

Wisdom Steps - Preventative Health for American Indian Elders

2021-2026 Strategic Plan

October 2021



The Wisdom Steps Board gathered for a planning retreat October 11-13, 2021 to identify strategic directions to guide Wisdom Steps work in the next 3-5 years. Specific objectives for the session included the following:

- **Strategic Assessment:** *Evaluate* the current achievements, advantages, challenges and trends
- **2-3 Year Practical Vision:** *Identify* clear and compelling goals
- **1-2 Year Priority Strategies:** *Decide* priority directions needed to achieve the practical vision
- **Action Planning:** *Determine* action steps, timelines, roles and responsibilities for plan implementation

This is the 2021-2026 Wisdom Steps Strategic Plan developed in the 2021 Planning Retreat discussion and decision-making.

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Plan-At-A-Glance

Mission:

The mission of Wisdom Steps is to ...

- ... **foster** community partnerships and coordinate resources to
- ... **provide** for the increased advocacy, health education, health screenings and healthy living activities and
- ... **offer** an incentive plan to encourage participation in preventive health programs that will
- ... **improve** the health of American Indian Elders.



Strategic SITUATION ASSESSMENT



2-3 Year PRIORITY STRATEGIES



3-5 Year PRACTICAL VISION

Key CHALLENGES	Key ADVANTAGES			
<p>A) Need to enhance communications within the Board and with members and tribes</p> <p>B) Need to strengthen Board operations practices and systems</p> <p>C) Need to review and develop ways to support for our work</p> <p>D) Need to improve and innovate how we offer and track Elder health and programs</p> <p>E) Need more outreach to expand our membership</p>	<p>A) Grassroots commitment and strong tribal support</p> <p>B) Active and committed Board</p> <p>C) Becoming an independent, collaborative organization</p> <p>D) Financial foundations in place</p> <p>E) Programs for Elders and the community</p> <p>F) Opportunity to expand our membership</p>	I. Cohesive INTERNAL OPERATIONS		
		<div style="border: 1px solid black; padding: 5px; background-color: #fff9c4;"> <p>Strategy A: <i>Develop up-to-date WEBSITE COMMUNICATION</i></p> </div>		<p>Goal A: Effective COMMUNICATION</p> <p>Goal B: Cohesive ORGANIZATION</p> <p>Goal C: Expanded MEMBERSHIP</p> <p>Goal D: Relevant ELDER EDUCATION</p> <p>Goal E: Elder HEALTH & ENJOYMENT</p> <p>Goal F: Community CARE PARTNERSHIPS</p>
		<div style="border: 1px solid black; padding: 5px; background-color: #c8e6c9;"> <p>Strategy B: <i>Build Cohesive BOARD OPERATIONS</i></p> </div>		
		II. Effective EXTERNAL SERVICE		
		<div style="border: 1px solid black; padding: 5px; background-color: #bbdefb;"> <p>Strategy C: <i>Promote strong MEMBERSHIP GROWTH</i></p> </div>		
<div style="border: 1px solid black; padding: 5px; background-color: #ffe0b2;"> <p>Strategy D: <i>Offer well-rounded ELDER LIVING EDUCATION</i></p> </div>				
<div style="border: 1px solid black; padding: 5px; background-color: #bbdefb;"> <p>Strategy E: <i>Expand Elder engagement in COMMUNITY PARTNERSHIPS</i></p> </div>				

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Details p. 7



Situation Assessment – The Past Journey

How has Wisdom Steps **evolved**? What have been **key events**?

Major PHASES	The era of Elder-driven, grassroots BEGINNINGS	The era of Execution and BUILDING UP	The era of Opening eyes and self-help toward NEW BEGINNINGS	The era of Change, surviving dark ages and RECHARGING
	1990 - 2003	2004 - 2006	2007-2019	2020 - 2022
Key EVENTS	<ul style="list-style-type: none"> • The MN Elders lead the way! Lobby MN Board on Aging for Indian Elder Desk (1990-1994) • A bill authored by Senator Finn and Representative Clark establishes the Indian Elder Desk (1993-1994) • Mary Snoble hired as first Indian Elder Specialist at the Desk; meets with all the tribes (1994) • Tribes receive programming grants from State/Federal sources (1994) • National Resources Center on Native American Aging instituted at University of North Dakota; Alan Allery as first Director works closely with tribes to improve elder services (1994) • “7th Generation- Tomorrow’s Elders” Forum held to discuss access to services; follow-up meeting of representatives from all reservations and urban community (1997-1998) • Committees organized to develop model projects with members from reservations (2000) • WS Board established. Logo chosen in contest. Poster, brochure and materials created (2000) • Incentive Program set-up for modeling good health (2000) • Programs initiated - medicine talks, walks, education, grants, partnerships, awards etc. (2000-2003) • First and Second year pins/charms awarded to 467 Elders in 2001 and 487 Elders in 2002 • 3-Year Strategic Plan created (2000); \$10,000 Self Development marketing grant (2003) • First and second Annual Conferences at Mille Lacs (2001-2002) • First WS Golf Tournament (2003) 	<ul style="list-style-type: none"> • WS Discount Card fundraising plan initiated- \$20 - \$10 going to Statewide WS and \$10 to local WS (2004) • Otto Bremer Grant (\$50,000) and Grotto Foundation Grant (2004) • Annual Conferences and Golf Tournaments held every year (2004-2007) • WS 5th Anniversary celebrated (2005) • Planning Retreat for next 3-year plan funded by Otto Bremer (2005) • Mary Snoble retires; succeeded by Jackie Dionne at Indian Elder Desk (2005) • Discount card approved for 3-year use with continued promotions by Tribal Governments (2007) • Allery Preventative Health Award began in 2008 * • MN Chippewa Tribe as WS fiscal agent • Discovery of money lost from WS • Unclear process for identifying board/alternate appointments; not all documented and on file • Conversation begins to establish an independent 501(c) 3 organization (2006-2007) 	<ul style="list-style-type: none"> • Wisdom Steps legally organized with MN Secretary of State as a 501(c) 3 charitable, religious, education organization (2007) • WS able to receive grants directly and work independently • WS Board contracts with MAP for Non-Profits to assist with incorporation papers and IRS filing (2007-2008) • Annual Conferences and Golf Tournaments held every year (2007-2019) • WS Staff work with Dr. David Purdue to develop American Indian Cancer Foundation, a strong partner to be (2009-2010) • WS 15th Anniversary celebrated (2010) • WS Discount Cards fundraising plan approved for 3-yr use with continued promotions by Tribal Governments (2016) • Website and handbook developed (2017) • WS change in structure - Hired program director (2019) 	<ul style="list-style-type: none"> • WS 20th anniversary celebrated! (2020) • Pandemic pauses programs! • No conference held in 2020-2021 • Community food delivery in the pandemic era • Need for a website upgrade • Charter members receive Enbridge money • Board gathers for 3-5 year strategic planning retreat to chart directions for the next phase of Wisdom Steps (2021) <p style="text-align: center;"><i>“It takes 20 years to create an overnight success” Anonymous Quote</i></p>

Situation Assessment - Advantages



Where are we now? How are we positioned for the future?

Current ADVANTAGES

What are **strengths** and **achievements** to build upon? What is Wisdom Steps **doing well**? What are **opportunities**?

A. Grassroots commitment and strong tribal support

Related Board perspectives and comments:

- Our history -- we began because of active community volunteering to help Elders
- We get card support from most of the tribes
- FDL Tribal Council has supported 100% of the programs

B. Active and committed Board

Related Board member perspectives and comments:

- Wealth of information our Board members can share
- Board members are involved in activities -- golf fundraiser, donating items; significant commitment
- The Board is working as a team.
- Having a planning opportunity for this dialogue has been needed to share between us; we have opened doors to communication and caring as a group

C. Becoming an independent, collaborative organization

Related Board member perspectives and comments:

- Can apply directly for grants as a 501(c)3
- Making a lot of progress as an organization
- Our collaborative approach is a strength

D. Financial foundations in place

Related Board member perspectives and comments:

- Our finances are a strength after struggling for years. We now have money for our work!
- Selling of discount cards that we can now sell online
- Foundation set up for money

E. Programs for elders and the community

Related Board member perspectives and comments:

- Our conferences have been going on since the beginning
- New preventative health activities and opportunities have been developed
- Scholarships for those going into the health field; it is good advertising for Wisdom Steps and good for the recipients.
- Began the Dr. Alan Allery award

F. Opportunity to expand our membership

Related Board member perspectives and comments:

- Strategic planning is an opportunity to look into promotional ideas that have been discussed and brainstormed earlier
- We have an opportunity to take ideas for promoting to urban areas and expand their participation

Situation Assessment - Challenges Continued



Where are we now? How are we positioned for the future?

Present CHALLENGES

What issues or weaknesses need to be addressed to assure Wisdom Steps effectiveness? What needs work?

A. Need to enhance communications within the Board and with members and tribes

Related Board member perspectives and comments:

- Need to create improved ways to stay on track through good communication
- Communication is inadequate at all levels -- Board, membership outreach, between tribal programs, and with the community.
- Working in remote locations across the state prevents good long distance/internet communications
- Need to update and enhance the website
- Need to find ways to better use the internet to connect with members and the community

B. Need to strengthen Board operations practices and systems

Related Board member perspectives and comments:

- Assuring leadership commitment and accountability is key
- Continuing as a collaborative group and being productive
- We have been lax in following our bylaws
- Need to work on our By-laws and financials
- Need to make sure we have functioning committees
- In quarterly meetings, we need better listening and ways to talk among ourselves
- Need to better recognize Board/Advisory Council with prayer before meetings and in other ways
- Need to define and communicate what Wisdom Steps is about; beyond the walking program and conferences; need to clarify our early history

C. Need to review and develop ways to support for our work

Related Board member perspectives and comments:

- Need clarity what grants we need and why
- Need to have committees to set up budgets with an annual budget for whole program with timelines. These can be shared with local councils to inform them
- Perhaps we should consider some compensation as a way to help with quarterly meeting attendance

D. Need to improve and innovate how we offer and track Elder health and programs

Related Board member perspectives and comments:

- Need a walk record for those already in program without discouraging new people; find new ways to include them even during COVID
- Isolation because of COVID -- no programs being held; e.g. Christmas dinner
- Health cards are a pain; we had baseline and need to work on something new that is guided by regulations and privacy laws
- After 22 years of work, we have little data on health progress statistics
- Gyms are closed and that has discontinued many programs
- Need to adapt to change and work within "the way it's going to be"

E. Need more outreach to expand our membership

Related Board member perspectives and comments:

- Getting new members and meeting needs of all different age groups and health conditions
- Need for more local outreach
- We should build a marketing roadmap

Situation Assessment – 3-5 Year Trends Continued



What current and emerging trends are/will impact Wisdom Steps in the next 3-5 years?

In supporting the health of American Indian Elders, what significant trends, challenges, opportunities, practices or “ways of doing and thinking” are...			
... BOUNDARY IDEAS? Which <u>new ideas</u> are on the horizon?	... EMERGING? Which trends and practices are <u>picking up momentum</u> and acceptance?	... ESTABLISHED? Which trends and practices are <u>mainstream</u> or <u>standard operating</u> ways?	...DISAPPEARING? Which trends and practices are <u>no longer prevalent</u> or <u>relevant</u> ?
Physical and Mental Health Trends			
<ul style="list-style-type: none"> ■ Increase in cases of cancer due to environmental impacts 	<ul style="list-style-type: none"> ■ More recognition of Alzheimer’s and its correlation with diabetes and more prevalent due to people living longer 	<ul style="list-style-type: none"> ■ Mental health challenges and loneliness ◇ ■ Isolation exacerbated by the pandemic; lack of access to community and family ◇ ■ Community life moving to social media increases sense of Elder isolation ◇ 	
Social/family Trends			
	<ul style="list-style-type: none"> ■ Families seeking help with how they can care for their Elders; it affects the whole family structure ◇ ■ Need for more education and awareness about Elder abuse – financial, etc. ◇ ■ Need for teaching common respect----- 	<ul style="list-style-type: none"> ■ Generational challenges ongoing due to children taking on their parents’ behaviors ◇ ■ Grandparents caring for grandchildren due to their children having issues in their life ◇ ■ Need for more education about Elder abuse ■ Drugs impacting community life; lack of ways to address the issue ◇ ■ Generational trauma is ever present ◇ 	
Cultural/Community Trends			
<ul style="list-style-type: none"> ■ Recovering our native history ◇ 	<ul style="list-style-type: none"> ■ Need for outreach and service to younger elders in search of their historical and spiritual roots - what are their needs, how can WS serve them? ◇ ■ More recognition by the mainstream public of Indians and increasing support for indigenous peoples ■ More awareness of MMIW and human trafficking ◇ ■ The 7 teachings being emphasized in schools, colleges and other tribal settings ■ Increase in language education ◇ ■ Awareness increased; thinking about the negative effects of pipelines etc. on Mother Earth ◇ 	<ul style="list-style-type: none"> ■ Decreasing eligibility in band enrollment; blood quantum cut-off ◇ ■ Loss of language for many in the Elder generation ◇ ■ Living in the pandemic affecting everything ◇ ■ Global supply chains affecting shortages ◇ 	<ul style="list-style-type: none"> ■ Prohibition for speaking native languages, practicing ceremonies and culture ended in 1978 ◇ ■ Indian women restricted from voting – ended in 1964* ■ Loss in common memory of Native History ◇

KEY: ◇ symbols show participants’ emphasis on trends that especially impact the Wisdom Steps mission

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3-5 Year Practical Vision

Where do we want to be in 3-5 years? What are the goals we seek to achieve?

Goal	Related vision or goals ideas:
<p>Goal A: Effective COMMUNICATION Effective communication for Board, members, community and tribes</p>	<ul style="list-style-type: none"> • Communication between Reservations to find out what's going on: What are there open events coming up? Is there anything you want to share with Wisdom Steps? Expanded outreach about education for Elders • Communication to let Elders know about our Wisdom Steps programs; get information to people • Provide information relevant to our community using social media, etc. • Education on technology; use of computers, smart phones, etc. • Communication within the Board about meeting notices, requirements, etc.
<p>Goal B: Cohesive ORGANIZATION A Vision Steps organization that is restructured, enforced, dynamic and hears all elders' voices</p>	<ul style="list-style-type: none"> • Updated By-laws, added meeting notice requirements (posting date, time and location); By-laws approved and followed! • Solid Wisdom Steps organization foundation, built and in process. Practical Board vision built as a team with blinders off • Clarified what Wisdom Steps is - What is our goal? How do we achieve that goal? • All working together to achieve our vision with new ideas, unity and finding common ground • Follow-up from our Retreat; evaluate progress - did we move forward, backwards, stand still? • Constatly adapting to change; regular SWOT analysis and continuing to move on • Adequate staffing for accomplishing the mission • Improved data collection to show health trends
<p>Goal C: Expanded MEMBERSHIP Outreach to keep Wisdom Steps alive with new members- they are the future!</p>	<ul style="list-style-type: none"> • Increased participation in Wisdom Steps • Improved and expanded recruitment -- How do we recruit and retain? How can we recruit new/younger members through the website, in local Reservations, at events? What are other ideas? What are we doing right or wrong?
<p>Goal D: Relevant ELDER EDUCATION Education needs of Elders assured and shared in conferences and communities</p>	<ul style="list-style-type: none"> • Education regarding health of all sorts – Cancer, Diabetes, Mental health; Bring agencies back • Living wills education, directives, Advance Health Care Directive; Everyone should have one; what happens without one? • Elder abuse awareness – Physical abuse or financial abuse related to Agency care services– Medicare, Personal Care Assistants, etc.; or physical abuse. What it is, how to recognize abuse, who to call to report abuse • Informaiton about human trafficking - What does it mean? Murdered and missing indigenous women - Who is being targeted, who to call for more information, how to stay safe and keep my children/young people safe • Drug education awareness - What do they look like? Where do they come from?What are behaviors? What to watch for? • Education and advocacy for Elders' ageism policies
<p>Goal E: Elder HEALTH and ENJOYMENT Planning and programming in and beyond the pandemic to supprt a healthy future and enjoyment for elders</p>	<ul style="list-style-type: none"> • Moved on from the pandemic; we do not want to live and stay in this pandemic; we cannot continue this way Address isolation because of COVID • Revamped walking program with need new ideas for walk with ease • Improve data collection to show health trends; Clarified HIPAA requirements and qualifications to attend – shots, etc. • Keep going with conferences and golf tournament; determine where they will be held
<p>Goal F: Community CARE PARTNERSHIPS Partnerships that care for Elders and enable Elders to give back to community</p>	<ul style="list-style-type: none"> • Sustainable partnerships to honor other people – warriors, police officers, service people, social workers • Scholarship program to support community and the future generations • Networking with other agencies to support Elder health - Arthritis Foundation, Cancer Foundation, etc. • Activities and initiatives to protect Mother Earth - land, water, air, etc.

2-3 Year Priority Strategies

What priority actions, efforts or initiatives are needed to implement the mission and practical vision ...

I. Cohesive Internal OPERATIONS

Strategy A: Develop up-to-date WEBSITE COMMUNICATION

Goals addressed: A, B, C, D

Define Wisdom Steps and develop an updated website for communication

Related actions recommended by work groups

- a. **Promote Wisdom Steps:**
Describe what is Wisdom Steps (ST) | Advertising of Wisdom Steps on web (ST)
- b. **Provide access to all:**
Access for those without internet (ST)
- c. **Update information:**
Keep web updated (LT); Keep up updating (ST); Website upgrade that gets the word out on everything (ST)
- d. **Promote all programs and opportunities:**
Newsletter on web with updates of community events (LT) | More awareness of current Elder events (ST) | Website used to increase Walk with Ease participants (ST)
- e. **Assure needed website funding:**
A budget and fiscal plan created for the website (ST)

See Action Plan p. 10

Strategy B: Build Cohesive BOARD OPERATIONS

Goals addressed: A, B, C

Effective Board leadership, communication and decision-making with updated policies and procedures

Related actions recommended by work groups

- a. **Clarify Wisdom Steps role and vision:** Clarify what Wisdom Steps is (ST) | Develop a vision statement (ST)
- b. **Operate effectively as a board:** Cohesive organization with updated/approved By-laws ASAP with follow-through review every 2 years (ST) | Address Board By-laws and make them effective now (ST) | Stabilize the Board with Roberts Rules of Order and By-laws training (ST)
- c. **Uniform appointment letter for representatives and alternates:** Develop a letter that is the same for each tribe or urban entity to be signed and approved for a representative and alternate to be on file (ST)
- d. **Improve communication about and within meetings:** Improve communications within the Board (ST) | Meeting notice communication that is timely and reliable – e-mail, snail mail and website (ST) | Talk respectfully to each other, being caring and considerate with words and without interruption (ST)
- e. **Identify all roles:** Describe roles of Board and Program Director (ST)

See Action Plan p. 10

KEY: (ST) Suggested as a short term action (6-12 months) (LT) Suggested as a longer-term action (2-3 years)

2-3 Year Priority Strategies Continued

What priority actions, efforts or initiatives are needed to implement the mission and practical vision ...

II. Effective External SERVICE

Strategy C: Promote strong MEMBERSHIP GROWTH

Goals addressed: A, B, C, D

Recruit and support increased Elder membership with outreach to new, younger Elders

Related actions recommended by work groups

- a. **Increase Wisdom Steps membership:** Increased membership (ST) | Expanded from the current group of 410 members (ST,LT)
- b. **Expand recruitment and outreach:** Recruit new participants for Wisdom Steps at health fairs each year or season (ST, LT) | Wisdom Steps described and promoted (ST) | Proactive outreach - need a Wisdom Steps secretary and use local newsletters/Facebook page to put out Wisdom Steps information saying--"Looking for new recruits;" have an Annual Wisdom Steps newsletter -- post on website, Facebook page, emails, snailmail to Board (ST)
- c. **Promote programs and opportunities:** Outreach to continue to update Elders on conference and other activities through the website etc. (ST) | Promote more awareness of current Elder events (ST,LT)
- d. **Add new Eldres and keep current members:** Accommodate all members and assure support for old/new members (ST)

See Action Plan p. 11

Strategy D: Offer well-rounded ELDER LIVING EDUCATION

Goals addressed: B, C, D, E

Provide educational opportunities that are current and relevant to Elders and support holistic health and well-being

Related actions recommended by work groups

- a. **Offer education on key topics:** Provide Educational events and lunches (ST,LT) | Ongoing education about Elder abuse awareness - define Elder abuse;where to report; support groups (LT) | Education on Living Wills; Ask ML to share their new Elder packets; Help distribute to Elders, complete and deliver to medical providers (ST) | Planning for a healthy future that promotes Elders' enjoyment and provides educational needs (LT)
- b. **Expand Walk with Ease participants:** Walk with Ease - identify interested people; have Deb to come to the Reservation; upgrade the website (ST)
- c. **Show Elder health progress:** Update health record cards (E) (ST) | Analyze health data – start data collection and tracking; keep health information updated (LT)

See Action Plan p. 11

Strategy E: Expand Elder engagement in COMMUNITY PARTNERSHIPS

Goals addressed: D, E, F

Develop partnerships that care for elders and allow elders to care for and visibly give back to the community

Related actions recommended by work groups

- a. **Build the scholarship initiative:** Keep scholarships in mind (ST) | Give back to community with scholarships for students in health care, tribal police, service providers (ST) | Scholarship plan dveloped - Establish criteria -- who? how many? how much? How?; Are we going to continue this scholarship beyond year one? (ST)
- b. **Create a funding plan:** How do we sustain it with a funding source? Scholarship plan dveloped (ST) | Create and follow a budget and get a grant writer (ST) | Funding plan with new ideas for funds (LT)
- c. **Develop and maintain care partnerships for and by Elders:** Develop new partnerships (LT) | Create and seek new partnerships (LT) | Build partnerships and continue networking (LT) | Identify and contact partner agencies (LT)

See Action Plan p. 11

KEY: (ST) Suggested as a short term action (6-12 months) (LT) Suggested as a longer-term action (2-3 years)

6-12 Month Action Plans

How will we implement the priority strategies in the next 6-12 months?

I. Cohesive Internal OPERATIONS

Strategy A: Develop up-to-date WEBSITE COMMUNICATION			
Define Wisdom Steps and develop an updated website for communication			
ACTION STEPS	WHO	WHEN	Expected RESULTS
Step 1: Identify needed website funding/budget <ul style="list-style-type: none"> ■ Contact web designer ■ Determine what the current \$50/month budget covers 	Marie call Deb	ASAP	Website awareness to all
Step 2: Define “what is Wisdom Steps” on the website	Jenny		
Step 3: Build awareness through the website <ul style="list-style-type: none"> ■ Update the website ■ Advertise Wisdom Steps and offerings Share all possibilities: <ul style="list-style-type: none"> • What are we about; • What we do/what is going on 	Barb		
Step 3: Serve members without internet access <ul style="list-style-type: none"> ■ Snail mail ■ Facebook ■ Tribal web page/newsletter - grapevine/word of mouth; Tribal website 	Barb, Pass to Deb Barb/Jenny Mark/Doreen Tribal contacts	By January Quarterly Meeting	

Strategy B: Build Cohesive Board OPERATIONS			
Effective Board leadership, communication and decision-making with updated policies and procedures			
ACTION STEPS	WHO	WHEN	Expected RESULTS
Step 1: Establish working relationship within the board	Everyone	Now	  You then keep yourself updated Wisdom Steps in compliance Compliance and updated for 501(c)3 Compliance and updated for 501(c) 3
Step 2: Establish basic Board roles and ground rules <ul style="list-style-type: none"> • Keep to Roberts Rules or order to bring order and respect during all meetings • Each person needs to keep updating the large WS book • Need a new/updated letter from each Board and alternate member 	Everyone Everyone Everyone	Today Today After 2022 Quarterly Meeting	
Step 3: Create a vision statement with complete Board input	Everyone	ASAP	
Step 4: Complete Bylaws with complete Board input and approval	Everyone	ASAP	

6-12 Month Action Plans Continued

How will we implement the priority strategies in the next 6-12 months?

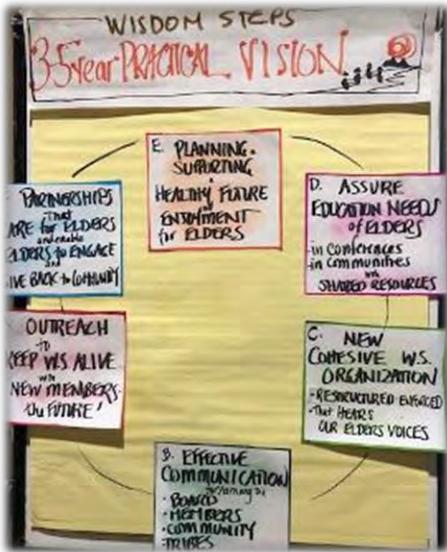
II. Effective External SERVICE

Strategy C: Promote strong MEMBERSHIP GROWTH			
Recruit and support increased Elder membership with outreach to new, younger Elders			
ACTION STEPS	WHO	WHEN	Expected RESULTS
Step 1: Recruit new and former members <ul style="list-style-type: none"> Recruitment at every gathering event 	Committee +55	Ongoing	Increase and retain members Increase awareness
Step 2: Develop outreach tools <ul style="list-style-type: none"> Organizational business cards Organizational flyers and brochures 			
Step 3: Submit event information and promote <ul style="list-style-type: none"> Through the newsletter/Facebook/Website 			
Strategy D: Offer well-rounded ELDER LIVING EDUCATION			
Provide educational opportunities that are current and relevant to Elders and support holistic health and well-being			
ACTION STEPS	WHO	WHEN	Expected RESULTS
Step 1: Update the brochure	Programming Committee		Brochure I <ul style="list-style-type: none"> Conversion Chart and Health Card updated All to share Local and statewide events
Step 2: Update the conversion chart	Programming Committee		
Step 3: Create table-top signage and banners <ul style="list-style-type: none"> Need Wisdom Steps table-top signage and banners All should be uniform 	DJF		
Step 4: Define who we are going to educate	Marketing/ conference committees		
Step 5: Decide how will we share WS events			
Step 6: Determine key topics with community input <ul style="list-style-type: none"> Identify key topics by asking the elders and community 	Marketing and conference committee		
Step 7: Decide how to best share Wisdom Steps events <ul style="list-style-type: none"> In person/local Website/FB page Conferences Newsletters 	Local WS DJF and local All All		
Strategy E: Expand Elder engagement in COMMUNITY PARTNERSHIPS			
Develop partnerships that care for elders and allow elders to care for and visibly give back to the community			
ACTION STEPS	WHO	WHEN	Expected RESULTS
Step 1: Identify scholarships and their recipients <ul style="list-style-type: none"> Health field, Police, Firefighters, Community Activities Bring recipients to the conferences 	H.S. Grads Community Members	June 2022 (At conference, website) 1 year	Benefits elders and health and enjoyment of elders
Step 2: Add a fundraising event to support scholarships			
Step 3: Develop scholarship criteria <ul style="list-style-type: none"> Identify amount/funds available Decide how many scholarships, timeframe, application process Clarify how the scholarship benefits the community 		Jan 2022 April 2022 (Quarterly Board Meetings)	New and old partnerships and networking
Step 4: Solicit funds with a pilot scholarship <ul style="list-style-type: none"> Develop a Wisdom Steps budget Solicit funds from foundations (Examples: Blandin, Northland, North West Initiative, Minneapolis Foundation, Tribal organizations) 			2022 and long term

Images of Original Group Work at the Retreat Continued

3-5 year Practical Vision:

On the second day, participants worked in small groups to identify goals for the mission in the next 3-5 Years. The suggested goals were shared, discussed and consensus was formed on six goals.



2-3 year Priority Strategies and 6-12 Month Action Plans:

In the afternoon of the second day, the discussion turned to HOW we will achieve the goals. In work groups, recommendations for action were identified and then, formed into five priority strategies. On the final day, participants volunteered to develop draft action plans for each of the strategies.

WISDOM STEPS PRIORITY STRATEGIES

Priority Strategy: Website

ACTION STEPS	WHO	WHEN	EXPECTED RESULT 2021-2022
Contact web design	Ally	3/2021	Website Development to All
What does the cover/Budget	Jenny	4/2021	
Define what is Wisdom Steps	Barb		
Update			
Review/updates			

KEEP WEBS UPDATES
 Website 50-70% done on everything
 Newsletter job in progress
 Update web site
 Update W.S. website
 Update W.S. website

Defined W.S. Mission & Developed External Website for Communication

Priority Strategy: Board Operations

ACTION STEPS	WHO	WHEN	EXPECTED RESULT 2021-2022
ESTABLISH WORKING RELATIONSHIP WITH BOARD	Barb	Now	☺
Review Board's Policy & 2021-2022 - RESPECT AND ALLIANCE	Barb	Today	☺
Each Person Needs to KEEP UPDATES THE LATEST W.S. BOOK	Barb	2021	☺
Check Sponsor Needs Complete Board in Feb	Barb	ASAP	☺
BY 1/15/21 CHECK BOARD UPDATE AND APPROVAL	Barb	ASAP	☺

EST COMMUNICATION WITH THE BOARD
 Develop a Plan
 Review the Board's Policy & 2021-2022 - RESPECT AND ALLIANCE
 Address ST - Update the website
 Update the website

Priority Strategy C: Outreach

ACTION STEPS	WHO	WHEN	EXPECTED RESULT 2021-2022
Recruit new members/Joiners	Community	Ongoing	Recruit - New and return
Present Day gathering Event	Community	in spring	
Organizational business cards	"	"	"
" Flyers/brochures	"	"	"
Submit informative Newsletter	"	"	Recruit - New and return

Outreach
 Recruit a Sponsor
 Increase membership
 Present a Special
 INCREASED membership with new members

Priority Strategy: Plan & Execute for a Healthy Future for our Elders

ACTION STEPS	WHO	WHEN	EXPECTED RESULT 2021-2022
Update brochure	Community		Brochure - Update
Update program chart	Community		Chart - Update
Update the program & banner	Community		Banner - Update
Update the program	Community		Program - Update
Update the program	Community		Program - Update
Update the program	Community		Program - Update

Education
 Plan & Execute for a Healthy Future
 Update the program
 Update the program
 Update the program
 Update the program
 Update the program

Priority Strategy: Develop Partnerships & Ops

ACTION STEPS	WHO	WHEN	EXPECTED RESULT 2021-2022
Identify Scholarships	Community	June 2022	Benefit Elders & equipment of Elders
Health Field Police	Community	1/21	
Firefighters	Community		
Community Activities	Community		
Develop Criteria	Community		
Priority Partnerships	Community		
How many	Community		
Time frame	Community		
Application	Community		
Who benefits	Community		

Develop Partnerships & Operations
 Identify Scholarships
 Health Field Police
 Firefighters
 Community Activities
 Develop Criteria
 Priority Partnerships
 How many
 Time frame
 Application
 Who benefits