BOARD NOTES

Oct - Nov 2026

BAY AGING
DIGNITY AT EVERY AGE

www.bayaging.org

Program activities shown in this publication reflect the Bay Aging strategic plan and indicate staff is meeting their program's strategic goals.

In the spirit of advocacy, please share Board Notes with Boards of Supervisors, the community, civic groups, and others who are interested in community affairs.

Kathy E. Vesley
President & CEO



November is **National Family Caregivers Month**, honoring the family members, friends, and neighbors who help loved ones live safely and independently.

This year's theme, ***"Care Connects Us,"*** is a reminder that no caregiver should go it alone.

To all our caregivers: we see you, and we thank you!

Inspiring the Next Generation of Community Leaders



Pictured: Bay Aging Assistant Director of Multifamily Housing Development Alan Walker speaks with students during Hometown Heroes event at Lancaster Elementary School.

Alan Walker, joined Lancaster Elementary School's Hometown Heroes event at the invitation of Lancaster County Public Schools Director of Career & Technical Education and Workforce Readiness Mary Catherine Jones. (Continued on page 4.)

Give the Gift of Warmth



"$50 – about 10 hrs of heat for somebody who is cold."

Recently, Bay Aging President and CEO Kathy Vesley chatted with a gentleman at a local café. As they talked, he mentioned how expensive it is to heat a home in the winter. He was a man of modest means, yet shortly after their conversation, he delivered an envelope to her with $50 cash inside and a simple note written on the outside.

His quiet generosity – giving what he could so someone else might stay warm – is a powerful reminder that warmth is something we can share. This season, there's a way to make your gift go even further for a neighbor in need. (Continued on page 20.)

Transportation

Helping Residents Get to the Polls

Bay Transit helped residents reach the polls during the recent election, providing 63 passenger trips through its Free Ride to the Polls program. By reducing transportation barriers, the program supported residents' access to voting and participation in their community.



Connecting Communities with Transportation Resources

Bay Transit is sharing transportation resources through local presentations and community outreach.

- At the New Kent Veterans Group meeting on October 13, Bay Transit highlighted services and mobility options for veterans.
- A presentation to the Women's Club of Northumberland County on November 10 to help more residents learn about available programs and transportation resources.



Pictured (from left): Women's Club of Northumberland County President Bobbie Graham, Bay Transit Director Andrew Weather, and former President Catherine Brincefield.

Keeping Pace with Rural Transit Requirements and Opportunities

The Virginia Department of Rail and Public Transportation's (DRPT) Section 5311 Subrecipient Workshop in Charlottesville on November 4–5 offered updates on federal and state transit grant requirements, compliance expectations, reporting procedures, and funding opportunities. Participation provided an opportunity to stay informed about requirements and resources for rural transit systems.

Multifamily Housing

Tartan Village II Earns Outstanding Score on HUD Inspection



Tartan Village II earned an outstanding score of 94 on its August 21 physical inspection under HUD's National Standards for the Physical Inspection of Real Estate (NSPIRE).

Sharing Bay Aging's Housing Mission Across the Region

This fall, Bay Aging's Senior Vice President of Housing Josh Gemerek represented the agency at several regional events, highlighting Bay Aging's services and its commitment to affordable housing and aging with dignity.

Williamsburg Health Foundation Grantee Celebration Reception (September 29): Bay Aging joined fellow grantees at Legacy Hall in Williamsburg for this invitation-only event celebrating the impact of WHF-funded work on community health.


Williamsburg Health Foundation Grantee Reception

Greater Virginia Peninsula Homelessness Consortium General Membership Meeting (September 29): Josh co-presented with Randi Keesee, Peninsula Agency on Aging's Vice President of Community and Corporate Engagement, on the theme "Aging with Dignity, Housing with Hope."

Sorensen Institute Emerging Leaders Program (October 8): Bay Aging's Senior Vice President of Housing Josh Gemerek presented at The Gloucester Institute's Moton Conference Center in a moderated, talk show–style session focused on Bay Aging's services with an affordable housing theme.


Sorensen Institute Emerging Leaders Program

Multifamily Housing

Exploring Modular Construction for Affordable Housing

Bay Aging Assistant Director of Multifamily Housing Development Alan Walker attended ***Building What's Next***, an event hosted by Module, a modular construction company based in Pennsylvania. The event featured Project: HOMES' Mosby project, a three-story, nine-unit multifamily development built with prefabricated modular units.

The project offered a firsthand look at how modular construction may help deliver quality affordable housing more efficiently, with the potential to shorten development timelines.



Pictured: Project: Homes' Mosby project, a three-story, nine-unit multifamily development built with prefabricated modular units.

Multifamily Housing - Development

Building Momentum for Affordable Housing

- **Apartments at Forest Heights**: Bay Aging's planned housing community in James City County received a boost on October 19, when the Corporation for Supportive Housing awarded an additional $145,000 to the project through the Supportive Housing Institute of Virginia. The new award builds on the organization's previous $300,000 commitment and moves Bay Aging closer to creating 50 service-enriched rental homes for income-eligible households age 55 and older.
- **Workforce Housing at Kingston Parish Episcopal Church**: The adaptive reuse of the church's previously vacant rectory in Mathews County into a workforce rental duplex remains on schedule, with a certificate of completion anticipated in the first quarter of 2027.

Inspiring the Next Generation of Community Leaders (Continued from cover)

Speaking with four 5th grade classes, Alan shared how Bay Aging serves the community and why affordable housing and community development matter in Lancaster County and beyond. The students' thoughtful questions kept every Q&A session lively, so lively there was never enough time to answer them all!



Pictured: Bay Aging Assistant Director of Multifamily Housing Development Alan Walker speaks with students during Hometown Heroes event at Lancaster Elementary School.

Single Family Housing

Keeping Neighbors Safe, Warm, and at Home

A safe, comfortable home is the foundation for aging well. In August and September 2026, Bay Aging's Single Family Housing team used five funding sources to provide home repairs, weatherization services, contract work, and other household assistance across the region.

Here's a look at the impact:

- **Critical Service Needs Impact Funds:** 41 people in 21 households received **$77,204.09** in support across Caroline, Essex, Gloucester, King & Queen, King William, Lancaster, Mathews, Middlesex, Northumberland, and Westmoreland counties.
- **Weatherization Program (WX)**: 10 people in 10 households received $**83,850.90** in weatherization support in Gloucester County.
- **Neighborhood Assistance Program (NAP)**: 9 people in 5 households received $**10,305.00** in support across Gloucester, Middlesex, and Westmoreland counties.
- **Middlesex Prior Year Program Income (PYPI)**: 4 people in 3 households received $**3,094.21** in support in Middlesex County.
- **Northumberland Prior Year Program Income (PYPI)**: 4 people in 2 households received $**304.80** in support in Northumberland County.

Across these programs, support included contract work, home repairs, weatherization services and other household assistance.

A Safe Place to Call Home Again

Living on a fixed income, an elderly veteran and his wife were making ends meet until their living room ceiling unexpectedly collapsed, scattering insulation and sheetrock throughout their home. Both have hearing impairments, and the wife uses a wheelchair, making the situation even more challenging.

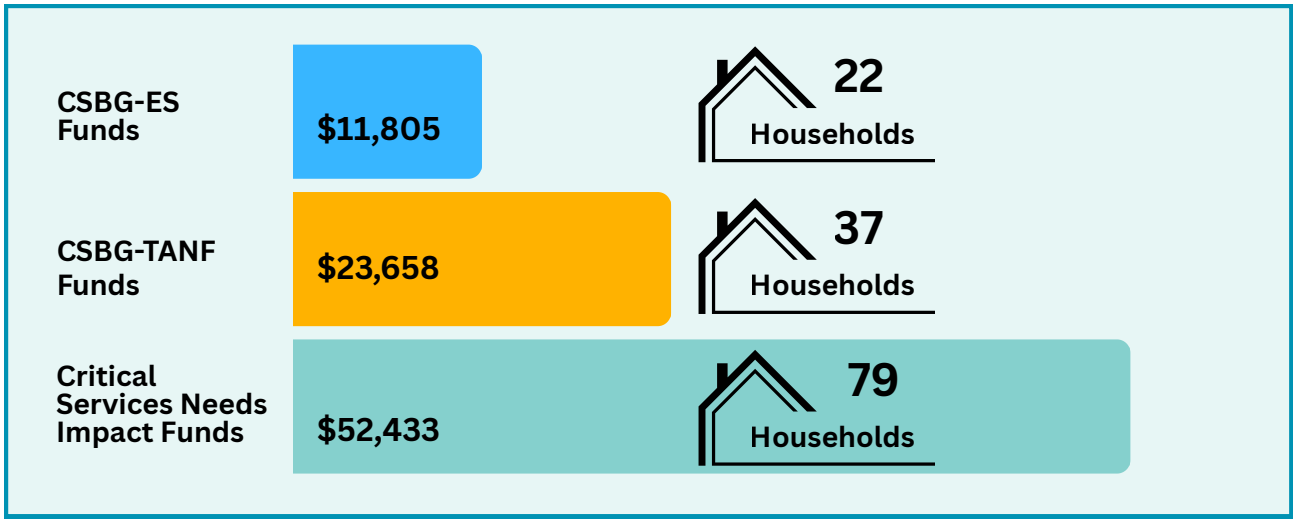
With no room in their budget for such an unexpected repair, the couple turned to Bay Aging for help. Through Critical Service Needs Impact Funds, a contractor removed the debris and replaced the damaged ceiling, restoring a safe, comfortable living space and the peace of mind of remaining in the home they worked so hard to maintain.

Community Action Program (CAP)

Helping Neighbors Through Life's Unexpected Moments

When an unexpected bill or emergency threatens a household's stability, Bay Aging's Community Action Program (CAP) is there to help. In August and September 2026, CAP and Homeless Solutions Programs used **three funding sources** to assist households across the Middle Peninsula and Northern Neck with utility bills, past-due rent, car repairs, and temporary emergency housing.

- Community Services Block Grants (**CSBG**) for Emergency Service **(CSBG-ES)**
- Temporary Assistance for Needy Families **(CSBG-TANF)**
- **Critical Services Needs Impact Funds**



St. Paul's Mission Church Shares Its Generosity with Bay Aging

On October 16, St. Paul's Mission Church in Hague, hosted a Volunteer Potluck Dinner to celebrate and support the local communities and organizations around it, and Bay Aging was honored to be among them. Bay Aging Interim RSVP Director Hyena Rose, attended and accepted a donation check on Bay Aging's behalf from Father Andrew Heintz. Thank you to Father Heintz and the St. Paul's community for their generosity and for supporting the neighbors we serve!



Pictured: Bay Aging Interim RSVP Director Hyena Rose accepts a donation check from Father Andrew Heintz at St. Paul's Volunteer Dinner in Hague.

Home Care / Adult Day Center / GUIDE Model

More Families Turning to GUIDE Respite and Adult Day Services

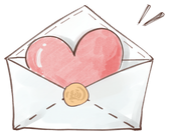
The Home Care Department and Gloucester Adult Day Center are seeing more GUIDE respite referrals, and the Adult Day Center's census continues to grow thanks to GUIDE, community outreach, and the dedication of the ADC team. Families also tell us how smooth the intake process feels.

Aligned GUIDE Model Patients as of Nov 13



A Special Note:

Sometimes the most meaningful measure of our work is the comfort we bring in a family's hardest moments. We are grateful to a client's daughter for allowing us to share her words about the care her mother received in her final days. We extend our heartfelt sympathy to her family.



"She was only with you for a short time, but you made such a positive impact in her final days. You and the services your team provide are such a blessing."

VAAACares® Gears Up for Growth in 2027

- **MCO Contract:** A new value-based MCO contract has been finalized and is pending signature, with an anticipated January 1, 2027 go-live. Engagement is expected to grow from about 4,500 enrollments to more than 6,000 billable engagements in 2027.
- **Hospital Partnerships:** A new hospital contract is under legal review and expected to be finalized in FY 2026–2027. Existing transitional and complex care programs have received 52 referrals and engaged 14 high-complexity patients to date.
- **Statewide Coordination:** The Clinical Administrative Coordinator team supports MCO care managers statewide with conferences, service plan mailings, supply and meal coordination, and durable medical equipment, plus weekly prenatal outreach to hard-to-reach maternity members.
- **Assessment Support:** Since January 2026, Bay Aging has completed 480 overdue Level of Care Review Instrument (LOCERI) assessments across Virginia, helping reduce statewide backlogs. These annual reviews confirm that Medicaid waiver members still qualify for services that help them live safely at home rather than in a nursing facility, keeping care uninterrupted.

VAAACares®

Connecting Care at Home and at the Table

- Bay Aging's VAAACares® network, a Phase 1 winner in the national ACL Health at Home Challenge, will advance its strategy through the implementation phase. Bay Aging is also taking part in IMPACT2HOME, a 12-month, four-state initiative to help Community Care Hubs strengthen and scale their work, with the goal of a practical roadmap for shared services and stronger links between health care and community-based care.
- Building on that momentum, Bay Aging is preparing an application to Virginia's Rural Health Transformation Program Food Is Medicine opportunity, supporting efforts to improve rural health through nutrition-focused services. If funded, Bay Aging would serve as the lead referral hub in partnership with the Federation of Virginia Food Banks, connecting people with identified nutrition needs to food-based support.

Homeless Solutions

One Unexpected Expense Away

For many individuals and families in our communities, every dollar already has a purpose. Housing, utilities, groceries, medications, and transportation leave little room for the unexpected. A car repair, urgent home repair, or unforeseen medical expense can quickly disrupt a carefully planned budget, forcing difficult decisions about which necessities must wait.

Through Bay Aging's Critical Service Needs Impact Funds, we have the flexibility to respond when traditional assistance programs cannot meet an immediate need. Whether helping someone remain safely at home, preventing a housing crisis, or addressing an essential expense, these funds provide a lifeline during difficult times.



For a working mother of two, an unexpected car repair threatened more than her transportation.

With limited savings, she faced a difficult choice: repairing the vehicle she depended on to get to work or pay her rent. Although she continued working, the expense left her behind on rent and facing the possibility of eviction.

Through the Critical Service Needs Impact Funds, she received rental assistance that helped her family remain in their home. What began as a financial setback could have resulted in homelessness, but timely support helped prevent a temporary hardship from becoming a housing crisis.

Virginia Insurance Counseling and Assistance Program (VICAP)

Medicare Open Enrollment: Review Your Annual Notice of Change

During Medicare Open Enrollment, VICAP is here to help beneficiaries make confident coverage decisions. Medicare beneficiaries are encouraged to review their Annual Notice of Change from their insurer, and VICAP's trained counselors and outreach specialists are available to help.

VICAP recommends asking three key questions:

1. Is the plan continuing?
2. Is it still meeting my needs?
3. Is it still affordable?

Through presentations and one-on-one counseling, VICAP helps people understand their options and choose the coverage that fits them best.



Bay Aging Outreach Specialist Jean Duggan presents "De-Mystifying Medicare" at the Mathews Active Lifestyle Center.

VICAP Brings Medicare Help to Communities Across the Region

VICAP counselors and outreach staff have been busy presenting at churches, libraries, active lifestyle centers, older adult apartment communities, health fairs, and TRIAD events throughout the Middle Peninsula, Northern Neck, and beyond.

Upcoming stops include the Upper King William Senior Center, James City County Lions Club, World Victory Church and Life Center, Peninsula Agency on Aging Dining Centers, Willow Oaks Branch Library, and the Live Well EXPO.

To request a presentation in your area, contact Jean Duggan at jduggan@bayaging.org.





Pictured (from left): Bay Aging VP of Advocacy Resources Lisa Walker, Lead Options Counselor Caregiver Support Mary Arthur, and Board Director Stanley Clarke at the Essex County TRIAD event.

Virginia Insurance Counseling and Assistance Program (VICAP) and Long Term Care (LTC) Ombudsman

LTC Ombudsman Team Builds "Crucial Connections" at Fall Training

Bay Aging's LTC Ombudsman team gathered in Richmond for their annual fall training, hearing from leaders at the Office of Licensure and Certification, the Department of Behavioral Health and Developmental Services, the Department of Medical Assistance Services, and the Department of Social Services.

The theme, "Crucial Connections in Closing Gaps: Putting the Pieces Together for Holistic Care," reinforced the team's commitment to residents of long-term care.



Bay Aging's LTC Ombudsman Team pictured (from left): Carma Ryan, Olivia Englehart, Lynette Thurston, Willie Alston, Lisa Walker, and Anne Bartlett

Care Bags Delivered to Dockside Health and Rehab Residents

In September, LTC Ombudsmen Lisa Walker and Lynette Thurston delivered care bags to residents of Dockside Health and Rehab in Middlesex. Care bags included appreciated items for residents and information about the LTC Ombudsman.



Pictured (from left): Dockside Health and Rehab Administrator Jaime Cooke, Lisa Walker, Director of Nursing Pam Sickal, and Lynette Thurston.



Gratitude for Special Canine Companions Visits at the Mathews ALC

For the past year and a half, Vivian and Tom Steuterman - and their beloved Canine Companions therapy dog, Canto - have become a special part of our Mathews Active Lifestyle Center family.

As the Steutermans prepare to move, saying goodbye to these dear friends is not easy, but our hearts are full of gratitude for the kindness and joy they shared with us.

Pictured: Mathews ALC participant Ms. Clemmie Foster receiving a special "lap visit" from Canine Companions therapy dog, Canto.

Caregiver Support

Caring for the Caregivers Across Our Communities

As we celebrate National Family Caregivers Month, Bay Aging's Caregiver Support team continues to meet caregivers where they are, helping families find connection, knowledge, and encouragement. Recent highlights include:

Community Events, Education, & Outreach



Lead Options Counselor Mary Arthur promotes the Essex Memory Café and GUIDE program at the Essex Farmers Market with Essex TRIAD.

- **Memory Cafés:** Attendance remains strong at all six area cafés, including the newest in Middlesex and Northumberland Counties.
- **Caregiver education:** The Fall Caregiver Education series drew strong turnout; the final session is November 20.
- **Dementia education for faith communities:** A Westmoreland Churches Coalition presentation prompted two churches to request training. The team also spoke at Coles Point United Methodist Church, Carmel Church, and the Pamunkey Women's Baptist Association.
- **Community presentations:** Presented to 24 members of the Mathews County Philanthropic Educational Organization Women's Club.
- **Health fairs:** Connected with older adults and caregivers at the Essex and Gloucester TRIAD Senior Health & Safety Fairs.

Honoring the "Silent Patient" at Heart of a Caregiver Luncheon

Caregivers gathered at White Stone Church of the Nazarene on November 3 for Bay Aging's Heart of a Caregiver appreciation luncheon. Guests enjoyed lunch, education, and support from community partners, along with a guided meditation and personal reflections from Dr. Monge-Meberg on the often-overlooked load of caregiving.



Pictured (from left): Lori Lenz from the Alzheimer's Association, Mary Arthur and Crystal Hickman from Bay Aging, Blair Templeton from Visiting Angels, Lynn Marchant from Commonwealth Senior Living, and Kyle Lorenzino from Serenity Hospice.

RSVP (Retired and Senior Volunteer Program)

RSVP Team Explores the Future of Volunteer Engagement

Bay Aging's RSVP team attended the **Better Impact Volunteer Management Conference** in White Stone. Under the theme *"Embracing the Future of Volunteer Engagement: Building for Resilience and Sustainability,"* sessions explored how changing demographics are reshaping volunteerism and how emerging technology, including AI tools, can support the work. The team returned with practical ideas such as project-based volunteering, more flexible and family-friendly opportunities, and gathering volunteer feedback to strengthen Bay Aging's volunteer programs.

Community Living Programs

Summer Programs Close Out with Comfort and Fresh Food

As the season winds down, two of Bay Aging's seasonal programs are closing out strong.

- The **Senior Cool Care** program, which ended October 30, delivered 53 fans to clients across the Northern Neck and Middle Peninsula to help them stay safe and comfortable during the warmer months.
- Meanwhile, two **Farm Market Fresh** allotments totaling $9,450 provided benefits to 189 clients, helping them purchase locally grown produce to support their nutritional needs.

A big thank-you to our Intake team, ALC staff, and Meals on Wheels volunteers for helping connect clients to these resources!

Gloucester TRIAD Thanks Bay Aging for Senior Expo Support

We just wanted to take a moment and thank you for your participation in the 2026 Gloucester TRIAD senior expo! But not only that, for your continued dedication to providing our local seniors with support and resources. The event was very well received and appreciated. We plan to do it all again in 2027!

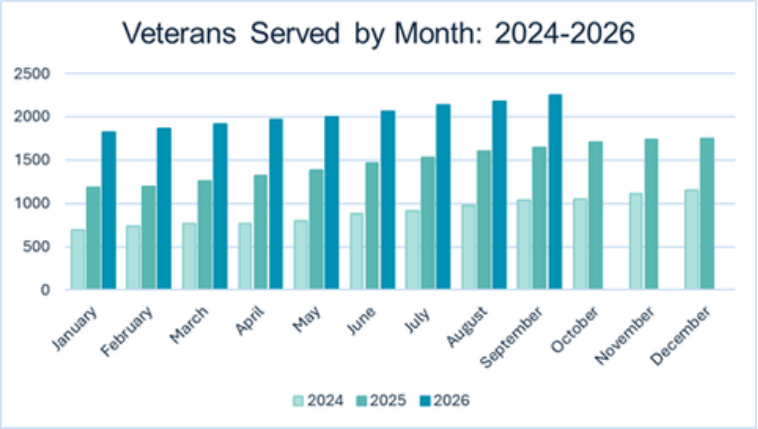
Warm regards,
Gloucester TRIAD



Veteran Directed Care (VDC)

Serving Veterans Across Six States, Washington, D.C., and Two U.S. Territories

Bay Aging's Veteran Directed Care program helps veterans remain at home and in charge of their own care - providing options counseling and financial management services across Maryland, North Carolina, South Carolina, Pennsylvania, Virginia, West Virginia, Washington, D.C., Puerto Rico, and the U.S. Virgin Islands.



2,254
Veterans Served
in September

118
Full Enrollments
in September

2,200
Employees Paid
through bi-weekly payroll

Building a Stronger Foundation for Growth

As the Veteran Directed Care program continues to grow, the team is focused on building on its strong internal operations and strengthening key partnerships externally.

- **Streamlining operations**: Building on the successful move to Cumulus, the team is refining workflows to identify opportunities for greater efficiency, reducing duplicate effort, and cross-training staff to ensure seamless coverage.

- **Strengthening VA partnerships:** (pictured) VDC leadership met with Columbia, South Carolina VAMC leaders to discuss the partnership and opportunities for growth.



Bay Aging's Veteran Directed Care team met with leaders of the Columbia VA Medical Center to discuss the VDC partnership and opportunities for growth. Pictured (from left): Community Health Social Work Supervisor Oluwafunmilayo Sarah Abe, VDC Coordinator Yaa-Serwa Williams, Bay Aging Veteran Services Director Jennifer Beck, and Chief of Geriatrics and Extended Care Sarah Schumacher, DO.

Veteran Directed Care (VDC)

Meeting Veterans Where They Are

This fall, the VDC team took Bay Aging's message on the road, connecting with veterans, caregivers, and community partners through three presentations. A special thank-you to our IT Department for helping each presentation run smoothly!

- **American Legion District Event**, Post 82, Saluda (September 26): VDC Director Melissa Blake shared information about VDC, GUIDE, and other Bay Aging programs.
- **New Kent Veterans Group** (October 13): VDC Director Melissa Blake and Bay Transit Director Andrew Weather connected with local veterans about available services and resources.
- **B C United Outreach Medicare & Financial Seminar,** DAV, Gloucester (October 20): VDC Director Melissa Blake, VDC Enrollment Specialist Stephanie Rowe, and VDC Invoice Specialist – Fiscal Assistant Cameron Pratt presented two sessions.

Options Counselors Continue Making a Lasting Difference

VDC Options Counselors continue to make a lasting difference. Here's what veterans and partners are saying about the team.

★★★★★

Aileen Perez Ramirez Options Counselor

Your kindness, dedication, and compassion do not go unnoticed. You are truly an amazing human being.

★★★★★

Emy La-Villa Options Counselor & Team Lead

Along the way, one encounters human angels, and you are one of them.

★★★★★

Emy La-Villa Options Counselor & Team Lead

You were always there when I needed you... We appreciate you and are infinitely grateful."

★★★★★

Kassidy Mannelein Options Counselor

A tremendous KUDOS to Kassidy! ... Her incredible productivity has helped [the Erie VAMC] feel productive and organized as well!"

★★★★★

Tracey Harvey Options Counselor

One veteran said if he could rate Tracey's support, he'd give her "an 11 out of 10."

★★★★★

Bengie Candelario Options Counselor & Team Lead

·A veteran's son, himself a veteran, wanted to personally thank Bengie for the guidance, support, and dedication he gave his mother and their family.

Community Chaplain

Bay Aging Chaplaincy Program Represented Across Regional and National Forums

In recent months, Chaplain Mary has had the opportunity to represent Bay Aging through professional conference presentations and community engagement.

Professional Presentations & Community Engagement

- **VCU 2026 Palliative Care Symposium**: Co-presented *"Community-Based Interventions in Spiritual Palliative Care"* with Jason Callahan, BCC, Palliative Care Chaplain at VCU Medical Center.
- **Southeastern Association of Area Agencies on Aging (SE4A) Conference**: Co-presented *"Living Legacies: Life Review as a Practice of Meaning, Identity, and Belonging in Aging"* with Julie Northcott-Wilson. Shared a real-client case example illustrating the use of life review and demonstrated how to apply this approach to support their own clients.
- **Gerontological Society of America (GSA) 2026 Annual Scientific Meeting**: Presented *"Area Agency on Aging Community-Based Chaplain Program: Perspectives of Care Recipients & Support Partners,"* sharing research on care recipients' and support partners' perspectives of Bay Aging's Community Chaplaincy Program.
- **Spiritual Care Week Recognition**: Helped plan and host *"Kintsugi Heart: Healing Through Presence and Grace"* at Rappahannock Westminster-Canterbury. The gathering brought together spiritual care providers to build connections, share experiences, and reflect on the importance of caring for those who provide spiritual care.



Pictured: Community Chaplain Rev. Dr. Mary Ligon with her research poster, "Area Agency on Aging Community-Based Chaplain Program: Perspectives of Care Recipients & Support Partners," at the Gerontological Society of America 2026 Annual Scientific Meeting.

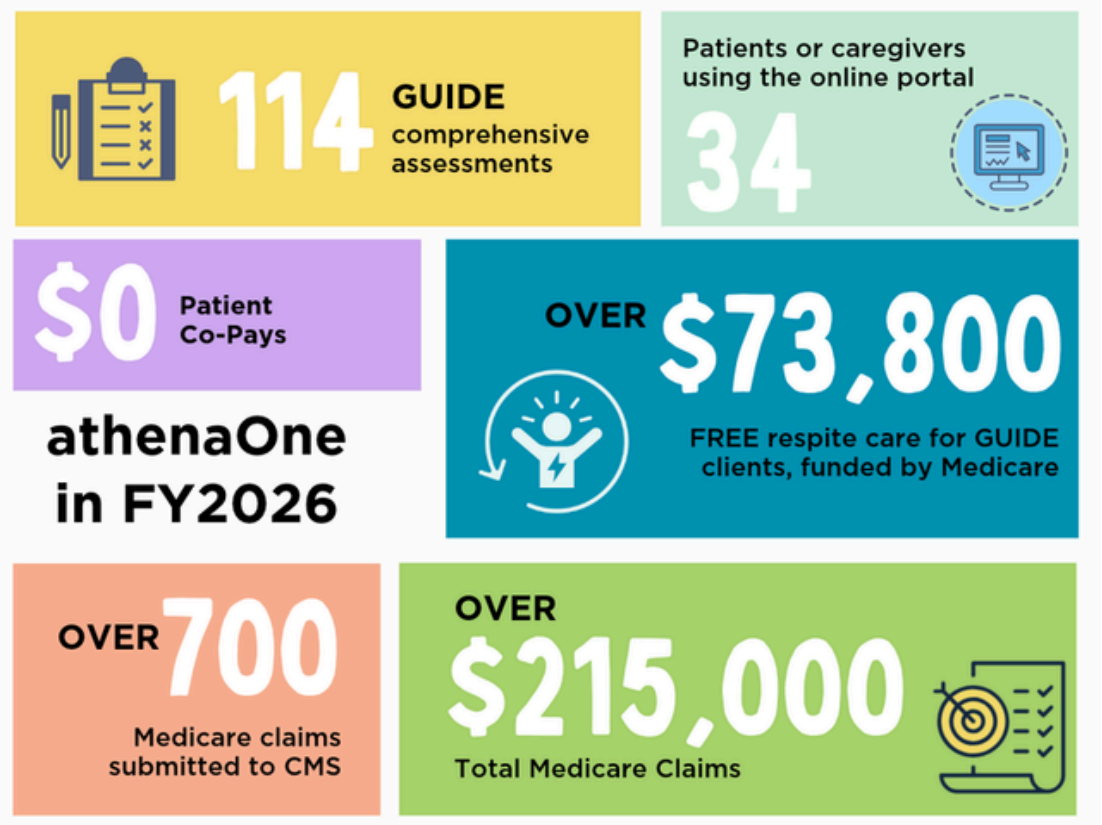


Pictured: Clergy, chaplains, pastoral counselors, lay ministers, and other spiritual care providers gathered at Rappahannock Westminster-Canterbury for "Kintsugi Heart: Healing Through Presence and Grace," a Spiritual Care Week celebration co-hosted by Chaplain Mary.

Statistics

athenaOne Delivers Results for GUIDE Clients in First Year

One of Bay Aging's notable accomplishments in FY2026 was the implementation of **athenaOne**, an electronic health record platform that went live in December 2025. In its first 10 months, the system supported GUIDE assessments, patient portal access, and Medicare billing, all **at no cost to patients.** Here's a look at the results:



Community Care Hub

Reconnecting Partners Through The Innovation Collaborative

The Virginia Community Care Hub is reconnecting with its Stakeholders Group through a special webinar on December 10. As part of this renewed outreach, the Community Care Innovation Collaborative has been refreshed with a simpler name: The Innovation Collaborative.

With communities across Virginia facing changes in policy, funding, and demographics, the session will equip partners with practical information, data, and tools; explore emerging community needs and opportunities; and gather input to shape the resources and support the Hub provides in the months ahead.

Community Care Hub

Bay Aging Recognized for Person-Centered Assessment Practices

Bay Aging's expertise is helping shape best practices for Community Care Hubs nationwide.

- In March 2026, Bay Aging staff shared how the organization makes the assessment process person-centered for the people it serves as part of a project through the Administration for Community Living's (ALC) No Wrong Door Resource Center.
- The Human Services Research Institute (HSRI) has now released the final resource from that work, Person-Centered Assessments: Considerations for Community Care Hubs, which recognizes Bay Aging in its acknowledgments. The resource is designed to help other Community Care Hubs strengthen person-centered approaches in their own assessment processes.

Staying Ahead of Medicaid Changes: Staff Complete DMAS Training

- **The training:** Several Bay Aging staff attended Virginia Department of Medical Assistance Services (DMAS) training on new Medicaid eligibility requirements taking effect in January 2027.
- **Who is affected:** Only adults enrolled through Virginia's Medicaid Expansion program.
- **What is changing:** Under federal law H.R. 1, these adults must meet work or community engagement requirements (such as employment, volunteering, education, or job training) or qualify for an exemption to keep coverage. Eligibility reviews will also move from annually to every six months.
- **Who is exempt:** Children, pregnant or postpartum individuals, adults age 65 or older, and individuals with disabilities. A complete list of exemptions and Virginia's implementation plan are available on the DMAS website.
- **How Bay Aging is helping:** Staff will share general information about these changes with those we serve, as needed, and connect individuals with appropriate resources.



Human Resources

This fall, HR focused on bringing in new talent, keeping staff trained and informed, and offering benefits that support employees and their families.

Recruitment

As of October 21, Bay Aging is powered by a team of **353 employees** serving communities across the region. Since January 1, we have welcomed **56 new hires** and celebrated **16 internal promotions and transfers**. We are currently recruiting for 16 positions across the organization.

Career & Job Fair Events

On October 28, HR connected with students and job seekers at two regional job fairs, sharing career opportunities across Bay Aging's programs:

- **Northern Neck College & Community Career Fair:** RCC Warsaw Campus
- **NAACP Career & College Job Fair**: Gloucester High School

New Employee General Orientation

51 staff have completed general orientation since January 1



Halfway to the Finish Line on Annual Training

As of October 22, **51%** of the workforce had completed the **2026 Annual Employee Training.**

Assigned to every employee each year, the training combines video courses and PowerPoint materials on key topic areas and is delivered and tracked through the Paycom Learning Management System. All staff are due to finish by December 15.



51%

Human Resources

Staying Connected: New Tools to Strengthen Communication

MyCom in Paycom is now the go-to spot for **Communication Tips**.

- Bay Aging is putting its **Multigenerational Communications Survey** results into action. Since July, the survey's Top 10 easy-to-implement recommendations have been shared as **Communication Tips** in MyCom, each featured for 7–10 days, with more to come.
- Departments are also using the results to guide their own conversations about communication.

Flu Shot Clinic

17 Bay Aging staff and family members rolled up their sleeves at our annual Flu Shot Clinic. Feedback was very positive, and staff appreciated the convenience of getting vaccinated at work.



Development

Bay Aging Shares Its Leadership Model at SE4A Conference

Bay Aging was well represented at this year's Southeastern Association of Area Agencies on Aging (SE4A) Conference, where staff shared their expertise as presenters, volunteers, and committee members. Administration & Operations Director Stephanie Hudgins and Human Resources Director MaDena DuChemin, presented "Future-Proofing Your Agency: A Replicable Model for Leadership Excellence," showcasing Bay Aging's award-winning Leadership Institute.

The session offered attendees a practical blueprint for succession planning and strengthening the aging services workforce through experiential learning, peer-led facilitation, and mentorship.

Other Bay Aging presenters included Community Chaplain Rev. Dr. Mary Ligon with Director of Strategic Analysis Julie Northcott-Wilson; and President and CEO Kathy Vesley with Chief Geriatrics Officer with Embrace Prevention Care Dr. Kyle Allen.



Pictured (from left): Bay Aging Administration & Operations Director Stephanie Hudgins and Human Resources Director MaDena DuChemin.

Development

Give the Gift of Warmth (Continued from cover)

One gift of $50 can bring hours of warmth to a neighbor this winter. Now, thanks to a special match from the Jessie Ball duPont Fund, your gift can do twice as much.

If Bay Aging raises $8,400 in online donations by December 31, every qualifying gift will be **matched dollar for dollar**, doubling its impact. *Every gift brings us closer to that goal.*



How to make your gift count:

- Give online at ***bayaging.org/match***.
- Checks, cash, and ACH transactions are not eligible for the match.
- Each gift is matched up to $500, and you may give more than once.
- Gifts from Bay Aging employees, businesses, foundations, and civic or community groups are not eligible.

Please give today and share this opportunity with your friends, family, and neighbors. Together, we can bring warmth, comfort, and support to more people in the communities we serve.

Shhhh, it's a secret; I am old and happy!

By Michael Martin; October 30, 2026

All of a sudden, I am considered old
When I am seen, I am invisible
In the face of dismissal, I must be bold
Relishing my sunset should be permissible.

I am wondering like so many,
Did the years happen in haste?
I do not dwell, my gains are plenty
With gratitude, I have blessings to taste.

I will be active and healthy
And in the end, probably frail
But if aging optimally
A contented life will prevail.

My health is NOT everything
But while I have it, it is a lot
Extending it is king
With effort, I minimize the rot.

It's relationships that really matter
Family and friends - keep them close
Instead of "I lost my looks" chatter,
It's a comforting overdose.

It is true that change visits often
And loss is always a surprise
Navigating it, the pain will soften
Remembering and Adapting is my reprise.

Zeros in my age upon which to reflect
When it may whisper, I am something less
Instead, wisdom and confidence intersect
Seems thinking of others imparts success.

I have reached many a year
Close calls, rough times, I survived
Only by grace and purpose, am I here
I am old, I am content, I have arrived.

I now know age delivers a happy place
I am loved – God won't let me sink.
I learned each decade picks up the pace
I savor them gratefully; they're gone in a blink.

Share the poem if you think someone needs a "readjustment" of their outlook on aging.

Active Lifestyle Centers

A Season of Creating, Connecting, and Caring at Our Active Lifestyle Centers

This fall, participants at Bay Aging's Active Lifestyle Centers (ALCs) showed just how much life there is in every season. They painted rocks to raise awareness for the Walk to End Alzheimer's, and shared fellowship with friends from First Baptist Church and Epsilon ETA Chapter. Here's a look at the creativity, compassion, and community spirit that filled our centers.



ALC participants brightened Gloucester Main Street with painted rocks in support of the Walk to End Alzheimer's.



Gloucester ALC participants enjoyed hot soup, sandwiches, cupcakes, and fellowship with members from First Baptist Church and Epsilon ETA chapter.

Thinking Pink at Tartan Village

Each October, Tartan Village resident and proud breast cancer survivor Janie Brown “pinks out” for Breast Cancer Awareness Month. Her colorful celebration is also a chance to share her inspiring story with neighbors and friends, spreading hope and encouragement throughout the community.





Tartan Village resident and proud breast cancer survivor Janie Brown “pinks out” for Breast Cancer Awareness Month each October, sharing her inspiring story with neighbors and friends.



Tartan Village Residents Share Their Art with the Community

Tartan Village residents put their creativity on display at the RAL Art Center, where their artwork was featured during the First Friday event. The showcase gave residents a chance to share their talents and connect with neighbors across the community.



Handmade with Heart

Northumberland ALC participants put their creativity to work during a doll-making activity.



Tartan Village
Northumberland ALC