

A black and white photograph of a person walking up a long, dark staircase. The person is silhouetted against a bright light source at the top of the stairs, creating a strong backlight effect. The staircase is flanked by dark walls and metal railings. In the background, a tall building with many windows is visible, also silhouetted against the bright light. The overall mood is one of ascent and hope.

Changing in changing
times



Aging Matters

Southeast Missouri Area
Agency on Aging

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Agenda

The Changing Landscape

You Cannot Give What You Don't Have

From Good Intentions to Action

Facing the Funding Formula Shift

Best Practices in Change Management

Call to Action

The Changing Landscape



You Cannot Give What You Don't Have

- Resilience
- Expertise
- Collaboration



Readiness for Change

When it comes to changes in funding and service delivery, how ready do you feel your agency is to adapt?

- Very ready
- Somewhat ready
- Neutral
- Not very ready
- Not ready at all

How Ready Are You?



From Good Intentions to Action



Wanting to serve → Define specific change needed



Good ideas → Map strategies & steps



Care for community → Communicate & celebrate wins



Desire to help → Build accountability & daily action



Weave relatable stories into your presentation using narratives that make your message memorable and impactful



Use live polls or surveys to gather audience opinions, promoting engagement and making sure the audience feel involved

From Good Intentions to Action

Facing the Funding Formula Shift

Challenges →
Opportunities

Shrinking dollars
→ Innovation in
services

New funding
formulas →
Stronger
partnerships

Uncertainty →
Diversified revenue

Community needs
growing →
Sustainable
growth

Best Practices in Change Management

Clear goal-setting & planning.

Engage stakeholders early.

Consistent communication.

Provide training & support.

Use change champions.

Leverage feedback.

Evaluate & adjust continuously.

How Ready Are You?

- Here's what's changing.
- Here's why mindset matters.
- Here's how to manage change effectively.
 - Now—what will you do about it?

Call to action

Grow Yourself → Personal Commitment

- Choose 1 area of personal growth
- Share it for accountability

Grow Your Agency → Professional Commitment

- Identify 1 change or innovation
- Take the first step forward

Grow Together → Community Commitment

- Commit to 1 new collaboration or partnership
- Strengthen the aging services network



Landscape Changes

Questions?



Final tips & takeaways

- “With nearly 1.4 million Missourians aged 65 or older today—and a rapidly growing aging population—it’s not enough for us to just have good intentions. Change is constant, but growth is intentional. What bold step will you take in the next 30 days to shape the future of aging services in Missouri?” *America’s Health Rankings, 2023 Senior Report; Missouri Department of Health & Senior Services, State Plan on Aging 2024–2027; U.S. Census Bureau (2024).*
- Missouri’s rural residents—making up a significant portion of the aging population—experience disproportionately worse health outcomes. “Rural Missouri accounts for roughly 1.5 million residents, with higher rates of overdose, suicide, life expectancy decline, and 7% higher infant mortality compared to urban areas.” Landes, D. S., & Bondurant, A. P. (2023, February 23). *Listening to Rural Missouri: A Needs Assessment*. Missouri Rural Health Association. Available from <https://mrhassociation.org/healthneeds/>



Thank You

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