completed?)	Due Date
Strategy 1: Increase Marketing Efforts		Dec 2022
Action step: Meet with Team to brainstorm on how information is being sent and how to increase efforts.	By monitoring participation in events and feedback.	
Action step: Develop a plan that ensures that information is distributed through a variety of resources to ensure that the majority of elders receive information.	Monitor Elder Center Facebook informational posts & track participation.	
Action step: Determine needed marketing materials for various services, programs, and events.	By monitoring participation in events and feedback.	
Strategy 2: Collaboration with Entities		Dec 2022
Action step: Identify and contact entities to participate or partner to provide or services or resource information.	Through staff meetings and outreach planning.	
Action step: Work with GLITC, Tribal Departments, local ADRC, or other resources to help develop marketing materials.	Through staff meetings, meetings with partnering agencies, and outreach planning.	
Action step: Work with Local businesses, Tribal Departments, and local ADRC to help distribute marketing materials to Elders.	Will have a list of partnering agencies that will help with outreach.	
Strategy 3: Coordinate on-site Presentations		Dec 2022
Action step: Attend community events (tribal, county, local) to introduce staff to community members.	Tracking spreadsheet of events/ activities.	
Action step: Coordinate "office hours" for Tribal EBS and Tribal DBS monthly.	Schedule of times/dates that Rachel and Grace will be on-site.	
Action step: Coordinate Presentations of LCO Aging staff to Elders during lunch or at an annual meet and greet (open house event) or elder meetings.	Would promote the event and have a sign-in sheet to track participation.	
Strategy 4: Survey the Elders annually to find out how effective the new strategies worked		Dec 2022
Annual progress notes		

Focus area: III-C Nutrition Services/ Person-centered services		Due Date
Goal statement: Decrease food insecurity within the Community and promote healthier eating habits while reducing risks for diabetes and other chronic conditions.		Dec 2023
Plan for measuring overall goal success – A survey will be provided and meal counts will be tracked.		
Specific strategies and steps to meet your goal:	Measure (<i>How will you know the strategies and steps have been completed?</i>)	Due Date
Strategy 1: Provide Education to the community		Dec 2022
Action step: Increase awareness about the offerings for shelf stable/ frozen meals.	Would have this information distributed a variety of ways.	
Action step: Continue to provide healthy meal preparation and education through presentation.	Track promotional materials and sign-in sheets for the day.	
Action step: Provide recipes and ideas for healthier meal preparation/ choices.	Would have this information distributed a variety of ways.	
Strategy 2: Utilize the Elder Center Community Raised Garden Beds		Dec 2023
Action step: Procure all the supplies and seeds needed to grow the garden.	Purchase or receive donations for supplies needed.	
Action step: Allow for vegetables grown available for the elder meals that are served as well as elders to take home.	Meal preparations planned as vegetables are available for use.	
Action step: Evaluate the growth of the garden space.	Meet with the elders and staff about needs.	
Strategy 3: Increasing awareness about the Congregate Meal Site		Dec 2022
Action step: Develop new ways to reach elders who may not be aware of what is available or offered.	Will have a brainstormed list of other ways to reach Elders.	
Action step: Connect with Boys and Girls Club or Summer Youth Program to have a “Serve your Elders Day”.	Track promotional materials and sign-in sheets for the day.	
Strategy 4: Review the elder Meal Plans		Dec 2022
Action step: Ask for elder input by survey or conversations in regard to the elder meals.	Provide a survey with the information required from dietitian.	
Action step: Work with the Nutrition Manager and Dietitian on increasing the number of indigenous menu items.	Provide a survey for input regarding indigenous menu items.	
Annual progress notes		

Focus area: III-D Health Promotion		Due Date
Goal statement: Increase activities that reduce risk factors for dementia, chronic disease, and encourage mobility through Evidence-based Health Promotion workshops being offered		Dec 2023
Plan for measuring overall goal success – SAMs data would show more participation		
Specific strategies and steps to meet your goal:	Measure (<i>How will you know the strategies and steps have been completed?</i>)	Due Date
Strategy 1: Find out what is available for Evidence-based Workshops		Dec 2022
Action step: Look at WIHA website about what is being offered virtually or available for staff training.	Will have a schedule or list that we can provide to elders who are in need/ interested.	
Action step: Collaboration with GLITC, the county and other tribal communities on trainings offered.	Will have MOUs with GLITC and the County on how we will split cost and participation.	
Action step: Identify funding sources for incentives to encourage participation.	Through staff meetings and funding agency contacts.	
Strategy 2: Review options for development of LCO Health Promotion Programs		Dec 2023
Action step: Determine funding sources such as Title III-D and/or ARPA and what can be covered.	Will have a budget to work from to see where can expend.	
Action step: “on staff” facilitator of these Workshops so LCO could offer more workshops.	Will have a list of staff at Aging and Clinic interested in trainings and which trainings.	
Action step: Offer one Dementia focused training.	Track promotional materials and participation through sign-in sheets.	
Strategy 3: Increase awareness and knowledge for health promotion		Dec 2023
Action step: Collaborate with the Health Clinic to refer Elders with diabetes, unsteady walking, frail elders, memory screens with further evaluation, in-home health needs.	Create a referral sheet.	
Action step: Increase marketing/ information into the community about offerings for health promotion.	Develop a schedule and promote workshops year around.	
Annual progress notes		

Focus area: Equity/ Advocacy		Due Date
Goal statement: Increase awareness about Dementia and address Caregiver barriers		Dec 2023
Plan for measuring overall goal success – Increased knowledge of the community.		
Specific strategies and steps to meet your goal:	Measure (How will you know the strategies and steps have been completed?)	Due Date
Strategy 1: Find out what is needed most from Caregivers and Elders with Dementia		Dec 2022
Action step: Send out a survey or reach out to Caregivers and Care recipients.	By returned surveys.	
Action step: Meet with staff about barriers that they have in providing services for Caregivers.	Staff meetings and training.	
Action step: Educating staff about Dementia.	Staff meetings and training.	
Action step: Educate the community at large about the need for caregivers within the community (what is a caregiver?)	By promoting educational materials and training opportunities through a variety of marketing tools.	
Strategy 2: Provide training for Caregivers		Dec 2022
Action step: Promote/ provide training opportunities to Caregivers.	By tracking interest and promotional items through a variety of marketing tools.	
Action step: provide “Savvy Caregiver in Indian Country”.	By participation and pre & post questionnaires of participants.	
Strategy 3: Provide training for Staff		Dec 2023
Action step: Collaborate with agencies about trainings available (GLITC – Together Strong Dementia, RCAW – Dementia Trainings)	By participation and questionnaires of participants	
Strategy 4: Create a “Respite Workers” pool of providers		Dec 2022
Action step: Recruit Respite Workers.	By increased respite pool participants.	
Action step: Hold Informational events.	Promote the event and have vender and sign in sheets	
Action step: Reach out to RCAW as a resource for Respite Care Training.	Through correspondence and tracking of referrals.	
Strategy 4: Collaborate with other Tribal DCS to coordinate support		Dec 2022
Action step: offer book clubs two times per year for caregivers’ community.	Track participation.	
Action step: offer monthly caregiver support group.	Promote and track participation.	

Annual progress notes

Coordination Between Title III and Title VI

The LCO Tribe's Title III and Title VI programs operate out of one central location to provide greater cost efficiencies for both programs.

Title VI funding is utilized exclusively for Tribal Elders 55 and older and Title III funding can be utilized for any Elder 60 and older.

LCO Aging has determined this is how meals are funded:

- Title VI funds are used to provide meals to Tribal Elders 55 to 69.
- Title III funds are used to provide meals to Tribal Elders 70 and older as well as non-tribal elders 60 and older.

Title VI Part C serves Tribal Elders who are Caregiver or being cared for and Title III AFCSP funds are used to support Caregivers of Elders with a Dementia diagnosis within the community.

Organization, Structure and Leadership of the Aging Unit

Primary Contact to Respond to Questions About the Aging Plan

Provide contact information for the primary person who will respond to questions and comments about the aging unit and three-year plan. Aging units may use their own chart but a template is provided below. Include primary contact information in the body of the aging plan.

Primary Contact to Respond to Questions About the Aging Plan Template

Name: Rosalie Gokee

Title: Tribal Aging Unit Director - Interim

Tribe: Lac Courte Oreilles Band of Lake Superior Chippewa Indians

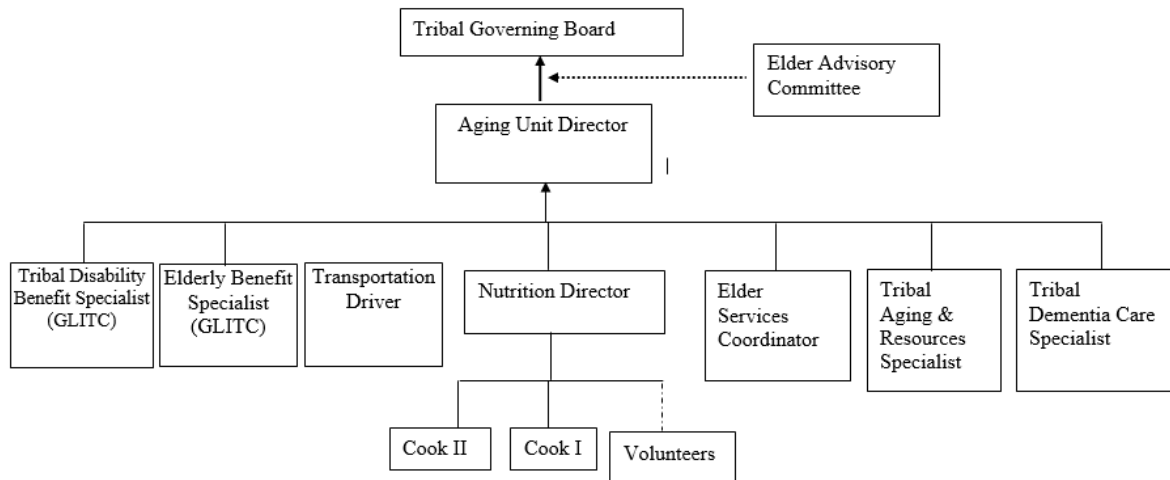
Official Tribal Aging Department Name: Lac Courte Oreilles Tribal Aging Unit

Address: 13878 W North Agency Rd

City: Stone Lake State: Wisconsin Zip Code: 54876

Email Address: rosalie.gokee@lco-nsn.gov Phone #: (715) 957-0077

Organizational Chart of the Aging Unit



Staff of the Aging Unit

Provide the required information on the people employed as the aging unit director, nutrition director, program nutritionist (including under contract), lead information and assistance specialist, benefit specialist, health promotion coordinator, family caregiver coordinator, transportation coordinator, and other aging unit staff (as applicable). Use the template provided below and include in the body of the aging plan.

Staff of the Aging Unit Template

List the people employed by the aging unit. Include additional rows as needed.

Name: Rosalie Gokee Job Title: Interim Aging Unit Director Telephone Number: (715) 957-0077 Email: rosalie.gokee@lco-nsn.gov
Brief Description of Duties: Administer the elder services program including the administration of program contracts and grants, budgets, reports, and planning and supervision of staff.
Name: Carla Karaszewski Job Title: Interim Nutrition Manager Telephone Number/email Address: (715) 865-3379 carla.karaszewski@lco-nsn.gov
Brief Description of Duties: Nutrition site management, supervision of nutrition site staff and volunteers. Responsible for reporting data into SAMS, nutrition program accounts payables, monthly meal menus, coordinates maintenance of HDM vehicles, assists with planning events and trips for elders, and distribution of information to elders with HDM.
Name: Carole Bartold Job Title: Cook II Telephone Number/email Address: (715) 865-3379
Brief Description of Duties: Menu planning, ordering food, managing inventory of nutrition program supplies, performs monthly cost analysis of food supplies; meal preparation and food service in compliance with State and Federal Nutrition Guidelines; supervises kitchen area and maintaining high standards of cleanliness.
Name: Richard Bartold & Dave Belille Sr. Job Title: Cook I Telephone Number/email Address: (715) 957-0027
Brief Description of Duties: Assists in the preparation of meals and daily kitchen duties, such as packaging meals for home delivery, clean up and sanitation of kitchen and equipment and assists with HDM.
Name: Doreen Wolfe Job Title: Elder Services Coordinator Telephone Number/email Address: (715) 558-7940 doreen.wolfe@lco-nsn.gov

Brief Description of Duties: Tribal services to include Home and Auto repair, snowplowing, recycling center garbage disposal, lawn care, referral of elders for appropriate resources or services.
Name: Diana "Di-Z" Cross Job Title: Tribal Aging and Disability Resource Specialist Telephone Number/email Address: (715) 558-7941 diana.cross@lco-nsn.gov
Brief Description of Duties: Ensures culturally appropriate information about aging and disability resources, provides individuals with information regarding long-term care programs and services, provides options counseling, conducts intakes and makes appropriate referrals or provides information regarding resources, also acts as a liaison for referral to the Tribal EBS and DBS.
Name: Rosalie Gokee Job Title: Tribal Dementia Care Specialist Telephone Number/email Address: (715) 558-7944 rosalie.gokee@lco-nsn.gov
Brief Description of Duties: Create education and awareness about Dementia in the tribal community, conducts intakes which includes information and referrals to appropriate resources, conducts memory screens, coordinates training and support services for caregivers, provides presentations regarding dementia for both the individual and caregivers.
Name: Robert Trepania Job Title: Transportation Driver Telephone Number/email Address: (715) 865-3379
Brief Description of Duties: Provides non-medical transportation to elders such as grocery shopping, cultural events, community and elder center activities, assists with HDM as needed.
Name: Grace Livingston Job Title: Tribal Elder Benefits Specialist (GLITC) Telephone Number/email Address: (715) 661-4067
Brief Description of Duties: Provides assistance and advocacy for Tribal Elders with their private or government benefits including Medicare and Social Security.
Name: Rachel Coughtry Job Title: Tribal Disability Benefits Specialist (GLITC) Telephone Number/email Address/email Address: (715) 892-7909
Brief Description of Duties: Provides assistance and advocacy to Tribal members age 18 to 55 with their private or government benefits including Medicare and Social Security.

Aging Unit Coordination with ADRCs

The LCO Elder Center coordinates services with the ADRC-North, Inclusa, (a Managed Care Organization) for the Family Care and IRIS programs and the Senior Resource Center in Hayward; The LCO Elder Center also coordinates transportation services to meet the needs of seniors within the LCO community in Sawyer County in partnership with Namekagon Public Transportation, North Country Independent Living, LCO Community Health Center and the LCO Elder Transportation 85.215 grant.

Statutory Requirements for the Structure of the Aging Unit

[Chapter 46.82 of the Wisconsin Statutes](#) sets certain legal requirements for aging units. Consider if the county or tribe is in compliance with the law.

Organization: The law permits one of three options. Which of the following permissible options has the tribe chosen?	Check One
(1) An agency of county/tribal government with the primary purpose of administering programs for older individuals of the county/tribe.	
(2) A unit, within a county/tribal department with the primary purpose of administering programs for older individuals of the county/tribe.	X
(3) A private, nonprofit corporation, as defined in s. 181.0103 (17).	
Organization of the Commission on Aging: The law permits one of three options. Which of the following permissible options has the tribe chosen?	Check One
For an aging unit that is described in (1) or (2) above, organized as a committee of the county board of supervisors/tribal council, composed of supervisors and, advised by an advisory committee, appointed by the county board/tribal council. Older individuals shall constitute at least 50% of the membership of the advisory committee and individuals who are elected to any office may not constitute 50% or more of the membership of the advisory committee.	X
For an aging unit that is described in (1) or (2) above, composed of individuals of recognized ability and demonstrated interest in services for older individuals. Older individuals shall constitute at least 50% of the membership of this commission and individuals who are elected to any office may not constitute 50% or more of the membership of this commission.	
For an aging unit that is described in (3) above, the board of directors of the private, nonprofit corporation. Older individuals shall constitute at least 50% of the membership of this commission and individuals who are elected to any office may not constitute 50% or more of the membership of this commission.	
Full-Time Aging Director: The law requires that the aging unit have a full-time director as described below. Does the tribe have a full-time aging director as required by law?	Yes

Role of the Policy-Making Body

The Lac Courte Oreilles Tribal Governing Board is an elected body of seven representatives who act as the governing authority of the Band and its tribal membership.

Membership of the Policy-Making Body

The tribal governing board must appoint a governing and policy-making body known as the commission on aging (46.82 (4)). List the membership of the tribal aging unit's governing and policy-making body using the template provided below and include in the body of the aging plan. There are term limits for the membership of the policy-making body.

Membership of the Tribal Commission on Aging Template

Official Name of the Tribal Aging Unit's Governing and Policy-Making Body:

Name	Age 60 and Older	Elected Official	Year First Term Began
Chairperson:			
Louis Taylor (Chairman)	Yes	Yes	2021
Lorraine Gouge (Vice-Chairwoman)	Yes	Yes	2019
Michelle Beaudin	No	Yes	2019
Tweed Shuman(Secretary/Treasurer)	No	Yes	2021
Glenda Barber	Yes	Yes	2019
Don Carley	Yes	Yes	2021
Gary "Little Guy" Clause	No	Yes	2019

Role of the Advisory Committee

Where an aging unit has both a policy-making body and an advisory committee (sometimes referred to as the tribal aging council), a key role of the advisory committee is to advise the policy-making body in the development of the plan and to advocate for the interest of older adults. Evidence of this involvement should be listed as an attachment in the appendices of the aging unit plan.

Membership of the Advisory Committee

A tribal aging advisory committee is required if the tribal commission on aging (governing and policy-making body) does not follow the Elders Act requirements for elected officials, older adults, and terms, or if the commission is a committee of the tribal governing board (46.82 (4) (b) (1)). If the tribal aging unit has an advisory committee, list the membership of the advisory committee using the template provided below and include in the body of the aging plan. Older individuals shall constitute at least 50% of the membership of the advisory committee and individuals who are elected to any office may not constitute 50% or more of the membership of the advisory committee. There are no term limit requirements on advisory committees.

Membership of the Advisory Committee Template

Official Name of the Tribal Aging Unit's Advisory Committee:

Name	Age 60 and Older	Elected Official	Start of Service
Chairperson: Marie Kuykendall	x	No	2014
Ramona Ingerson	x	No	2017
Tom Carley	x	No	2017
Christine Isham	x	No	2017
Dorothy Sharon	x	No	2017
Faith Smith	x	No	2014
Vernon Martin	x	No	2013
Lorraine Smith	x	No	2013
Victoria Carpenick	x	No	2021

Budget Summary

The budget will be attached with the final submission of the Aging Plan.

Verification of Intent

The purpose of the Verification of Intent is to show that tribal government has approved the plan. It further signifies the commitment of tribal government to carry out the plan. Copies of approval documents must be available in the offices of the aging unit.

Use the template provided below and include in the body of the aging plan.

Verification of Intent Template

The person(s) authorized to sign the final plan on behalf of the commission on aging and the tribal governing body representative must sign and indicate their title. This approval must occur before the final plan is submitted to the AAA for approval.

We verify that all information contained in this plan is correct.

Signature and Title of the Chairperson of the Tribal Commission on Aging	Date
--	------

Signature and Title of the Authorized Tribal Governing Board Representative	Date
---	------

Assurances of Compliance with Federal and State Laws and Regulations

A signed copy of this statement must accompany the plan. The plan must be signed by the person with the designated authority to enter into a legally binding contract. Most often this is the tribal board chairperson. The assurances agreed to by this signature page must accompany the plan when submitted to the AAA and BADR.

The assurances need not be included with copies of the plan distributed to the public.

Use the template provided below and include in the body of the aging plan.

Compliance with Federal and State Laws and Regulations for 2022-2024

On behalf of the tribe, we certify

(Give the full name of the tribal aging unit)

has reviewed the appendix to the tribal plan entitled Assurances of Compliance with Federal and State Laws and Regulations for 2022-2024. We assure that the activities identified in this plan will be carried out to the best of the ability of the tribe in compliance with the federal and state laws and regulations listed in the Assurances of Compliance with Federal and State Laws and Regulations for 2022-2024.

Signature and Title of the Chairperson of the Tribal Commission on Aging	Date
--	------

Signature and Title of the Authorized Tribal Governing Board Representative	Date
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The applicant certifies compliance with the following regulations:

1. Legal Authority of the Applicant

- The applicant must possess legal authority to apply for the grant.
- A resolution, motion or similar action must be duly adopted or passed as an official act of the applicant's governing body, authorizing the filing of the application, including all understandings and assurances contained therein.
- This resolution, motion or similar action must direct and authorize the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required.

2. Outreach, Training, Coordination & Public Information

- The applicant must assure that outreach activities are conducted to ensure the participation of eligible older persons in all funded services as required by the Bureau of Aging and Disability Resources Resource's designated Area Agency on Aging.
- The applicant must assure that each service provider trains and uses elderly persons and other volunteers and paid personnel as required by the Bureau of Aging and Disability Resources Resource's designated Area Agency on Aging.
- The applicant must assure that each service provider coordinates with other service providers, including senior centers and the nutrition program, in the planning and service area as required by the Bureau of Aging and Disability Resources Resource's designated Area Agency on Aging.
- The applicant must assure that public information activities are conducted to ensure the participation of eligible older persons in all funded services as required by the Bureau of Aging and Disability Resources Resource's designated Area Agency on Aging.

3. Preference for Older People with Greatest Social and Economic Need

The applicant must assure that all service providers follow priorities set by the Bureau of Aging and Disability Resources Resource's designated Area Agency on Aging for serving older people with greatest social and economic need.

4. Advisory Role to Service Providers of Older Persons

The applicant must assure that each service provider utilizes procedures for obtaining the views of participants about the services they receive.

5. Contributions for Services

- The applicant shall assure that agencies providing services supported with Older Americans Act and state aging funds shall give older adults a free and voluntary

opportunity to contribute to the costs of services consistent with the Older Americans Act regulations.

- Each older recipient shall determine what he/she is able to contribute toward the cost of the service. No older adult shall be denied a service because he/she will not or cannot contribute to the cost of such service.
- The applicant shall provide that the methods of receiving contributions from individuals by the agencies providing services under the county/tribal plan shall be handled in a manner that assures the confidentiality of the individual's contributions.
- The applicant must assure that each service provider establishes appropriate procedures to safeguard and account for all contributions.
- The applicant must assure that each service provider considers and reports the contributions made by older people as program income. All program income must be used to expand the size or scope of the funded program that generated the income. Nutrition service providers must use all contributions to expand the nutrition services. Program income must be spent within the contract period that it is generated.

6. Confidentiality

- The applicant shall ensure that no information about, or obtained from an individual and in possession of an agency providing services to such individual under the county/tribal or area plan, shall be disclosed in a form identifiable with the individual, unless the individual provides his/her written informed consent to such disclosure.
- Lists of older adults compiled in establishing and maintaining information and referral sources shall be used solely for the purpose of providing social services and only with the informed consent of each person on the list.
- In order that the privacy of each participant in aging programs is in no way abridged, the confidentiality of all participant data gathered and maintained by the State Agency, the Area Agency, the county or tribal aging agency, and any other agency, organization, or individual providing services under the State, area, county, or tribal plan, shall be safeguarded by specific policies.
- Each participant from whom personal information is obtained shall be made aware of his or her rights to:
 - (a) Have full access to any information about one's self which is being kept on file;
 - (b) Be informed about the uses made of the information about him or her, including the identity of all persons and agencies involved and any known consequences for providing such data; and,
 - (c) Be able to contest the accuracy, completeness, pertinence, and necessity of information being retained about one's self and be assured that such information, when incorrect, will be corrected or amended on request.
- All information gathered and maintained on participants under the area, county or tribal plan shall be accurate, complete, and timely and shall be legitimately

necessary for determining an individual's need and/or eligibility for services and other benefits.

- No information about, or obtained from, an individual participant shall be disclosed in any form identifiable with the individual to any person outside the agency or program involved without the informed consent of the participant or his/her legal representative, except:
 - (a) By court order; or,
 - (b) When securing client-requested services, benefits, or rights.
- The lists of older persons receiving services under any programs funded through the State Agency shall be used solely for the purpose of providing said services, and can only be released with the informed consent of each individual on the list.
- All paid and volunteer staff members providing services or conducting other activities under the area plan shall be informed of and agree to:
 - (a) Their responsibility to maintain the confidentiality of any client-related information learned through the execution of their duties. Such information shall not be discussed except in a professional setting as required for the delivery of service or the conduct of other essential activities under the area plan; and,
 - (b) All policies and procedures adopted by the State and Area Agency to safeguard confidentiality of participant information, including those delineated in these rules.
- Appropriate precautions shall be taken to protect the safety of all files, microfiche, computer tapes and records in any location which contain sensitive information on individuals receiving services under the State or area plan. This includes but is not limited to assuring registration forms containing personal information are stored in a secure, locked drawer when not in use.

7. Records and Reports

- The applicant shall keep records and make reports in such form and requiring such information as may be required by the Bureau of Aging and Disability Resources and in accordance with guidelines issued solely by the Bureau of Aging and Disability Resources and the Administration on Aging.
- The applicant shall maintain accounts and documents which will enable an accurate review to be made at any time of the status of all funds which it has been granted by the Bureau of Aging and Disability Resources through its designated Area Agency on Aging. This includes both the disposition of all monies received and the nature of all charges claimed against such funds.

8. Licensure and Standards Requirements

- The applicant shall assure that where state or local public jurisdiction requires licensure for the provision of services, agencies providing services under the county/tribal or area plan shall be licensed or shall meet the requirements for licensure.

- The applicant is cognizant of and must agree to operate the program fully in conformance with all applicable state and local standards, including the fire, health, safety and sanitation standards, prescribed in law or regulation.

9. Civil Rights

- The applicant shall comply with Title VI of the Civil Rights Act of 1964 (P.L. 88-352) and in accordance with that act, no person shall on the basis of race, color, or national origin, be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination under any program or activity under this plan.
- All grants, sub-grants, contracts or other agents receiving funds under this plan are subject to compliance with the regulation stated in 9 above.
- The applicant shall develop and continue to maintain written procedures which specify how the agency will conduct the activities under its plan to assure compliance with Title VI of the Civil Rights Act.
- The applicant shall comply with Title VI of the Civil Rights Act (42 USC 2000d) prohibiting employment discrimination where (1) the primary purpose of a grant is to provide employment or (2) discriminatory employment practices will result in unequal treatment of persons who are or should be benefiting from the service funded by the grant.
- All recipients of funds through the county/tribal or area plan shall operate each program or activity so that, when viewed in its entirety, the program or activity is accessible to and usable by handicapped adults as required in the Architectural Barriers Act of 1968.

10. Uniform Relocation Assistance and Real Property Acquisition Act of 1970

The applicant shall comply with requirements of the provisions of the Uniform Relocation and Real Property Acquisitions Act of 1970 (P.L. 91-646) which provides for fair and equitable treatment of federal and federally assisted programs.

11. Political Activity of Employees

The applicant shall comply with the provisions of the Hatch Act (5 U.S.C. Sections 7321-7326), which limit the political activity of employees who work in federally funded programs. [Information about the Hatch Act is available from the U.S. Office of Special Counsel at <http://www.osc.gov/>]

12. Fair Labor Standards Act

The applicant shall comply with the minimum wage and maximum hours provisions of the Federal Fair Labor Standards Act (Title 29, United States Code, Section 201-219), as they apply to hospital and educational institution employees of state and local governments.

13. Private Gain

The applicant shall establish safeguards to prohibit employees from using their positions for a purpose that is or appears to be motivated by a desire for private gain for themselves or others (particularly those with whom they have family, business or other ties).

14. Assessment and Examination of Records

- The applicant shall give the Federal agencies, State agencies and the Bureau of Aging and Disability Resources Resource's authorized Area Agencies on Aging access to and the right to examine all records, books, papers or documents related to the grant.
- The applicant must agree to cooperate and assist in any efforts undertaken by the grantor agency, or the Administration on aging, to evaluate the effectiveness, feasibility, and costs of the project.
- The applicant must agree to conduct regular on-site assessments of each service provider receiving funds through a contract with the applicant under the county or tribal plan.

15. Maintenance of Non-Federal Funding

- The applicant assures that the aging unit, and each service provider, shall not use Older Americans Act or state aging funds to supplant other federal, state or local funds.
- The applicant must assure that each service provider must continue or initiate efforts to obtain funds from private sources and other public organizations for each service funded under the county or tribal plan.

16. Regulations of Grantor Agency

The applicant shall comply with all requirements imposed by the Department of Health and Family Services, Division of Supportive Living, Bureau of Aging and Disability Resources concerning special requirements of federal and state law, program and fiscal requirements, and other administrative requirements.

17. Older Americans Act

Aging Units, through binding agreement/contract with an Area Agency on Aging must support and comply with following requirements under the Older Americans Act (Public Law 89-73) [As Amended Through P.L. 116-131, Enacted March 25, 2020] Reference: 45 CFR Part 1321 – Grants to State and Community Programs on Aging.

Sec. 306. (a)

(1) provide, through a comprehensive and coordinated system, for supportive services, nutrition services, and, where appropriate, for the establishment, maintenance, modernization, or construction of multipurpose senior centers (including a plan to use the skills and services of older individuals in paid and unpaid work, including multigenerational and older individual to older individual work), within the planning and service area covered by the plan, including determining the extent of need for supportive services, nutrition services, and multipurpose senior centers in such area (taking into consideration, among other things, the number of older individuals with low incomes residing in such area, the number of older individuals who have greatest economic need (with particular attention to low income older individuals, including low-income minority older individuals, older individuals with limited English proficiency, and older individuals residing in rural areas) residing in such area, the number of older individuals who have greatest social need (with particular attention to low-income older individuals, including low-income minority older individuals, older individuals with limited English proficiency, and older individuals residing in rural areas) residing in such area, the number of older individuals at risk for institutional placement residing in such area, and the number of older individuals who are Indians residing in such area, and the efforts of voluntary organizations in the community), evaluating the effectiveness of the use of resources in meeting such need, and entering into agreements with providers of supportive services, nutrition services, or multipurpose senior centers in such area, for the provision of such services or centers to meet such need;

(2) provide assurances that an adequate proportion, as required under section 307(a)(2), of the amount allotted for part B to the planning and service area will be expended for the delivery of each of the following categories of services-

(A) services associated with access to services (transportation, health services (including mental health services), outreach, information and assistance (which may include information and assistance to consumers on availability of services under part B and how to receive benefits under and participate in publicly supported programs for which the consumer may be eligible), and case management services);

(B) in-home services, including supportive services for families of older individuals who are victims of Alzheimer's disease and related disorders with neurological and organic brain dysfunction; and

(C) legal assistance;

and assurances that the Area Agency on Aging will report annually to the State agency in detail the amount of funds expended for each such category during the fiscal year most recently concluded.

(3)(A) designate, where feasible, a focal point for comprehensive service delivery in each community, giving special consideration to designating multipurpose senior centers (including multipurpose senior centers operated by organizations referred to in paragraph (6)(C)) as such focal point; and (B) specify, in grants, contracts, and agreements implementing the plan, the identity of each focal point so designated;

(4)(A)(i)(I) provide assurances that the Area Agency on Aging will—
(aa) set specific objectives, consistent with State policy, for providing services to older individuals with greatest economic need, older individuals with greatest social need, and older individuals at risk for institutional placement;
(bb) include specific objectives for providing services to low-income minority older individuals, older individuals with limited English proficiency, and older individuals residing in rural areas; and
(II) include proposed methods to achieve the objectives described in items (aa) and (bb) of subclause (I);
(ii) provide assurances that the Area Agency on Aging will include in each agreement made with a provider of any service under this title, a requirement that such provider will—
(I) specify how the provider intends to satisfy the service needs of low-income minority individuals, older individuals with limited English proficiency, and older individuals residing in rural areas in the area served by the provider;
(II) to the maximum extent feasible, provide services to low-income minority individuals, older individuals with limited English proficiency, and older individuals residing in rural areas in accordance with their need for such services; and
(III) meet specific objectives established by the Area Agency on Aging, for providing services to low-income minority individuals, older individuals with limited English proficiency, and older individuals residing in rural areas within the planning and service area; and
(4)(A)(iii) With respect to the fiscal year preceding the fiscal year for which such plan is prepared, each Area Agency on Aging shall--
(I) identify the number of low-income minority older individuals and older individuals residing in rural areas in the planning and service area;
(II) describe the methods used to satisfy the service needs of such minority older individuals; and
(III) provide information on the extent to which the Area Agency on Aging met the objectives described in clause (a)(4)(A)(i).

(4)(B)(i) Each Area Agency on Aging shall provide assurances that the Area Agency on Aging will use outreach efforts that will identify individuals eligible for assistance under this Act, with special emphasis on--
(I) older individuals residing in rural areas;
(II) older individuals with greatest economic need (with particular attention to low-income minority individuals and older individuals residing in rural areas);
(III) older individuals with greatest social need (with particular attention to low-income minority individuals and older individuals residing in rural areas);
(IV) older individuals with severe disabilities;
(V) older individuals with limited English proficiency;
(VI) older individuals with Alzheimer's disease and related disorders with neurological and organic brain dysfunction (and the caretakers of such individuals);
and

(VII) older individuals at risk for institutional placement, specifically including survivors of the Holocaust; and

(4)(C) Each area agency on aging shall provide assurance that the Area Agency on Aging will ensure that each activity undertaken by the agency, including planning, advocacy, and systems development, will include a focus on the needs of low-income minority older individuals and older individuals residing in rural areas.

(5) Each Area Agency on Aging shall provide assurances that the Area Agency on Aging will coordinate planning, identification, assessment of needs, and provision of services for older individuals with disabilities, with particular attention to individuals with severe disabilities, and individuals at risk for institutional placement, with agencies that develop or provide services for individuals with disabilities.

(6)(F) Each area agency will:
in coordination with the State agency and with the State agency responsible for mental health services, increase public awareness of mental health disorders, remove barriers to diagnosis and treatment, and coordinate mental health services (including mental health screenings) provided with funds expended by the Area Agency on Aging with mental health services provided by community health centers and by other public agencies and nonprofit private organizations;

(6)(G) if there is a significant population of older individuals who are Indians in the planning and service area of the area agency on aging, the area agency on aging shall conduct outreach activities to identify such individuals in such area and shall inform such individuals of the availability of assistance under this Act;

(6)(H) in coordination with the State agency and with the State agency responsible for elder abuse prevention services, increase public awareness of elder abuse, neglect, and exploitation, and remove barriers to education, prevention, investigation, and treatment of elder abuse, neglect, and exploitation, as appropriate; and

(9)(A) the area agency on aging, in carrying out the State Long-Term Care Ombudsman program under section 307(a)(9), will expend not less than the total amount of funds appropriated under this Act and expended by the agency in fiscal year 2019 in carrying out such a program under this title; and (Ombudsman programs and services are provided by the Board on Aging and Long Term Care)

(10) provide a grievance procedure for older individuals who are dissatisfied with or denied services under this title;

(11) provide information and assurances concerning services to older individuals who are Native Americans (referred to in this paragraph as "older Native Americans"), including-

(A) information concerning whether there is a significant population of older Native Americans in the planning and service area and if so, an assurance that the Area Agency on Aging will pursue activities, including outreach, to increase access of those older Native Americans to programs and benefits provided under this title; (B) an assurance that the Area Agency on Aging will, to the maximum extent practicable, coordinate the services the agency provides under this title with services provided under title VI; and (C) an assurance that the Area Agency on Aging will make services under the area plan available, to the same extent as such services are available to older individuals within the planning and service area, to older Native Americans.

(13) provide assurances that the Area Agency on Aging will

(A) maintain the integrity and public purpose of services provided, and service providers, under this title in all contractual and commercial relationships.

(B) disclose to the Assistant Secretary and the State agency-

(i) the identity of each nongovernmental entity with which such agency has a contract or commercial relationship relating to providing any service to older individuals; and
(ii) the nature of such contract or such relationship.

(C) demonstrate that a loss or diminution in the quantity or quality of the services provided, or to be provided, under this title by such agency has not resulted and will not result from such non-governmental contracts or such commercial relationships.

(D) demonstrate that the quantity or quality of the services to be provided under this title by such agency will be enhanced as a result of such non-governmental contracts or commercial relationships.

(E) on the request of the Assistant Secretary or the State, for the purpose of monitoring compliance with this Act (including conducting an audit), disclose all sources and expenditures of funds such agency receives or expends to provide services to older individuals.

(14) provide assurances that funds received under this title will not be used to pay any part of a cost (including an administrative cost) incurred by the Area Agency on Aging to carry out a contract or commercial relationship that is not carried out to implement this title.

(15) provide assurances that funds received under this title will be used-

(A) to provide benefits and services to older individuals, giving priority to older individuals identified in paragraph (4)(A)(i); and

(B) in compliance with the assurances specified in paragraph (13) and the limitations specified in section 212;

(16) provide, to the extent feasible, for the furnishing of services under this Act, consistent with self-directed care;

(17) include information detailing how the area agency on aging will coordinate activities, and develop long-range emergency preparedness plans, with local and State emergency response agencies, relief organizations, local and State governments, and any other institutions that have responsibility for disaster relief service delivery;

Wisconsin Elders Act

If the applicant is an aging unit, the aging unit must comply with the provisions of the Wisconsin Elders Act.

Wisconsin Statutes Chapter 46.82 Aging unit.

“Aging unit” means an aging unit director and necessary personnel, directed by a county or tribal commission on aging and organized as one of the following:

- (1) An agency of county or tribal government with the primary purpose of administering programs of services for older individuals of the county or tribe.
- (2) A unit, within a county department under s. 46.215, 46.22
- (3) or 46.23, with the primary purpose of administering programs of
- (4) services for older individuals of the county.
- (5) A private corporation that is organized under ch. 181 and
- (6) that is a nonprofit corporation, as defined in s. 181.0103 (17).

Aging Unit; Creation. A county board of supervisors of a county, the county boards of supervisors of 2 or more contiguous counties or an elected tribal governing body of a federally recognized American Indian tribe or band in this state may choose to administer, at the county or tribal level, programs for older individuals that are funded under 42 USC 3001 to 3057n, 42 USC 5001 and 42 USC 5011 (b). If this is done, the county board or boards of supervisors or tribal governing body shall establish by resolution a county or tribal aging unit to provide the services required under this section. If a county board of supervisors or a tribal governing body chooses, or the county boards of supervisors of 2 or more contiguous counties choose, not to administer the programs for older individuals, the department shall direct the Area Agency on Aging that serves the relevant area to contract with a private, nonprofit corporation to provide for the county, tribe or counties the services required under this section.

Aging Unit; Powers and Duties. In accordance with state statutes, rules promulgated by the department and relevant provisions of 42 USC 3001 to 3057n and as directed by the county or tribal commission on aging, an aging unit:

(a) *Duties.* Shall do all of the following:

1. Work to ensure that all older individuals, regardless of income, have access to information, services and opportunities available through the county or tribal aging unit and have the opportunity to contribute to the cost of services and that the services and resources of the county or tribal aging unit are designed to reach those in greatest social and economic need.
2. Plan for, receive and administer federal, state and county, city, town or village funds allocated under the state and area plan on aging to the county or tribal aging unit and any gifts, grants or payments received by the county or tribal aging unit, for the purposes for which allocated or made.
3. Provide a visible and accessible point of contact for individuals to obtain accurate and comprehensive information about public and private resources available in the community which can meet the needs of older individuals.
4. As specified under s. 46.81, provide older individuals with services of benefit specialists or appropriate referrals for assistance.
5. Organize and administer congregate programs, which shall include a nutrition program and may include one or more senior centers or adult day care or respite care programs, that enable older individuals and their families to secure a variety of services, including nutrition, daytime care, educational or volunteer opportunities, job skills preparation and information on health promotion, consumer affairs and civic participation.
6. Work to secure a countywide or tribal transportation system that makes community programs and opportunities accessible to, and meets the basic needs of, older individuals.
7. Work to ensure that programs and services for older individuals are available to homebound, disabled and non-English speaking persons, and to racial, ethnic and religious minorities.
8. Identify and publicize gaps in services needed by older individuals and provide leadership in developing services and programs, including recruitment and training of volunteers, that address those needs.
9. Work cooperatively with other organizations to enable their services to function effectively for older individuals.
10. Actively incorporate and promote the participation of older individuals in the preparation of a county or tribal comprehensive plan for aging resources that identifies needs, goals, activities and county or tribal resources for older individuals.
11. Provide information to the public about the aging experience and about resources for and within the aging population.
12. Assist in representing needs, views and concerns of older individuals in local decision making and assist older individuals in expressing their views to elected officials and providers of services.

13. If designated under s. 46.27 (3) (b) 6., administer the long-term support community options program.
14. If the department is so requested by the county board of supervisors, administer the pilot projects for home and community –based long-term support services under s. 46.271.
15. If designated under s. 46.90 (2), administer the elder abuse reporting system under s. 46.90.
16. If designated under s. 46.87 (3) (c), administer the Alzheimer’s disease family and caregiver support program under s. 46.87.
17. If designated by the county or in accordance with a contract with the department, operate the specialized transportation assistance program for a county under s. 85.21.
18. Advocate on behalf of older individuals to assist in enabling them to meet their basic needs.
19. If an aging unit under sub. (1) (a) 1. or 2. and if authorized under s. 46.283 (1) (a) 1., apply to the department to operate a resource center under s. 46.283 and, if the department contracts with the county under s. 46.283 (2), operate the resource center.
20. If an aging unit under sub. (1) (a) 1. or 2. and if authorized under s. 46.284 (1) (a) 1., apply to the department to operate a care management organization under s. 46.284 and, if the department contracts with the county under s. 46.284 (2), operate the care management organization and, if appropriate, place funds in a risk reserve.

(b) Powers. May perform any other general functions necessary to administer services for older individuals.

(4) Commission on Aging.

(a) Appointment.

1. Except as provided under subd. 2., the county board of supervisors in a county that has established a single-county aging unit, the county boards of supervisors in counties that have established a multicounty aging unit or the elected tribal governing body of a federally recognized American Indian tribe or band that has established a tribal aging unit shall, before qualification under this section, appoint a governing and policy-making body to be known as the commission on aging.
2. In any county that has a county executive or county administrator and that has established a single-county aging unit, the county executive or county administrator shall appoint, subject to confirmation by the county board of supervisors, the commission on aging. A member of a commission on aging appointed under this subdivision may be removed by the county executive or county administrator for cause.

(b) Composition.

A commission on aging, appointed under par. (a) shall be one of the following:

1. For an aging unit that is described in sub. (1) (a) 1. or 2., organized as a committee of the county board of supervisors, composed of supervisors and, beginning January 1, 1993, advised by an advisory committee, appointed by the county board. Older

individuals shall constitute at least 50% of the membership of the advisory committee and individuals who are elected to any office may not constitute 50% or more of the membership of the advisory committee.

2. For an aging unit that is described in sub. (1) (a) 1. or 2., composed of individuals of recognized ability and demonstrated interest in services for older individuals. Older individuals shall constitute at least 50% of the membership of this commission and individuals who are elected to any office may not constitute 50% or more of the membership of this commission.

3. For an aging unit that is described in sub. (1) (a) 3., the board of directors of the private, nonprofit corporation. Older individuals shall constitute at least 50% of the membership of this commission and individuals who are elected to any office may not constitute 50% or more of the membership of this commission.

(c) Terms.

Members of a county or tribal commission on aging shall serve for terms of 3 years, so arranged that, as nearly as practicable, the terms of one-third of the members shall expire each year, and no member may serve more than 2 consecutive 3-year terms. Vacancies shall be filled in the same manner as the original appointments. A county or tribal commission on aging member appointed under par. (a) 1. may be removed from office for cause by a two-thirds vote of each county board of supervisors or tribal governing body participating in the appointment, on due notice in writing and hearing of the charges against the member.

(c) Powers and duties.

A county or tribal commission on aging appointed under sub. (4) (a) shall, in addition to any other powers or duties established by state law, plan and develop administrative and program policies, in accordance with state law and within limits established by the department of health and family services, if any, for programs in the county or for the tribe or band that are funded by the federal or state government for administration by the aging unit.

Policy decisions not reserved by statute for the department of health and family services may be delegated by the secretary to the county or tribal commission on aging. The county or tribal commission on aging shall direct the aging unit with respect to the powers and duties of the aging unit under sub. (3).

(5) Aging Unit Director; Appointment. A full-time aging unit director shall be appointed on the basis of recognized and demonstrated interest in and knowledge of problems of older individuals, with due regard to training, experience, executive and administrative ability and general qualification and fitness for the performance of his or her duties, by one of the following:

(a) 1. For an aging unit that is described in sub. (1) (a) 1., except as provided in subd. 2., a county or tribal commission on aging shall make the appointment, subject to the approval of and to the personnel policies and procedures established by each

county board of supervisors or the tribal governing body that participated in the appointment of the county or tribal commission on aging. 2. In any county that has a county executive or county administrator and that has established a single-county aging unit, the county executive or county administrator shall make the appointment, subject to the approval of and to the personnel policies and procedures established by each county board of supervisors that participated in the appointment of the county commission on aging.

(b) For an aging unit that is described in sub. (1) (a) 2., the director of the county department under s. 46.215, 46.22 or 46.23 of which the aging unit is a part shall make the appointment, subject to the personnel policies and procedures established by the county board of supervisors.

(d) For an aging unit that is described in sub. (1) (a) 3., the commission on aging under sub. (4) (b) 3. shall make the appointment, subject to ch. 181.

Appendices

Attach copies of comments received during public review of the plan.

Attach the evidence of the review and approval of the plan by Policy-making body and Elder Advisory Board required involvement as an appendix to the aging plan.

Attach other documents that support the aging unit plan.

Appendix 1: Community Engagement Report

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Community Engagement Report

Complete one worksheet for each separate method used to elicit input from the community. i.e. 12 interviews conducted can be compiled on one sheet. At least two methods must be used.

Your County or Tribe: LCO	Date/s of Event or Effort: August 1, 2021 – August 19, 2021
Target audience(s): LCO Elders	Number of Participants/ Respondents: 10

Describe the method used including partners and outreach done to solicit responses:

We sent out surveys to the elders in the home delivered meal route on August 1, 2021.

Below is an example of the survey.

2022-2024 AGING PLAN SURVEY

1. What do you need to successfully age in your community?

2. What is the greatest challenge facing you and/or your family in the next five to ten years?

3. What is the LCO Aging & Disability Services/Nutrition Program doing well and should continue to do? Please check all that apply

- ☐ Transportation services
- ☐ Nutrition program
- ☐ Lending closet
- ☐ Tribal Home/Auto Repair services
- ☐ Information and assistance on available programs
- ☐ Elder Health & Wellness education
- ☐ Medicare/Medicaid assistance
- ☐ Social Security Benefits assistance
- ☐ Veteran Benefits & Resource assistance
- ☐ Dementia Care – Alzheimer support and services
- ☐ Caregiver Support Home Care
- ☐ Other _____

4. What kind of activities would you like to see the Elder Program provide?

- ☐ Chore services: yard work, sidewalk clean up...
- ☐ Homemaker services: light cleaning, laundry, shopping, ...
- ☐ In home cooking services: preparing meals
- ☐ Grocery services (offering one meal by groceries/ unprepared)
- ☐ Social events: Movie or dances
- ☐ Group Trips
- ☐ Learning experiences: crafts, stories, ...
- ☐ Cultural events
- ☐ Traditional cooking recipes and demonstrations
- ☐ Elder Rummage sales
- ☐ Other _____

5. Additional comments:

Demographic information:
I am:

- ☐ Under 49 years of age
- ☐ 50 years – 54 years of age
- ☐ 55 years – 59 years of age
- ☐ Over 60 years of age

I live in:

- ☐ Round Lake
- ☐ New Post
- ☐ Boulevard
- ☐ Signor

- ☐ Stone Lake
- ☐ Schoolhouse
- ☐ Skunawong/Gurno Lake
- ☐ Other: _____

I have used the aging/disabled services before:

- ☐ Yes
- ☐ No
- ☐ If No, why?
 - ☐ Too far away
 - ☐ Lack of knowledge on what is offered
 - ☐ Did not meet requirements
 - ☐ Other _____

Please return survey by 13th, Friday August 2021 and complete the following if you would like to be entered into a drawing for prizes.

Name: _____ Date: _____

Phone: _____

LCO Tribal Aging & Disability Services, 13878W North Agency Road, Stone Lake, WI 54876
(715) 865-3379, Fax (715) 865-3377

LCO Tribal Aging & Disability Services, 13878W North Agency Road, Stone Lake, WI 54876
(715) 865-3379, Fax (715) 865-3377

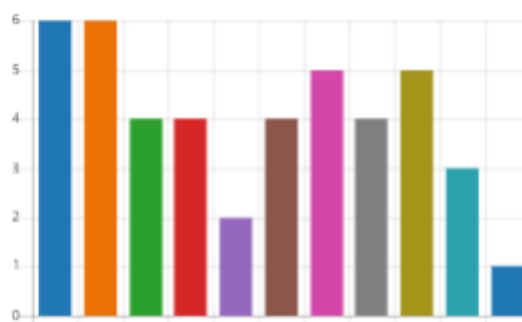
Describe how the information collected was used to develop the plan:

As you can see below the major concerns are nutrition, ability to do chores and transportation. We plan to focus on decreasing food insecurity during the next three years.

3. What is the LCO Aging and Disability Services/ Nutrition Program doing well and should continue to do?

[More Details](#)

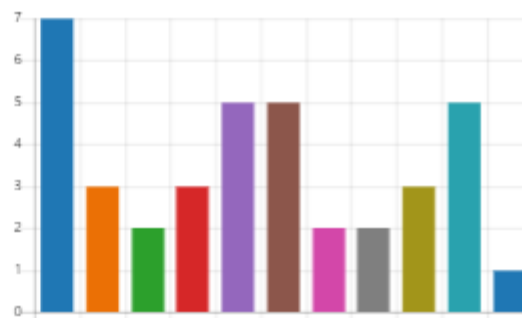
Transportation	6
Nutrition Program	6
Lending Closet	4
Information and assistance on...	4
Elder Health and Wellness edu...	2
Medicare and Medicaid assist...	4
Social Security Benefits assista...	5
Veteran Benefits and resource...	4
Dementia Care- Alzheimer's s...	5
Caregiver Support Home Care	3
Other	1



4. What kind of activities would you like to see the Elder Program provide?

[More Details](#)

Chores services: yard work, sid...	7
Homemaker services: light ho...	3
In home cooking services/ pre...	2
Grocery services (offering one...	3
Social Events: Movies or dances	5
Group trips	5
Learning experiences: crafts, st...	2
Cultural Events	2
Traditional cooking recipes an...	3
Elder Rummage sales	5
Other	1



What were the key takeaways/findings from the outreach?

Half of the elders we surveyed were not using our services.

8. I have used the aging/disabled services before:

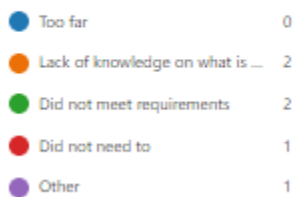
[More Details](#)



After finding out why, we need to work on information and education out into the community because elders that were over 60 years old didn't think they were eligible and others were not using the services because they didn't know what we provided.

9. If you answered NO to the above question, why?



[More Details](#)



Appendix 2: Community Engagement Report

Community Engagement Report

Complete one worksheet for each separate method used to elicit input from the community. i.e. 12 interviews conducted can be compiled on one sheet. At least two methods must be used.

Your County or Tribe: LCO	Date/s of Event or Effort: April 1, 2021 – April 30, 2021
Target audience(s): Elders within LCO Communities	Number of Participants/ Respondents: 25
<p>Describe the method used including partners and outreach done to solicit responses:</p> <p>GLITC sent out a survey to all Tribal Elders across Wisconsin. It was posted on the GLITC Facebook page as well. LCO sent the surveys out to HDM participants as well through a handed-out version.</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  <h2 style="margin: 0;">TRIBAL ELDER FOOD PREFERENCES</h2> <p>We are looking for input from Tribal Elders for a brief survey.</p> <p>The survey has eight questions and will include the following questions :</p> <ul style="list-style-type: none"> - What is your favorite meal? - What foods do you enjoy eating most to support your health? - Are there foods that represent your culture or family traditions that you enjoy eating? What are they? <p>Data gathered could assist:</p> <ul style="list-style-type: none"> - The Bureau of Aging and Disability Elder Nutrition Program to potentially include Tribal dietary considerations the Nutrition policy - Your Tribal Aging Program Nutrition Site in menu development <p>If you are an Elder and interested in giving your input, please contact Kassy by email at kheard@glitc.org or phone at 715-588-1016. Click the link (if online). Or reply by paper.</p> <p>Completed paper surveys can be returned to the Aging Unit sites or sent to the address below.</p> <p>Participation in this survey will get your name in a drawing to win a prize. (Not every participant will win)</p> <p>The deadline to give input will be Friday April 30, 2021.</p> <div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>OUR MISSION -To enhance the quality of life for all Native people.</p> <p>Great Lakes Inter-Tribal Council Inc.</p> <p>2932 Highway 47 N. P.O. Box 9 Lac du Flambeau, WI 54538</p> </div> </div> </div> <div style="width: 50%;"> <h4>Tribal Elder Food Preferences</h4> <ol style="list-style-type: none"> 1. What is your favorite meal of the day? <ul style="list-style-type: none"> <input type="checkbox"/> Breakfast <input type="checkbox"/> Lunch <input type="checkbox"/> Dinner <input type="checkbox"/> OTHER 2. What is your favorite meal (favorite food)? 3. What foods do you enjoy eating most to support your health? 4. Are there foods that represent your culture or family traditions that you enjoy eating? What are they? 5. What are seasonal foods that you enjoy eating? 6. If cost and availability were not a barrier, what food would you eat more of? 7. What is your tribal affiliation? <div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> <input type="checkbox"/> Bad River Band <input type="checkbox"/> Forest County Potawatomi <input type="checkbox"/> Ho Chunk Nation <input type="checkbox"/> Lac Courte Oreilles Band <input type="checkbox"/> Lac du Flambeau Band <input type="checkbox"/> Menominee Nation <ul style="list-style-type: none"> <input type="checkbox"/> Oneida Nation <input type="checkbox"/> Red Cliff Band <input type="checkbox"/> St. Croix <input type="checkbox"/> Sokaogon <input type="checkbox"/> Stockbridge- Munsee Community <input type="checkbox"/> OTHER </div> 8. If interested in the raffle, please enter your name and email or phone number. <div style="display: flex; justify-content: space-between; margin-top: 5px;"> Name: Email or Phone: </div> </div> </div>	

Describe how the information collected was used to develop the plan:

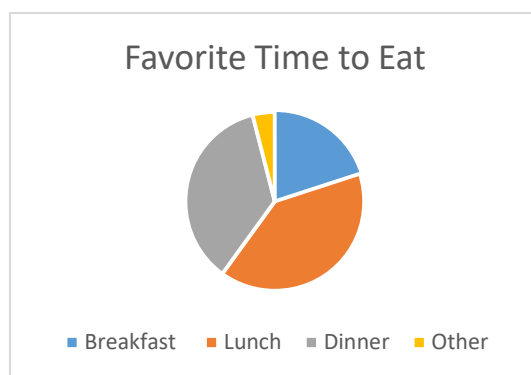
We will use this information to see what traditional foods are preferred when menu planning as well as when deciding elder activities to include traditional cooking classes.

What were the key takeaways/findings from the outreach?

Favorite Time to Eat

Breakfast	5
Lunch	10
Dinner	9
Other	1

25



Based on Totals in each category

	Favorite Food	Foods that Support Health	Traditional Foods	Seasonal Foods	No barriers Food
TOTAL for Protein	19	13	22	6	33
TOTAL for Vegetables	9	16	6	16	10
TOTAL for Fruits	1	17	6	25	7
TOTAL for Grain	4	4	25	5	6
TOTAL for Entrees	17	6	6	2	3

*Participants were allowed to offer more than one answer to each section

