



Florida Association of Aging Services Providers e-Newsletter

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Guest Editor: Bart Banks, Director, Hillsborough County Department of Aging Services

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Message from the President

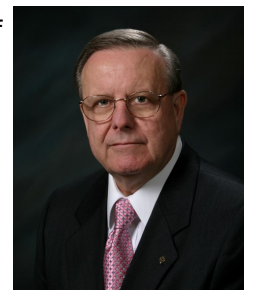
by John Clark, Council on Aging of West Florida, Inc.

Dear Friends:

In this issue of our newsletter we are discussing diversity and change; including generational diversity and cultural diversity. According to a recent training session by a Pensacola-based human resources company; "diversity is the many types of differences we recognize in ourselves and in others. There are the obvious: age, gender, culture, education, disabilities, values, marital status and religion. There are also some not so obvious ones such as management versus non-management, headquarters versus field staff and techies versus non-techies." So diversity is multi-faceted and generational diversity could be said to touch all areas.

Why does generational diversity touch on so many facets of diversity? Personally I think that Chuck Underwood, the founder of the consulting firm, The Generational Imperative, who spoke at the Florida Council on Aging Conference last year, summed it up best. He has stated that "white men of the silent generation have enjoyed the smoothest career

passage in American History. Women of that generation have bridged the before and after of the modern women's movement and minorities have bridged the before and after of the modern civil rights movement." Thus, it could be said that the silent generation has served as a bridge out of which has exploded the greatest cultural changes/shifts in our society which, I suspect, most of us would say were for the better.



Underwood goes on to say that the "formative years between birth and age 20 are the years during which most of our core values are formed and, for the most part, will be with us for life. By sharing the same core values we become a generation." Case in point, my father, a member of the Silent Generation, was always shocked by the dancing he saw on American Bandstand; which I turned on as soon as I arrived home from school. I suspect that most of his generation was shocked and shared the same opinion that this type of dancing was vulgar. Gee, wonder what they would

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Diversity and Change

Bartholomew Banks, Guest Editor

Hillsborough County Department of Aging Services

Change is inevitable. There have been an enormous number of changes in the social services environment in the last several years. We have been challenged by the loss of tax revenue along with reductions of federal grants, state funding, and other local support. In the past, when we spoke of change – it typically referred one change at a time, i.e. a new grant requirement; a realignment of funding priorities, or a change with vendors, etc. Today, the changes are fluid and frequent. It takes more skill and determination; and yes, even stamina to navigate through today's changes. Changes naturally cause anxiety, and often fear, when those changes are far reaching. They have consequences for everyone - customers, caregivers, service providers, suppliers and staff.

At no time since Lyndon Johnson's *Great Society* gave us Medicare, Medicaid, and the Older Americans Act, have we seen budget reductions like this. We must now adapt to these reductions by diversifying service delivery while stretching federal, state, and local dollars to every possible extent. We are obligated to serve as many customers as possible with the most necessary services, and do it more efficiently than ever.

As changes continue in funding, technologies, and trends, it requires flexibility and adaptability. We are no longer just thinking outside the box: we are constructing a new box. We are redefining our vision; revising our focus and objectives; changing our public relations and outreach strategies; and redistributing funds, assets and staff.

To make organizational changes, diversify services, and spend the funds wisely we have to engage and support other agencies or community partners who already provide the same or similar services; seek private sector companies who can provide direct service; and provide additional administrative support to our current service providers while referring more customers to them.

In Hillsborough County, we have redirected our focus to wellness programs that keep seniors active and involved in their communities. The overwhelming scientific data confirms that making healthy food choices, increasing physical activities, and staying mentally engaged can sustain, and in many cases improve senior health. As wellness programming increases in Florida and around the Country, we will continue to see postponement and reductions in institutional placements.

Change is never easy, but it can be done. In Hillsborough County, for the last several years we have had an abundance of opportunities to diversify, change, and adapt – as all of us have. As providers, we understand how important successful change is to our mission and to our customers.



Transportation for Seniors Webinar Series

The National Center on Senior Transportation is offering a [series of webinars](#) that will provide participants with ideas and practical suggestions on how to secure local match dollars for federal grants.

The series will offer expert presenters, resources, and brief practical homework assignments designed to impact participants' agencies directly. Participants will develop a working document that can be used as a planning tool for future local match funding solutions.

In addition, participants will have the opportunity to discuss solutions with fellow participants through an online course forum.

The remaining webinar dates are: November 13 & November 25. Each session will take place at 2:00 p.m. ET. [Click here](#) for more information. [Register](#) here.

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say about twerking? Now you would think that those of us raised by the Silent Generation, and we would be the “Boomers,” would all share the same core values, including an aversion to American Bandstand. Well, core values are not just formed in the home, but by society, our friends, the entertainment industry and so much more. However, we would most likely share in the similar values in terms of work ethic, our outlook on life, our relationships, etc. These sharing of common values of the different generations; the Silent, the Boomers, the Generation Xers and the Millennials are part of what makes our working environments so interesting and, in some cases, challenging.

Looking around today’s aging network, most of the leadership appears to be in the Boomer Generation. The challenge for this generation is to have an understanding of what motivates those in the Generation X and Millennial generations; and those motivations are indeed diverse. We need to understand their “outlook on life, work ethic, attitude towards authority, turnoffs, leadership ideas, attitudes towards relationships and philanthropy.” Clearly, those topics would fill up a workshop. Yet, personally I believe that those of us in the Boomer Generation who continue to work into what is now euphemistically called the “new 40s and new 50s” can arrive at a better appreciation for diverse generations. And you know what, the bottom line in “accepting our diversity” is, in my opinion, spelled “R-E-S-P-E-C-T.” If you can arrive at a place where you can respect the uniqueness and diversity of all people and believe they should be treated with dignity and equality, you really are half way to solving the challenges we all face in recognizing and understanding diversity.

Finally, on a humorous note, if my mind were closed to trying to understand younger generations, I would never have known how to answer a fellow Rotarian at a recent meeting when he asked me if twerking had anything to do with tweeting!



Impact 100 Pensacola Bay Area Grant

Council on Aging of West Florida was selected as the recipient of a \$104,500 grant from IMPACT 100, Pensacola Bay Area, the largest IMPACT 100 group in the country. Member annual contributions of \$1,000 are pooled to award grants in increments of greater than \$100,000 in five focus areas to non-profit organizations in Escambia and Santa Rosa counties.

Council on Aging of West Florida was selected as a recipient in the Family focus area. The Council on Aging of West Florida’s winning project, Moving Safely, addresses transportation and mobility, which are, and will continue to be, important issues facing older adults.

The grant will enable Council on Aging of West Florida to purchase three vans and install handrails along the walking path at the Council’s Adult Day Health Care Center. The project will benefit seniors with dementia, veterans and middle-aged and older working caregivers served by the Adult Day Health Care center as well as Senior Companions and Foster Grandparents who need assistance with transportation to assist homebound seniors and at-risk babies and youth in daycares, schools and detention centers.

“Our project will have a multi-generational impact on our community by providing much needed assistance to elders, family caregivers, school children, their parents and their teachers. We are very excited that our proposal was selected by the members of IMPACT 100,” said John B. Clark, President & CEO of Council on Aging of West Florida. The project will be implemented in the next few months.

About Council on Aging of West Florida:

Council on Aging of West Florida is a local, 501(c)(3) not-for-profit organization that has served seniors and their families since 1972. Council on Aging of West Florida helps seniors in Escambia and Santa Rosa Counties live healthy, safe and independent lives in their own familiar surroundings by providing community based, in-home programs and services such as Meals on Wheels and Alzheimer’s respite care.

About IMPACT 100, Pensacola Bay Area:

IMPACT 100 Pensacola Bay Area, Inc. is a 501(c)(3) organization of women committed to improving their community by providing substantial grants to non-profit organizations in Escambia and Santa Rosa counties. IMPACT has no paid employees or staff, so one hundred percent of each member’s annual contribution of \$1,000 is pooled and awarded to non-profit organizations in increments of at least \$100,000 grants.



John Clark and Board Member Sonya Daniel Accept Check From Impact 100.

How We Changed to Serve our Customers

Hillsborough County Department of Aging Services

One of the first steps for change to better serve our citizens was the creation of a Fiscal and Support Division to manage the fiscal and grant functions for the several departments which included the Aging Services Division. This allowed our staff to concentrate on providing, enhancing, and developing programming that meets the changing needs of customers within current budgetary constraints.

The programmatic concentration led to several operational changes. These changes focused on serving as many customers as possible using the most efficient and effective practices. The following transitions are part of implementing the division's master plan.

We transitioned the Congregate and Home Delivered Meal Programs by:

- Switching from bulk food delivery to pre-plated meals for congregate meal customers which eliminated 12 part-time food service aides.
- Replacing daily hot meals to a weekly package of frozen meals for home delivered meal customers which eliminated 70 part-time drivers and significantly reduced mileage reimbursement costs to employees.
- Assuring that homebound customers had kitchen equipment to heat meals; and the physical ability to do so or had a caregiver available to assist them.
- Persuading reluctant customers that changing to weekly deliveries was beneficial for them, allowing flexibility for scheduling doctors' appointments, therapies, treatments, etc. without missing a daily meal.
- Increasing meal referrals to established vendors which further decreased meal deliveries by Division employees. With these changes, we maintained the same number of customers and saved approximately \$392,000.

We transitioned the In-Home Services Program by:

- Referring all in-home services to established vendors, and removing Aging Services as a provider of direct services. This eliminated 10 fulltime in-home services worker positions and the associated mileage reimbursement costs.
- Supporting and rewarding existing service providers by referring an additional 7000 hours of service hours.

With these changes, we maintained the same level of service and saved approximately \$737,000.

We transitioned the Retired and Senior Volunteer Program by:

- Opting not to reapply for the RSVP grant which released an obligation for a minimal 30% grant match, and a historical overmatch.
- Supporting a community partner in its pursuit of the RSVP grant to compliment two grants it currently received from the same grantor.
- Disengaging from the RSVP eliminated one fulltime position and reassignment of another position to quality assurance services.

With these changes, we realized a minimum net savings of \$140,000.

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Cultural Diversity

Hillsborough County Department of Aging Services

According to U S Census Bureau's American Fact Finder, approximately 61 million people are over the age 60 in the United States. The languages and nationalities of the older population continue to show an increasingly diverse population. Almost 8.9 million older adults speak a language other than English, with the majority of those speaking Spanish. In addition, nearly 7.8 million older adults were reportedly born outside of the United States; almost half a million came here within the last decade.

Along with California, Texas, and New York, Florida continues to attract a large number of immigrants with Hillsborough County being a preferred settlement location for many from Latin America. This has allowed us to steadily progress in culturally diverse programming that represents our national melting pot. Such events as the Black Heritage Festival and the Hispanic Heritage Festival have been traditions for Hillsborough County for several years. This year's Black Heritage Festival drew over 100 attendees celebrating the poetry, dance, and music of African Americans. A dance troupe entertained attendees with traditional African dance, and a drummer demonstrated the role of steel drums in communicating among the Caribbean Islands.



For the first time, the Hispanic Heritage Festival included our customers and welcomed anyone 50 years or older residing in the County. To accommodate the larger attendance, the event was moved from our senior center to a large community facility in Ybor City - the heart of Tampa's Hispanic community. Seniors were entertained by a professional flamenco dancer with lively Spanish guitar accompaniment. There were over 275 attendees, and more than 20 Latin countries were represented in the Parade of Native Costumes. In addition to the County-wide cultural diversity celebrations, we replicated these events on a smaller scale in senior centers for those unable to attend the Ybor City event.



In Spring 2014, we will host the First Annual Asian Heritage Festival for seniors to coincide with the larger Hillsborough County Asia Fest. The Asian community continues to grow in our county and is comprised of 16 distinct ethnic groups (representing Cambodia, China, India, Indonesia, Japan, Korea, Laos, Malaysia, Myanmar, Pakistan, Philippines, Singapore, Sri Lanka, Taiwan, Thailand, and Vietnam). In addition, plans for further diverse activities and programming for seniors will evolve as Florida continues to experience an increase in Eastern European immigrants.

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Hillsborough County Department of Aging Services
Celebrations of Diversity

How We Continue to Change

Hillsborough County Department of Aging Services

Transitioning Adult Day Program from county service delivery to vendor delivery by:

- Researching entities with qualifications to deliver adult day services to current clients.
- Exploring options of leasing facilities to vendors as point of service locations.
- Developing quality assurance policies and procedures for oversight of service delivery.
- Working closely with the West Central Florida Area Agency on Aging to transfer direct services, and assure customers and caregivers of continued support during the transition.

Increasing and developing the Wellness Program by:

- Employing a Wellness Manager to develop additional programming for active seniors.
- Improving building aesthetics to appeal to energetic, engaged seniors.
- Redirecting funding from 223 Adult Day Care customers to almost 7,000 wellness customers.
- Increasing nutritional education classes and seminars; increasing types of physical activities and instructions; increasing social support through special events.

By transitioning from Adult Day Care to Wellness Programming, we expect to reduce senior center expenses by approximately \$633,000.

We had many successes and many challenges in implementing these changes. And though some programs and changes are not applicable to all service providers, the approach is essentially the same. It is about serving your population most effectively, and finding strategies that work for your organization.



Town 'N Country Senior Center Honored Florence R. Goldman Distinguished Senior Center Award 2013



Pictured above—left to right: Bank Banks, Aging Services Division Director; Lori Radice, Town 'N Country Senior Center Manager; Pat O'Connell, Florida Association of Senior Centers; and Mary Jo McKay, Aging Services Section Manager.

Congratulations to Town 'N County Senior Center on receiving the prestigious Florence R. Goldman Award!

This award was established in 1993 as a tribute to Flo Goldman, the Florida Association of Senior Centers' first president, and is awarded annually to an outstanding Florida senior center.

The award was presented during the closing session of the Florida Council on Aging Conference on August 14, 2013.

Brandon Senior Center was also a strong contender among this year's nominees. This award was well-deserved, and provided another opportunity to highlight Hillsborough County's commitment to senior health and wellness.

The New Seniors: Wellness Programs in Demand

Hillsborough County Department of Aging Services

The Baby Boomers are challenging the prevailing senior center concept. They are not looking for a place to sit, talk and eat. They want to learn, they want to move, they want to engage: They are looking for action!

According to the National Council on Aging's *Senior Centers in America: A Blueprint for the Future*, the newest members of the senior population are not interested in most programming senior centers are offering. They aren't interested in volunteering, games, hobbies, or musical activities – at least the passive ones. While the older group of seniors, those over 65, want to be with people like themselves and have a place to express their faith; the younger group is looking for an all inclusive social club for seniors. This newest generation of seniors is active, educated, and willing to pay to play.

In Hillsborough County, we are increasingly providing what these youthful seniors demand. The transformations and challenges we are experiencing are in rhythm with the aging trends in our nation. What are we doing as an organization to meet the diverse needs of this growing population? We are changing the way we do business in the senior and dining centers by anchoring our programming upon the Seven Dimensions of Wellness and operating within a set of beliefs that are in alignment with the International Council on Active Aging's (ICAA) Nine Principles of Active Aging (www.icaa.cc/activeagingandwellness/activeaging.htm).

The nine principles of active aging are:

- Population - This is a diverse group needing diverse solutions.
- Perceptions - We need to promote inclusiveness in our programs and be aware of aging stereotypes but not be affected by them.
- People - Trained and committed employees are essential to meet the needs of mature adults.
- Potential - New economies are being created by this aged population.
- Products - Older adults require products and services specific to their needs.
- Promotions - Effective marketing for this older adult group is based on positive, realistic messaging.
- Places - Multi-functional facilities are important to this demographic.
- Policies - The active aging concept was defined in 2001-2002 by the World Health Organization and ICAA.



Since then, policies for older adults include promotion of active aging to ensure optimal health and well-being. Programs - Building the Seven Dimensions of Wellness into our programs addresses the diverse needs and expectations of our target population.

The ICAA defined the Seven Dimensions of Wellness as: emotional, social, spiritual, vocational, environmental, intellectual, and physical health and wellness. While Hillsborough County Aging Services' programs addressed some of the seven dimensions, we are increasingly offering customers those programs to cover all aspects of wellness. We are now offering or developing: Yoga; Tai-Chi, Qui-gong; aerobic exercise and strength training; meditation and mindful exercise; dance parties; walking groups; hands-on gardening; language clubs; book clubs; creative writing groups; intergenerational mentor groups; painting groups; sewing and quilting groups; and an array health and wellness seminars and workshops by subject matter experts.

By embracing the Nine Principles of Active Aging and the Seven Dimensions of Wellness, Hillsborough County will continue to be a leader in service to seniors. Our mission is to foster an inclusive environment for our increasingly diverse older adult population, while enriching and extending their lives.



Senior Health—Healthy Eating After 50

Food just doesn't taste the same anymore.
"I can't get out to go shopping."
"I'm just not that hungry."



National Institutes
of Health

Sound familiar? These are a few common reasons some older people don't eat healthy meals. But, choosing healthy foods is a smart thing to do—no matter how old you are!

Here are some tips to get you started:

- Eat many different colors and types of vegetables and fruits.
- Make sure at least half of your grains are whole grains.
- Eat only small amounts of solid fats and foods with added sugars. Limit saturated fat (found mostly in foods that come from animals) and trans fats (found in foods like store-bought baked goods and some margarine).
- Eat seafood twice a week.

How Much Should I Eat?

How much you should eat depends on how active you are. If you eat more calories than your body uses, you gain weight. What are calories? Calories are a way to count how much energy is in food. The energy you get from food helps you do the things you need to do each day. Try to choose foods that have a lot of the nutrients you need, but not many calories. Just counting calories is not enough for making smart choices. Think about this: a medium banana, 1 cup of flaked cereal, 1-1/2 cups of cooked spinach, 1 tablespoon of peanut butter, or 1 cup of 1% milk all have roughly the same number of calories. But, the foods are different in many ways. Some have more of the nutrients you might need than others do. For example, milk gives you more calcium than a banana, and peanut butter gives you more protein than cereal. Some foods can make you feel fuller than others.

How many calories do people over age 50 need each day?

A woman:

- who is not physically active needs about 1,600 calories
- who is somewhat active needs about 1,800 calories
- who has an active lifestyle needs about 2000–2,200 calories

A man:

- who is not physically active needs about 2,000 calories
- who is somewhat active needs about 2,200-2,400 calories
- who has an active lifestyle needs about 2,400-2,800 calories

Here's a tip: Aim for at least 150 minutes of physical activity each week. Ten-minute sessions several times a day on most days are fine.

How does the food on your plate compare to how much you should be eating? Here are some ways to see how the food on your plate measures up to how much you should be eating:

- deck of cards = 3 ounces of meat or poultry
- ½ baseball = ½ cup of fruit, rice, pasta, or ice cream
- baseball = 1 cup of salad greens
- 4 dice = 1-1/2 ounces of cheese
- tip of your first finger = 1 teaspoon of butter or margarine
- ping pong ball = 2 tablespoons of peanut butter
- fist = 1 cup of flaked cereal or a baked potato
- compact disc or DVD = 1 pancake or tortilla

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Read the Label

At first, reading labels on food packages may take some time. The facts there can help you make better food choices. Labels have a Nutrition Facts panel. It tells how much protein, carbohydrates, fats, sodium, key vitamins and minerals, and calories are in a serving. The panel also shows how many servings are in the package—sometimes what looks like one serving is really more. Each label also has an ingredients list. Items are listed from largest amount to smallest.

Having Problems With Food?

As you grow older, your sense of taste and smell may change. Foods may seem to have lost flavor. Also, medicines may change how food tastes. They can also make you feel less hungry. Talk to your doctor about whether there is a different medicine you could use. Try extra spices or herbs on your foods to add flavor.

Some of the foods you used to eat may no longer agree with you. For example, some people become lactose intolerant. They have symptoms like stomach pain, gas, or diarrhea after eating or drinking something with milk in it, like ice cream. Most can eat small amounts of such food or can try yogurt, buttermilk, or hard cheese. Lactose-free foods are available now also. Your doctor can test to see if you are lactose intolerant.

Is it harder to chew your food? Maybe your dentures need to fit better, or your gums are sore. If so, a dentist can help you. Until then, you might want to eat softer foods that are easier to chew.

Do I Need To Drink Water?

With age, you may lose some of your sense of thirst. Drink plenty of liquids like water, juice, milk, and soup. Don't wait until you feel thirsty. Try to add liquids throughout the day. You could try soup for a snack, or drink a glass of water before exercising or working in the yard. Don't forget to take sips of water, milk, or juice during a meal.

What About Fiber?

Fiber is found in foods from plants—fruits, vegetables, beans, nuts, seeds, and whole grains. Eating more fiber might prevent stomach or intestine problems, like constipation. It might also help lower cholesterol, as well as blood sugar. It is better to get fiber from food than dietary supplements. Start adding fiber slowly. That will help avoid unwanted gas. Here are some tips for adding fiber: Eat cooked dry beans, peas, and lentils often; Leave skins on your fruit and vegetables if possible; Choose whole fruit over fruit juice; eat whole-grain breads and cereals; Drink plenty of liquids to help fiber move through your intestines.

Should I Cut Back On Salt?

The usual way people get sodium is by eating salt. The body needs sodium, but too much can make blood pressure go up in some people. Most fresh foods contain some sodium, especially those high in protein. Salt is added to many canned and prepared foods. If you are 51 or older, about 2/3 of a teaspoon of table salt—1,500 milligrams (mg) sodium—is all you need each day. That includes all the sodium in your food and drink, not just the salt you add. Try to avoid adding salt during cooking or at the table. Talk to your doctor before using salt substitutes. Some contain sodium. And most have potassium which some people also need to limit. Eat fewer salty snacks and processed foods. Look for the word sodium, not salt, on the Nutrition Facts panel. Choose foods labeled “low-sodium.” Often, the amount of sodium in the same kind of food can vary greatly between brands. Spices, herbs, and lemon juice can add flavor to your food, so you won't miss the salt.

What About Fat?

Fat in your diet comes from two places—the fat already in food and the fat added when you cook. Fat gives you energy and helps your body use certain vitamins, but is high in calories. To lower the fat in your diet:

Choose cuts of meat, fish, or poultry (with the skin removed) with less fat; Trim off any extra fat before cook

ing; Use low-fat dairy products and salad dressings; Use non-stick pots and pans, and cook without added fat; Choose an unsaturated or mono-saturated vegetable oil for cooking—check the label. Don't fry foods. Instead, broil, roast, bake, stir-fry, steam, microwave, or boil them.

Keeping Food Safe

Older people must take extra care to keep their food safe to eat. You are less able to fight off infections, and some foods could make you very sick. Talk to your doctor or a registered dietitian, a nutrition specialist, about foods to avoid. Handle raw food with care. Keep it apart from foods that are already cooked or won't be cooked. Use hot soapy water to wash your hands, tools, and work surfaces as you cook. Don't depend on sniffing or tasting food to tell what is bad. Try putting dates on foods in your fridge. Check the "use by" date on foods. If in doubt, toss it out. Make sure food gets into the refrigerator no more than 2 hours after it is cooked.

Can I Afford To Eat Right?

If your budget is limited, it might take some planning to be able to pay for the foods you should eat. Here are some suggestions. First, buy only the foods you need. A shopping list will help with that. Buy only as much food as you will use. Here are some other ways to keep your food costs down: Plain (generic) labels or store brands often cost less than name brands; Plan your meals around food that is on sale; Divide leftovers into small servings, label and date, and freeze to use within a few months.

Federal Government programs are available to help people with low incomes buy groceries. To learn more about these programs, visit [Eldercare Locator](#) or 1-800-677-1116 (toll-free).

Visit www.nihseniorhealth.gov, a senior-friendly website from the National Institute on Aging and the National Library of Medicine. This website has health and wellness information for older adults. Special features make it simple to use. For example, you can click on a button to make the type larger.

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Upcoming Events



November 2013

November 8, 2013: Chicago, IL. *International Conference on Aging & Society*. Visit <http://Agingandsociety.com/> for more information.

November 18 & 19, 2013 (8AM to 5PM): Fort Myers, FL. *Preparing New Class Leaders to Deliver "Powerful Tools for Caregivers"*. Class Leaders are sponsored, trained and resourced to provide tools to individual caregivers. Visit www.powerfultoolsforcaregivers.org or call Dr. Piper Center for Social Services, Inc. (239) 332-5346 for more information.

FASP is on Facebook - Are You?



Do you or does your organization have a Facebook or Twitter account?
We would love to “like” “Friend” and/or “follow” you too.

FASP - Florida Association of Aging Services Providers Facebook page

<http://www.facebook.com/home.php?#!/pages/FASP-Florida-Association-of-Aging-Services-Providers/186392068069967>

FASP - Florida Association of Aging Services Providers Twitter

<http://twitter.com/FLAgingServProv>



DOEA - Florida Department of Elder Affairs Facebook page

<http://www.facebook.com/pages/Florida-Department-of-Elder-Affairs/128604923878650?sk=wall>

FCOA - Florida Council on Aging Facebook page

<http://www.facebook.com/home.php?#!/pages/Florida-Council-on-Aging/74320166787>

FCOA - Florida Council on Aging Twitter

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The intent of the FASP Newsletter is to keep you informed about program updates and information relating to aging services providers. If you have any comments about the newsletter, suggestions on ways to improve it and/or items you would like included, please contact FASP by e-mail at moreinfo@fasp.net or by phone at (850) 222-3524.

The mission of FASP is to support and advocate for public and non-profit organizations engaged in the provision of community-based services to Florida's elders to improve their quality of life.

Mark your calendars now!

*The 2014 Florida Conference on Aging
will be held
August 4-6, 2014
at the
Bonaventure, Weston, FL*

