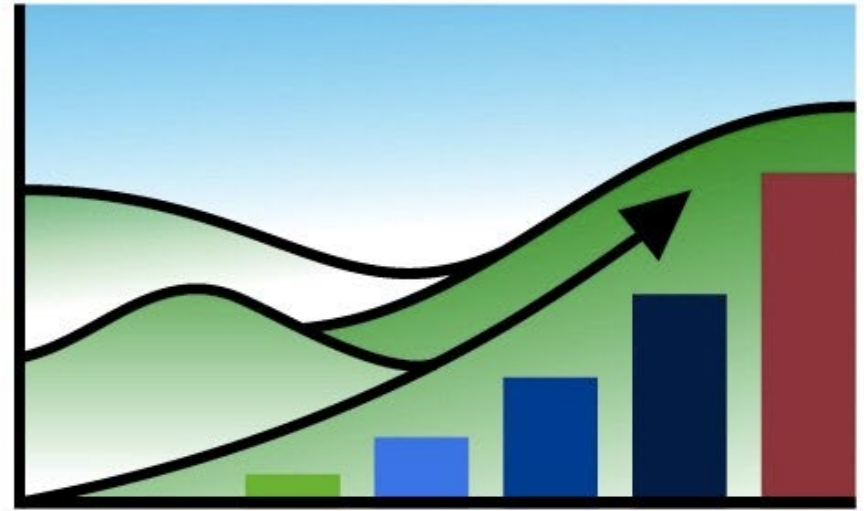


Windham Aging



GUVIST Learning Collaborative Meeting
October 2, 2025

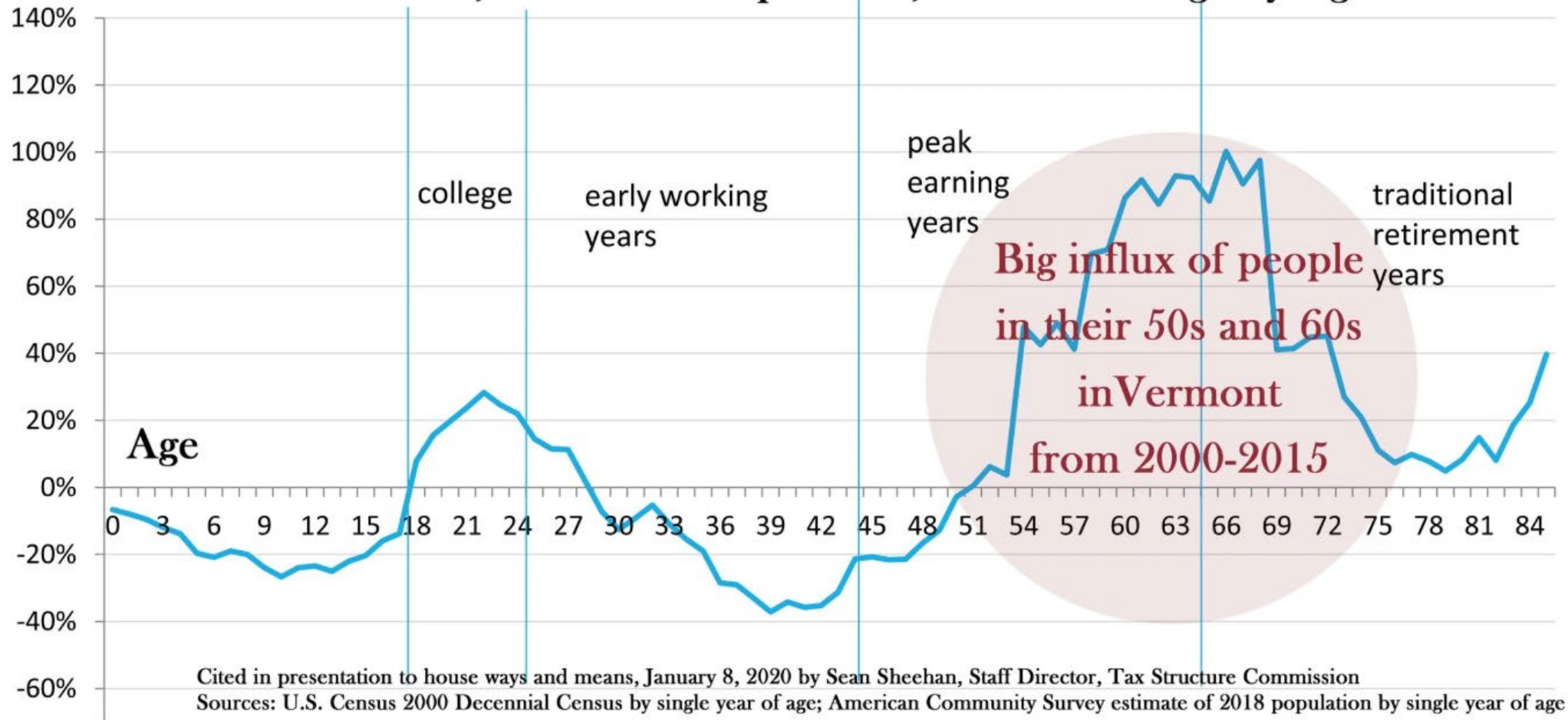


Windham Aging Founding Members:
Roger Allbee, Dr. Carolyn Taylor-Olson,
and David Neumeister

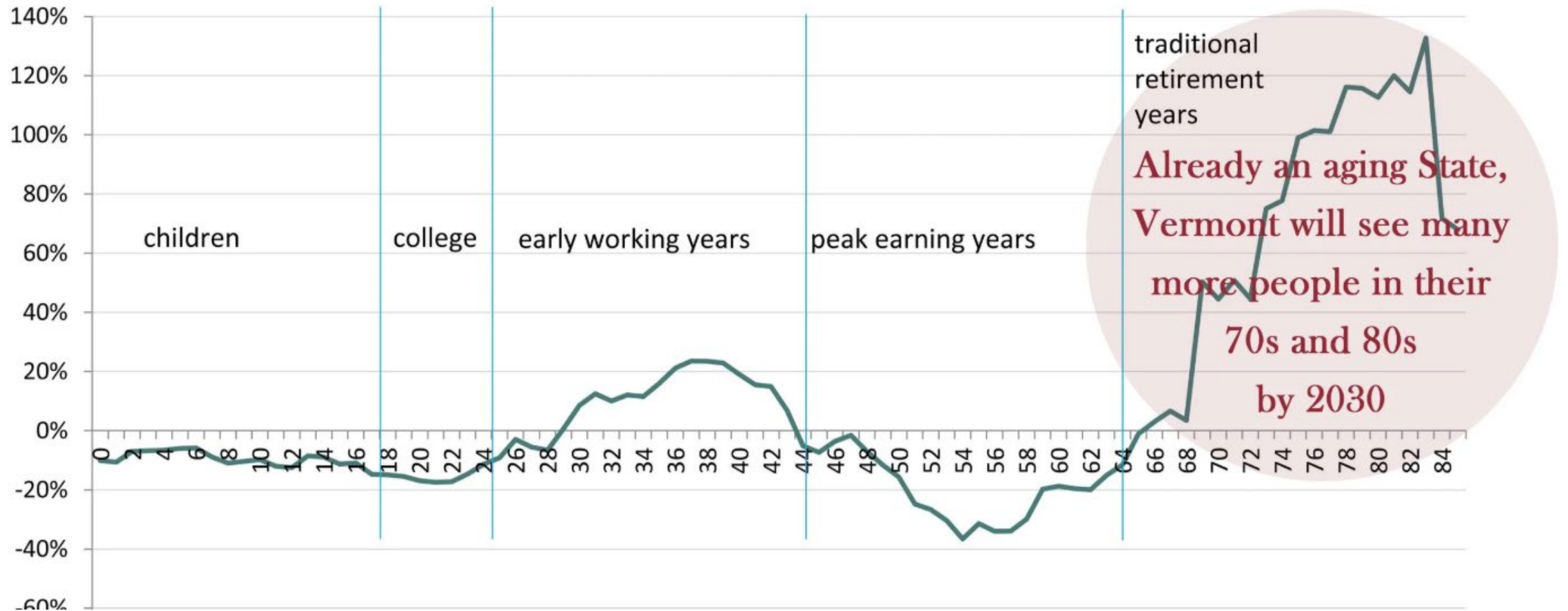
Vermont is an aging state. Vermont's population is the *third oldest* in the nation, with one in three Vermonters expected to be 60 or older by 2030, and the number of those over 80 is expected to double (VT ACCD, 2013). Vermont is older on average than the rest of the U.S., and Windham County is among the leading areas within the state in terms of older residents (U.S. Census Bureau, 2019).

The significant needs, particularly within rural communities within the county, combined with an aging demographic that requires greater resources, is cause for significant concern and of primary interest to Windham Aging. Windham Aging is currently finalizing an action plan to support Windham County in moving to action and anticipating future needs by planning now for a shifting demographic.

From 2000-2015, Vermont's Population, Percent Change by Age



Anticipated by 2030, Vermont's Population, Percent Change by Age



The background of the image is a dark teal color, overlaid with a repeating pattern of speech bubbles. Each speech bubble is a different color, including shades of red, purple, yellow, and grey, and contains a large, dark blue question mark. The speech bubbles are scattered across the entire frame, creating a textured, patterned effect.

How old will YOU be
in 2040?





Windham Aging Collaborative Members

Windham Aging is a collaboration of organizations who care about older Vermonters in Windham County. We are leaders and experts in healthcare and social determinants of health among those aged 60+.

Our team is composed of leaders from these organizations:

[Brattleboro
Housing
Partnerships](#)

[Brattleboro
Memorial Hospital](#)

[Brattleboro Mutual
Aid Association](#)

[Center for Solace](#)

[Centre
Congregational
Church](#)

[Grace Cottage
Family Health &
Hospital](#)

[HCRS](#)

[Neighborhood
Connections](#)

[Pine Heights at
Brattleboro](#)

[Rescue Inc.](#)

[Senior Solutions:
Council on Aging
for Southeastern
Vermont](#)

[Southern Vermont
Area Health
Education Center](#)

[Southern Vermont
Transit/Moover](#)

[The Gathering
Place](#)

[United Way of
Windham County](#)

[Valley Village](#)

[Vermont Agency of
Human Services](#)

[Vermont
Department of
Health](#)

[Windham Regional
Commission](#)



Windham Aging Mission





Windham Aging Report 2022

The Windham Aging report was created in 2022 through a community effort to understand current trends, and the support systems currently in place, across the Windham region. The report included data assessing the conditions and needs of older adults in Windham region in 2022 as well as projections for the future.



Photo by Christian Bowen on Unsplash

Strategic Plan

In summer 2024, Windham Aging hired a consultant to create a strategic plan for Windham Aging.

- BMH as a fiscal sponsor
- conceptualized future administrative and program support to the project
- drafting goals, objectives, action items, and tasks needed for success.
- A clear leadership structure emerged from this planning, with roles and responsibilities outlined for the steering committee, core members, and full collaborative.
- Program coordinator position developed as a shared position with Brattleboro Memorial Hospital.

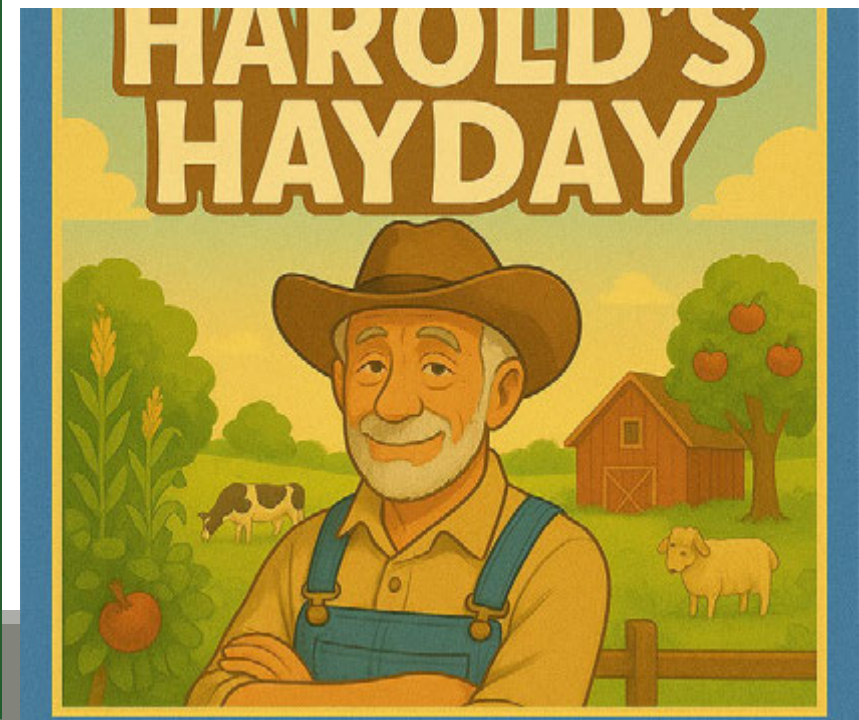


Photo by Alvaro Reyes on Unsplash

Partnerships with Higher Education Institutions

Windham Aging partners with both Dartmouth College (Tuck School of Business and Dartmouth Center for Social Impact), as well as UVM Larner College of Medicine, for student research support.

Past student research includes Assessing Barriers for Caregivers in Vermont: Challenges of Care for Seniors in Rural a County (UVM project, 2022), Recruitment of Primary Care Professionals in Rural Vermont: An analysis of factors motivating resident physicians and DNP students at UVMHC (UVM project, 2023) and, Enhancing the Lives of Aging in Place Seniors in Vermont (Dartmouth College project, 2022).



Five Main Goals of Focus for Windham Aging 2040

- Health Goal – Improve health measures for older adults.
- Wellness Goal – Older adults will have access to information and resources as well as opportunities to age well within their community.
- Housing Goal – Everyone has adequate housing at each stage as they need, as they age in Windham County.
- Transportation Goal – Every resident over 60 has access to a means of transportation for medical appointments and quality of life trips.
- Workforce Goal – In 2040 all older adults will have the healthcare professionals they need at every level, state, and disciplines from oral health to mental health, home health aides to specialists, and to end of life.



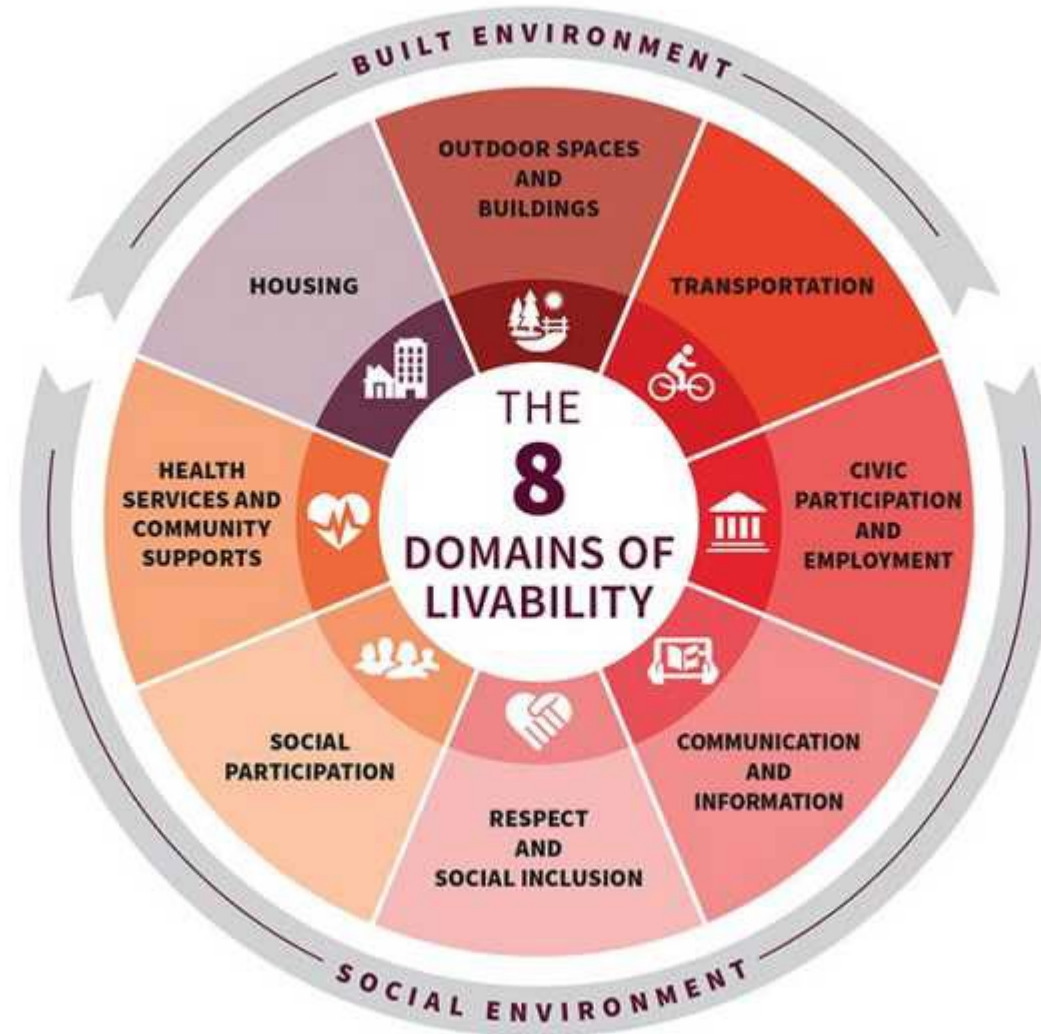
Alignment with Age Strong Vermont

An age-friendly state supports and advances the 8 pillars of aging strong

1. Self-determination
2. Safety and Protection
3. Financial Security
4. Optimal Health and Wellness
5. Social Connection and Engagement
6. Housing, Transportation and Community Design
7. Family Caregiver Support
8. Coordinated and Efficient System of Services



8 Domains of Livability - AARP





Community Health Needs Assessment 2024 Implementation Plan

- Healthy Aging
- Mental Health
- Cancer Prevention and Treatment
- Access to Care
- Chronic Conditions
- Health Equity

Windham Aging

- CMS Age Friendly Hospital Measure

- Age Friendly Hospital Designation

- AARP Age Friendly Community

- Community Health Needs Assessment

- Dementia Friendly Community

- Age Strong Vermont

For adults over 60 years old





OUR EVOLVING
APPROACH



COLLECTIVE IMPACT



RADICAL
COLLABORATION



Radical collaboration involves working together in deeper, more relational ways than transactional approaches. It means **recognizing the process is the solution, engaging in shared decision-making, and working through conflict with humility and vulnerability.**



COLLECTIVE
change lab

visit www.collectivechangelab.com

Image by Sara Tyson

Secret sauce – Radical Collaboration

“This approach is not about just working together; it’s about fundamentally redefining how we collaborate to tackle the most intricate problems, deliver human-centered solutions, and stay ahead of modern expectations in an ever-evolving world.” Scott Purcell, “What is Radical Collaboration” 2023.

Radical collaboration starts with core principals like trust, transparency, reciprocity, openness, and respect.

Shifting
mindset

Breaking
down barriers

Building trust
and safety

Embracing
diversity

Focus on
collective
intelligence

Fostering
openness and
transparency

Taking
ownership

Resolving
conflict
productively

Embracing
change





Photo by TheStandingDesk on Unsplash

Thank you!

Erin Wessel

BMH Community Health
Coordinator (Aging Focus)

ewessel@bmhvt.org