

## Are counties ready for the aging boom?

★ BY MARILINA SANZ

### Inside...



#### Targeted Services



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#### NACo Legislative Conference

The first wave of baby boomers is turning 60. Are you ready? Between 2011 and 2030 the 78 million individuals who were born between 1946 and 1964 will reach the age of 65. This means that the number of older adults in the United States will more than double. Not only will there be significantly higher numbers of the elderly, they will also be living longer. Individuals over the age of 85 are already the fastest growing sector of the population. At the same time, the number of working age people is only increasing by 20 percent and there will be fewer workers to support the retired population.

In 2004, NACo, AARP and the Carl Vinson Institute of Government at the University of Georgia conducted a survey on the effect of the aging population on county services. Seventy-one percent of the counties surveyed reported that they will face either a great or a significant challenge in meeting the needs of the aging population. Over 52 percent of the counties reported that home delivered meals will be a priority within the next five years, followed by assisted transportation (47 percent) and in-home services (40 percent). The largest perceived need within the next five years was a prescription drug program with 54 percent, but that was before passage of the Medicare prescription drug benefit. When asked to predict the greatest needs for the next 10 years, home-delivered meals continued to be the largest need, but assisted living facilities also made the top list.

It comes as no surprise that some of the top 10 resolutions adopted by the recent White House Conference on Aging also reflect some of these concerns. These include: Ensure that Older Americans Have Transportation Options; Develop a Coordinated, Comprehensive Long-Term Care Strategy; Promote

Innovative Models of Non-Institutional Long-Term Care; and Improve State and Local-Based Integrated Delivery Systems. The White House Conference on Aging resolutions and proceedings can be seen on their website: [www.whcoa.gov](http://www.whcoa.gov).

Counties have been developing solutions to the challenges that an aging population presents. Many of these programs have received national recognition. Here are some innovative ideas in three areas:

**Disaster planning**—This year's natural disasters brought home the importance of emergency preparedness to meet the needs of the frail elderly. Many counties have been doing this for years. The Montgomery County, Maryland disaster planning for licensed health care facilities provided planning sessions and training to its nursing homes, assisted living facilities, ombudsman representatives and



# The President's Desk

★ BY ROBERT B. SUVER

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The annual 2005 Health, Human Services and Workforce Conference found NACHSA members enjoying the warm

temperatures and ocean breezes of San Francisco. Dr. Bruce Perry kicked off the opening General Session with his speech covering the neurological importance of relationships and social interactions for infants and young children. A senior fellow at the Child-Trauma Academy, Perry claims that the number of high-risk children, and ultimately adults, are increasing each generation at the peril of our current level of governmental resources. Numerous other great training opportunities were made available at the conference.

The "NACHSA Director's Award" for individual achievement in a County was awarded to Dannetta Graves, of Montgomery County, Ohio. The "Innovation in Human Services Award" was given by NACHSA to two programs: Biotechnology Workforce Network, San Mateo County, California; and Retention, Experience, Attraction Program (REAP), for regional employers to Montgomery, Greene, Clinton, Fayette, and Highland Counties, Ohio.

The NACHSA Board met prior to the conference. The budget for 2006 was discussed and approved. The new slate of officers was confirmed and took their respective positions at the General Membership Sessions. The officers are as follows: President, Robert B. Suver, Clark County, Ohio; Vice President, Darryl Martin, Clark County, Nevada; Secretary, Beth Ryder, St. Lucie County, Florida; Treasurer, Ellen-Ann Robinson, Hillsborough County, New Hampshire; and Executive Officer, Dianne Edwards, Sonoma County, California. Tom Papin, past President and immediate past Executive Officer, will be missed as he leaves the Executive Committee. NACHSA members also participated in policy discussion of the NACo Human Service Education Steering Committee meeting.

I am happy to report that 2005 was a good year for membership. We gained twenty new counties and two new corporate sponsors: Northwoods Consulting, Inc., and Rite of Passage. We've added seven new board members, making a twenty-seven member Board of Directors. With the membership, we have a strong diverse Board of Directors along with our NACo Liaison in the person of Marilina Sanz, and our Consultant, Tom Joseph. I feel we are becoming stronger and better equipped as an organization to accomplish our mission:

*"To promote and strengthen networks of county and community human services that protect children, families and elderly, and that support self-sufficiency of disadvantaged populations. And to participate in formulating and advocating the human services policies of the National Association of Counties."*



New Officers: Beth Ryder, Darryl Martin, Bob Suver and Dianne Edwards.

# If we don't hang together, we'll all hang separately: The value of NACHSA



★ **BY TOM JOSEPH**  
Waterman & Associates

Given the continued federal assault on funding for human services programs, membership in

the National Association of County Human Services Administrators (NACHSA) is more important than ever. Not only do NACHSA members receive late-and-breaking updates and calls for action on congressional developments, the affiliate provides a forum for members to discuss how they manage their county budgets and meet the needs of their communities.

NACHSA members represent the broad spectrum of social services agencies throughout the country. Because of the varied roles that counties play in social services, NACHSA membership includes agencies that provide public assistance, child care, child protective services, adult protective services and everything in between.

Many are umbrella agencies that include workforce development, health and mental health services, Area Agencies on Aging and other human services. In many counties, the human services departments are in charge of providing shelter and emergency assistance to victims of disasters, and often are in charge of evacuations.

Staffed by Marilina Sanz, NACo's Associate Director for Human Services and Education, and Tom Joseph, NACHSA consultant, the affiliate has had a long relationship with NACo and has great appreciation for the opportunities its affiliation provides.

NACHSA members are active members in several NACo steering committees, particularly the Human Services and Education Steering Committee, where some of its members serve in leadership positions. This

participation helps NACHSA have a voice in the development of national policy in social services.

NACHSA members also have been involved in a number of NACo task forces and initiatives. Most recently, they have been involved in NACo President Bill Hansell's methamphetamine initiative, with a NACHSA member sitting on the task force. Additionally, NACHSA was very instrumental in developing the survey on the effect that meth has on children.

NACHSA members helped develop the questions, answered the survey, and also provided additional information to NACo staff, to help prepare congressional testimony. NACHSA president Dianne Edwards also presented testimony for the record.

NACHSA also takes action that helps NACo advocate in Washington, D.C. Last year its leadership went to Washington, D.C. a day before NACo's legislative conference for a series of congressional visits on welfare and child welfare. Similar meetings will be held at the upcoming Legislative Conference in March. Most recently, NACHSA has been actively involved in opposing numerous cuts that have been proposed to social services as part of the budget reconciliation process. NACHSA wrote a letter of opposition to the House of Representatives similar to the NACo letter.

This and all editions of The Networker are mailed to more than 900 county human services officials. It is also posted on the NACHSA website at [www.nachsa.org](http://www.nachsa.org). The website provides policy updates, information on upcoming conferences and meetings, information on membership and resource links to NACo and other organizations. Additionally, NACHSA members receive periodic e-mail updates on late-breaking federal

legislative and regulatory developments. A revised version of the site is expected to go 'live' early this year.

NACHSA members are also eligible to participate in an awards program. The Elizabeth Prebich Award for Distinguished Leadership in County Human Services; the Director's Award for Individual Achievement in a county; and the Innovation in Human Services. These annual awards are presented at NACo's Health, Human Services and Workforce Conference in November.

NACHSA membership is open to county human services agencies from NACo member counties, elected county officials, state associations of county human services professionals, county community partner agencies and corporate individual business that support human services programs. Calendar year dues are based on county population or membership category.

NACHSA meets prior to NACo's Legislative, Annual and Health, Human Services and Workforce Conferences.

For information on joining NACHSA, please go to the website, [www.nachsa.org](http://www.nachsa.org).

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# Rite of Passage at Canyon State

★ BY KENT MOE

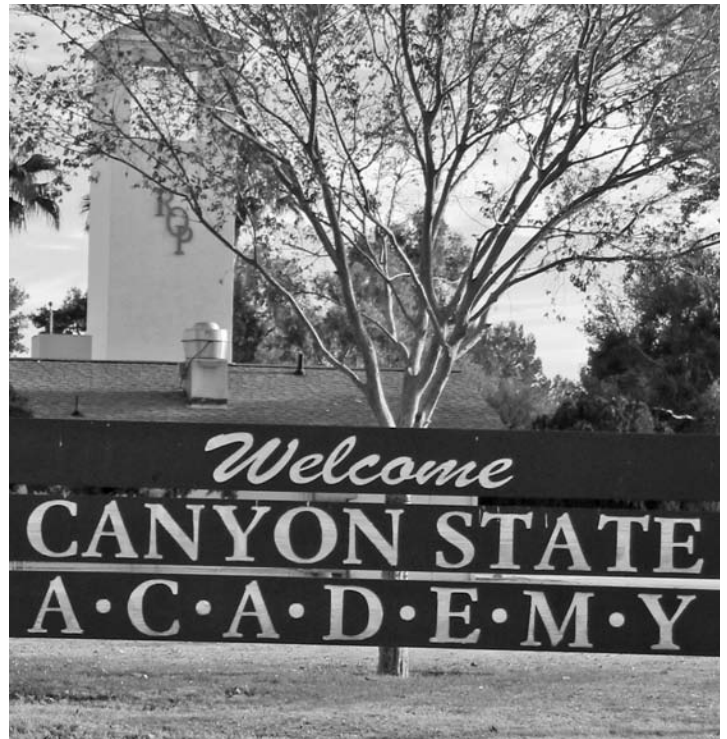
Mountain Region Program Director, Rite of Passage

*Queen Creek, Arizona.* Rite of Passage (ROP) has been providing services to delinquent and disadvantaged youth for the past twenty years. Over 10,000 students have been served from across the country at facilities in Colorado, California, Nevada and Arizona.

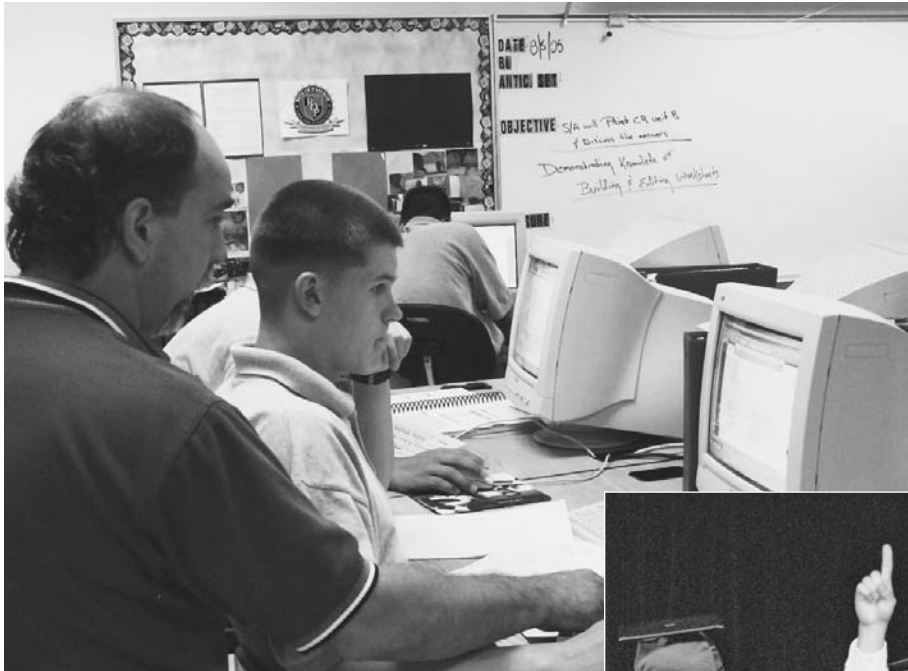
ROP has treated teenage boys with anti-social behaviors from the probation system and provides services to dependent placements at Canyon State Academy, its Queen Creek, Arizona campus for the past five years. The facility is licensed by the Arizona Department of Economic Security for 260 beds and serves shelter and dependency students placed by DES. Private and dependent placements from Indiana, Michigan, New Mexico and Colorado are placed at the facility.

The 173-acre campus provides services to boys 11 to 18 years of age. North Central Association has accredited the school that is funded and certified by the state of Arizona as a private special education school. The school features a special education staff of four teachers and regularly processes and implements student IEPs (Individual Education Plans).

In addition, vocational training is offered in cooperation with the East Valley Institute of Technology in a variety of areas, including culinary arts, business computers, automotive repair, graphic arts and building and grounds maintenance. The interscholastic sports teams participate in the Arizona Interscholastic Association 1A League in football, basketball, baseball, and track and field, wrestling, cross country, and golf.



# Academy



*Rite of Passage holds students accountable not only for their behaviors but the behavior of those about them.*

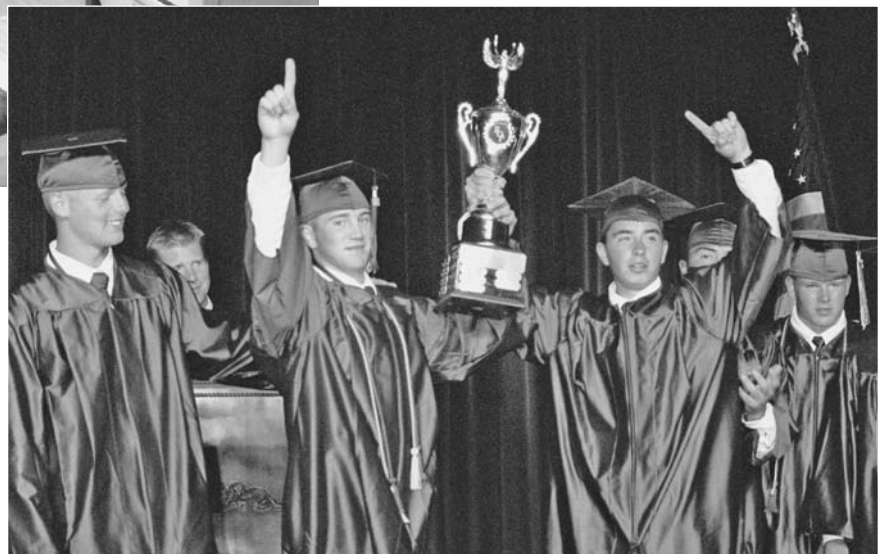
A twelve lane, competition-sized swimming and diving pool was opened this year.

Psychiatrist Nasser Djavadi, M.D., who visits the site weekly, oversees treatment planning. Licensed therapists provide prescribed individual and family counseling. A recent program feature includes the introduction of video conferencing for hosting family visits and therapy for out-of-state placements. The on-site medical department provides primary health care and screening as well as medication management.

At the heart of the program approach is cognitive behavioral therapy supported by the positive peer culture that upholds campus norms. Students move through four phases past an initial orientation including Rookie, Intern, Ram and Block R status. Students participate in daily guided group meetings, treatment groups that are issue and offense specific as well as individual counseling sessions.

Features of the restorative justice model imbue the culture that holds students accountable not only for their behaviors but the behavior of those about them. Students regularly participate in community service, address victim issues and restitution and complete a graduation ceremony by delivering a speech to peers, staff and family about the steps they've taken to change and take charge of their lives.

Title IVE funds are used by the state of Arizona for placements and certification from the states of Indiana, New Mexico and Texas has been granted.



*When students graduate from Rite of Passage at Canyon State Academy they truly have something to be proud of.*

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# Washington Watch .....

★ BY TOM JOSEPH  
Waterman & Associates

Congress will begin 2006 facing not only a list of unfinished legislative items, but new ones will be added as well. This year, all House members and a third of the Senate will be running for re-election, so as the months go by, debates will be infused with increasingly heavy doses of politics that will affect the process. Their work schedule will also be shortened as both sides of Capitol Hill take large chunks of time away from Washington to campaign.

Congress adjourned for the December holidays after conducting marathon sessions to consider huge budget reductions and spending bills. Due to a procedural move, Congress was unable to complete action on the budget reconciliation bill which cuts a number of health and human services programs. While the Senate needed the vote of Vice-President Cheney to break a 50-50 tie and the House passed its version 212-206, there was some hope, albeit small, that when the House reconsiders the bill for a final time, moderate Republicans will switch their vote to defeat the bill.

By the time this edition of the *Networker* reaches you, the final vote in the House may be known. Regardless of the outcome, the provisions in that bill should give human services administrators a sense of what to expect from the Congress in the coming months. Efforts to reduce funding for child welfare, Medicaid, food stamps, child support and place further requirements on recipients and counties administering the Temporary Assistance to Needy Families program were adopted by both bodies and further restrictions are likely.

The President's FY 2007 budget will be submitted to Congress the first week of February. While the details of the Administration's proposal will not be known until that time, it is likely that human services programs will again be under the budget knife. Facing federal deficits of \$300 billion to \$400 annually, no political will to increase taxes, and continued efforts in Iraq, members are under pressure to be fiscally conservative, especially in an election year. Much of the remainder of the year, Congress will grapple with decisions to either change policies and/or cut programs.

In addition to the anticipated budget cut, a number of programs are still on the list for Congress to review and reauthorize. If, in the small chance that last year's budget reconciliation bill is not adopted early this year, the TANF program will be back on the list. Other programs Congress must consider are the Older Americans Act and the Workforce Investment Act.

A re-emergence of other issues may also be placed on the agenda. (Late in 2005, a bipartisan Elder Justice Act was introduced. Initial discussions to craft outlines of the 2007 Farm Bill, which will contain food stamps, may also occur.)

Many of these issues will be discussed at NACo's upcoming Legislative Conference, March 4-8.

NACHSA members will have the opportunity to

receive up-to-date information on the Congressional session from NACo staff and congressional and Administration leadership. Using this information, NACHSA will have the opportunity to visit Capitol Hill to meet with their Representatives and Senators on key health and human services issues.

As one of your staff here in Washington, I will continue to do my best at keeping you apprised of developments in the nation's capitol. It will be another rollercoaster year, with the elections adding even more dips and bumps to the legislative process. The year will also feature a revamped NACHSA website at [www.nachsa.org](http://www.nachsa.org) that should contain more information to assist you in keeping up to date with federal actions and county best practices.

As I end my first year of serving NACHSA, please feel free to contact me at (202) 898-1444 or [tj@wafed.com](mailto:tj@wafed.com) with thoughts on how I can assist in making the National Association of County Human Services Administrators an even stronger association.



# 2005 NACHSA Award Honorees



## NACHSA Directors Award for Individual Achievement in a County— Dannetta Graves, Director of Job and Family Services for Montgomery County, Ohio.



Dannetta Graves accepting her NACHSA Directors Award

Dannetta Graves is a nationally recognized leader and innovator in human services and job training. In 2002, Dannetta participated in a White House roundtable discussion on human services and welfare. Dannetta was the project coordinator of Montgomery County's highly successful job center, the largest one-stop center in the country. The job center has been recognized by the Department of Labor as an innovator under WIA. Dannetta was instrumental in developing the Five Star Job Centers of Southwest Ohio, whose REAP program was also honored. Her leadership also extends to child support. In 2004, she led the charge to integrate legal staff into the child support program to ensure better accountability and services to Montgomery County families. Her agency's child support call center is nationally recognized as a customer service model.

Dannetta has been a leader in NACHSA and NACo. She was vice-president of NACHSA and vice-chair of the Human Services and Education Steering Committee's Welfare, Social Services and Immigration Subcommittee. Her department's programs have been recognized by NACHSA as well as NACo's Achievement Awards several times.

## NACHSA Innovation in Human Services Awards— Montgomery County, OH

The Retention, Expansion, Attraction Program for Regional Employers (REAP) is an excellent example of a program in a metropolitan county working with its neighboring rural counties to address the employment needs of a whole region. REAP is operated through the Five Star

Job Centers of Southwest Ohio and is a collaboration among the counties of Clinton, Fayette, Greene, Highland and Montgomery. REAP offers employers customized packages designed to address the employer's needs and assist with incumbent worker services. Because the package is developed as a regional approach, it can be flexible and provide more benefits and incentives than if it were provided by individual county one-stops. An example of the program's success was its work with DHL/SBX in Clinton County. Over 12,000 jobs were at risk and the company was presented with a retention and expansion package. As a result, the employer not only stayed in the area but it also expanded its operation and added more than 1500 new jobs. Additionally, this expansion led to the creation of more than 1,000 construction jobs, new housing starts, increased hotel trade, more air service and airline jobs and expanded trucking operations.

## San Mateo County, California



San Mateo County's Fred Sloane receiving the award for innovation.

The San Mateo Biotechnology Workforce Network was devised to address the frequent dislocations and mass layoffs in Silicon Valley. The program began as a collaboration between the county and Genentech, Inc., whose employees helped shape the program and taught some of the courses. In addition to the training, the program provides highly integrated social services such as housing assistance, food stamps and general assistance. The program has far exceeded its goals, and has graduated 97 percent of its participants, 80 percent of whom have secured jobs at wages of \$35,000 and above. The program has now expanded to 14 employers and three other counties in California. San Mateo built upon this success by launching the Gateway Program which provides an intensive 14-week Science, Math and English college preparation course for disadvantaged youth and adults who are interested in biotechnology and health careers. This new program is proving to be even more successful with 100 percent of its participants going on to post-secondary education or career training.



# NACo Legislative Conference Meetings

March 4–8, 2006  
Washington Hilton Hotel

## Saturday, March 4

- |                        |                           |
|------------------------|---------------------------|
| 9:00 a.m. – 11:00 a.m. | NACHSA Committees         |
| 11:30 a.m. – 1:00 p.m. | NACHSA Board of Directors |
| 2:00 p.m. – 4:00 p.m.  | NACHSA Affiliate Meetings |

## Sunday, March 5

- |                         |  |
|-------------------------|--|
| 10:00 a.m. – 12:00 p.m. | Joint Meeting of the Human Services and Education Steering Committee's subcommittees |
| 1:00 p.m. – 4:00 p.m.   | Human Services and Education Steering Committee                                      |

*Please note that this schedule reflects a change in the legislative conference format. Affiliate meetings and steering committee meetings are now on Saturday and Sunday instead of Friday and Saturday. The change is in order to have more weekdays in Washington, DC so that we have a better chance of getting congressional speakers at our general sessions and workshops as well as meetings with key committee staffers. Please refer to the NACo website for conference updates [www.naco.org](http://www.naco.org).*

# NACo Legislative Conference Workshops

**MONDAY, MARCH 6**  
9:00 AM–10:15 AM

**MONDAY, MARCH 6**  
10:45 AM–12:00 NOON

**TUESDAY, MARCH 7**  
10:30 AM–11:45 AM

**TUESDAY, MARCH 7**  
2:30 PM– 3:45 PM

The County Link to National Health Information Technology Efforts

So, You Think You Deserve More Homeland Security Funding?

BRAC 2005: Mistakes We Made, So You Won't Make Them Now

Will the Computer Eat My Vote?: Fact, Fiction and Public Confidence in Electronic Voting Equipment

The Meth Crisis: What Congress Has Done and Where They are Going

Closing Meth Labs: Recovering the Costs of Environmental Clean-Up

The Great Promise of Prisoner Re-entry Legislation

Creative Approaches to Balancing Budgets

D-Day Is Here: Election Day Becomes Deadline Day for HAVA Compliance

Pension & Retirement Savings Reforms: Merely Talk or Action?

Ready or Not...the Medicare Prescription Drug Benefit is Here!

How to Read the Wall Street Journal

Effective Emergency Communications: Getting the Right Message to the Public Quickly and Accurately

Caring for America's 46 Million Uninsured and Managing Rising Medicaid Costs: A Physician's Perspective

SAFETEA-LU—What Did Counties Get and How Will the Legislation be Implemented?

Come Fly With Me

Rewriting the Telecommunications Act of 1996—Charting the Future of Broadband

Will There Be Comprehensive Immigration Reform this Year?

The Latest on Sales Tax Simplification

What Does the New Energy Bill Mean for Your County?

Saving CDBG: The Battle Continues

Indian Law: the Essentials for County Officials

Counties and the Court: How Our Voice is Heard and Update on Eminent Domain Legislation

Is Your County Ready for the Next Catastrophic Disaster?

NACo's Prescription Drug Discount Card Program: Solving the High Cost of Prescription Drugs





# Katrina gives NACo fall conference new perspective

★ BY DAN MILLER, Staff Writer for County News

The wrath of Hurricane Katrina not only provided a new venue for NACo's 2005 Health, Human Services and Workforce Development conference, but it also provided a new perspective. Moved from New Orleans to the City and County of San Francisco, the conference included a spotlight session by Harris County, Texas Judge Robert Eckels on the health and human services implications of Katrina relief. In addition to learning about Katrina's repercussions, conference participants learned about the health, human services and workforce spheres through speakers and workshops.

Dr. Bruce Perry kicked off the Opening General Session with his speech covering the neurological importance of relationships and social interactions for infants and young children. Perry, a senior fellow at the ChildTrauma Academy, claimed that the number of high-risk kids is increasing with each generation.

"We live in a child-illiterate society," he said. "We have lost our efficient mechanisms for trans-generational passage of child-rearing beliefs and practices."

Perry lamented the lack of quality relationships, and increase in materialism in today's youth, calling it a poverty of relationships. Children today, he said, have fewer emotional, social and cognitive interactions, resulting in a poverty of social and emotional opportunities.

According to Perry, a lack of social interaction reduces youth's capacity for future social learning, and when the social fabric frays it increases the rates of violence and suicide.

For the county officials in attendance, Perry stressed that getting kids out of a bad situation as young as possible is vital. In fact, spending more money to help young children is cost-effective if it helped prevent future problems.

Perry said any program that decreases physical, social and emotional isolation would be effective in

creating the community that is vital to neurological development.

"People, not programs, change people," Perry said. "Our job is to figure out how to create opportunities that express the best in our species."

He also mentioned that the trauma experienced by Hurricane Katrina victims would have a multi-generational effect.

Later that day, Harris County Judge Robert Eckels spoke at a spotlight session on his county's response to Hurricane Katrina. Working under the slogan of "Leadership is doing what is right," Eckels helped coordinate a multiple-agency response to the disaster.

"I'm big on coordinating, not reinventing the wheel," he said about his efforts.

In its response, the county opened up Reliant Park (renamed Reliant City for the purposes of sheltering evacuees) and provided approximately 25,000 beds as well as blankets and other supplies. Complete with its own zip code, the site also provided numerous medical services.

According to Eckels, the county's Citizen Corps volunteers were critical to providing an adequate response.

Eckels also said that management style was important to addressing large-scale disasters. Top-down management is not appropriate, he said. A localized bottom-up style will help address needs on the site.

Additionally, he said that since disasters take many forms, the proper response infrastructure must be in place before it takes place. Leaders should have an end-game strategy from the beginning.

Laura Birkmeyer, Director of the National Alliance for Drug Endangered Children, spoke to workshop participants about strategies for accommodating the children's needs. Drug endangered children (DEC) are those who have suffered physical or psychological harm resulting from exposure to illegal drugs, to people under the influence of drugs or to the

dangerous chemical environments created by drug production.

Birkmeyer said the first step to assisting DEC is to recognize them as crime victims. After that, multi-agency cooperation is needed to properly care for them. DEC teams should include law enforcement, county attorneys and prosecutors, child protective services, medical and mental health services, building and fire code enforcement, court systems and court-appointed special advocates.

These teams must work together to form an alliance for each community and standardize practices for every child rescued from a drug environment. Birkmeyer stressed that all drug environments pose risks for children.

"All drugs can endanger children, it's not only meth," Birkmeyer said.

Conference attendees attending the "Preparing Our Youth For the Future" workshop experienced an interactive session conducted, in part, by youth volunteers from Sacramento County, CA. The workshop presented a model for youth development designed to mold young people into economically self-sufficient contributors to the community who can maintain healthy familial and social relationships.

## Awards

Several individuals and counties walked away from the conference with awards. Two individuals won the Distinguished Service Award for County Elected Officials. John Stroger, president of the Cook County Board of Commissioners and former NACo president; and Bill Kennedy, Yellowstone County commissioner and president of the Montana Association of Counties, won awards for their exemplary performance in the promotion and continuous improvement of county workforce development programs.

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## Are counties ready for the aging boom?

*Continued from cover*

corporate leaders that resulted in 100 percent of its skilled nursing facilities and large assisted-living facilities reviewing and updating their emergency plans. The Linn County, Iowa Department of Emergency Management developed a Special Needs Medically Fragile Emergency Shelter to meet the needs of individuals who are living at home under a doctor's care and use electrically-powered medical assistance devices. The programs received a NACo achievement award in 2005.

**Counseling**—Counties provide a wide array of counseling services including help with insurance, guardianship and conservatorship, consumer information for caregivers and financial assistance. Contra Costa County, California operates the Health Insurance Counseling and Advocacy Program which assists senior citizens and disabled adults who are denied care or are confused about their Medicare benefits and coverage. Polk County, Iowa conducts a guardianship and conservatorship program that helps senior citizens and individuals with mental illness or developmental disabilities make decisions about

treatment, placement, professional care as well as handle their finances. Both of these volunteer programs received NACo's Acts of Caring Awards in 2005.

The Department of Aging in Baltimore County, Maryland developed *Taking Care of Mom & Dad*®, a user-friendly CD for family members seeing information on a variety of services. It includes information on institutionalized care, independent living facilities, elder abuse prevention, and legal documents, among others. The CD received an Innovations in Aging Award from the National Association of Area Agencies on Aging (N4A). Out-of-state users can also have access to the CD on-line at [www.takingcareofmomanddad.net](http://www.takingcareofmomanddad.net).

**Aging in Place**—Baby boomers want to stay in their communities as long as possible. Several counties have developed a variety of programs to help senior citizens do just that. The Eau Claire County, Wisconsin Step-by-Step Fall Prevention Program, another NACo achievement award winner, provides home visits, and gives presentations on adaptive equipment, personal home safety check and a plan

of action. The King County, Washington HomeStretch Program provides five home visits by second-year physical therapy graduate students to develop individualized exercise programs for homebound elderly clients of the county's Aging and Disability Services Agency. The Milwaukee County, Wisconsin Homeowners' Option Program for the Elderly provides home visits social workers and financial counselors to individuals who need help to avoid tax foreclosures, or make needed home repairs as well as how to access services. The King County and Milwaukee County Programs are winners of N4A's Achievement in Aging Award.

For more information on these and other NACo award winners please visit the NACo website at [www.naco.org](http://www.naco.org). For more information on these and other N4A award winners please visit the N4A website at [www.n4a.org](http://www.n4a.org).



MANUS O'DONNELL



JOHN CULLEN

## Editors' Notes

★ BY MANUS O'DONNELL & JOHN CULLEN

As we approach spring it is a good time to think of planting seeds. We can grow our garden both physically and figuratively. We can do it personally and professionally.

So, how does that relate to NACHSA? It is time to nurture our NACHSA membership as you can see by the subjects in our newsletter. As Tom Joseph notes in his article on "Value of the NACHSA" (page 3), we have much work to do in human services as budgets become tighter at the federal level.

Our challenge is to till our gardens together. Encourage colleagues to join NACHSA and participate in our efforts to learn from each other and from experts throughout the country. In tough times, we do need to band together more closely. In human services we know the strength that comes from working together.

Spread the word, "NACHSA is the place to be." Come join us in our garden.

Have a great spring!

*John and Manus*



A publication of the National Association of County Human Services Administrators, an affiliate organization of the National Association of Counties.

## Our Mission

To promote and strengthen networks of county and community human services that protect children, families and elderly, and that support self-sufficiency of disadvantaged populations. And, to participate in formulating and advocating the human services policies of the National Association of Counties.



The **NACHSA Networker** is published quarterly by the National Association of County Human Services Administrators, an affiliate organization of the National Association of Counties. Submissions are welcome from all members. The **NACHSA Networker** is not responsible for errors in submissions and reserves the right to edit all articles for publication.

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