

**Aging and Adult Dependent Care  
Committee (AADCC)  
September 17, 2024  
Microsoft Teams  
2:00 PM to 4:00 PM**

**Attendees:**

Louie Brennan  
Susan Borst  
DeAnna Knox  
Leon Reynolds  
Linda Owen  
Gregg Nelson  
Leslie Pont  
Ann Stephan

Martina Lavrisha  
Melissa Porter  
Sharon Gilles  
Mike Lindquist  
Jessica Mack  
Jill Bartholomew  
Jenny Jones  
Maggie Fletcher

Patricia Fletcher  
Amy Parkhurst  
Alisa Turner Augustyn  
Mark Rubert  
Dan Xi

- I. **Welcome and Introductions** - Melissa Porter welcomed everyone joining the meeting.
  
- II. **Minutes Approval - June 18 AADCC Meeting**  
Jessica Mack made a motion to approve the June minutes. Mark Rupert seconded the motion and meeting minutes were approved.
  
- III. **Reports and Updates**  
  
**ORS/DATS Updates** - Susan Borst highlighted September's Healthy Aging Month and invited members to participate in events planned by NIA. The theme of this month, Shaping the Future of Aging offers many resources. A fireside chat with international perspectives on health and aging was held yesterday. On September 23, there will be an Expert Q&A event on Fall Prevention and Older Adults. NIH Research Festival Fair on Monday, September 23, 2024, in the South Lobby of the Clinical Center from 10 AM - 2 PM. Martina Lavrisha and Melissa Porter will represent AADCC at the table.  
  
**Work & Family Month - October 2024** - Susan Borst shared information about October's Work and Family Month (WFM). This month celebrates the importance of creating a healthy relationship between work, family, and life responsibilities highlighting the 4 areas of well-being: social/family, mental/physical well-being, financial/community, and career and purpose. Please participate in live webinar events, archived events, fitness classes, resource links, and more by visiting the WFM webpage. Please share this information and spread the word about Work and Family Month with others. Bookmark the link as it will be updated throughout the month. New this year - Meet and Greet videos featuring 2-minute recordings of different stakeholder groups and services across the NIH. Special thanks to Michael Bruins for recording these video clips and DeAnna Knox for populating the WFM webpage. Come join exhibitors at the Work-Life@NIH Resource Fair on Wednesday, October 16, 2024, in the South Lobby of the Clinical Center from 9 AM - 1 PM.  
  
**Wellness manager, Leslie Pont** shared information about the Reading Food Labels and Menopause 101 webinars that will be hosted during WFM. She also discussed the monthly Wellness@NIH Publication and encouraged members to attend Yoga month offerings, a stress management workshop, and new clubs being offered at the NIH, including the Pickle Ball Club, Hiking Club, and

Yoga Club. She added pertinent details and flyers to the meeting chat for reference and encouraged those attending the meeting to read the Wellness newsletter that is published mid-month.

**Consensogram update** was provided by Melissa Porter. Melissa shared the previous survey questions and asked for feedback. She also shared that the NIH Child Care Board was interested in collecting information and will work to combine efforts for this "snapshot data" to be collected at an upcoming event, e.g., the Research Festival or Work-Life@NIH Resource Fair.

**VI. Peer Group Support Open Discussion** - Mike Lindquist, Martina Lavrisha, Alisa Turner Augustyn, Leslie Pont, Linda Owen, Melissa Porter, Dr. Patricia Fletcher, Sharon Gilles, Mark Rubert, Amy Parkhurst, Jessica Mack, Susan Borst, and Martina Lavrisha.

Martina opened discussion that Peer Circles have been offered for six-week sessions by LifeWork Strategies (LWS). Feedback from participants was they would like to continue to meet once monthly instead of consecutive weeks, 2-3 times per year, as currently offered by LifeWork Strategies. Several participants started their own "informal" group meeting twice a week to continue conversations by those who are caring for a loved one or adult or will be in a caretaker role in the future. Discussions include sharing of resources and providing support for loved ones have been beneficial to those who attend. A licensed facilitator has not been present at these sessions and there has been concern regarding this missing piece that has previously been provided as part of the Peer Groups offered by LWS.

Discussion followed,

- **Mike Lindquist** suggested the "informal" group could have a facilitator attend once a month, meet informally the second time during the month.
- **Alisa Turner Augustyn** from EAP mentioned that Ann Stephan had been contacted regarding this topic and EAP can assist with facilitated groups. Alisa encouraged Mike to reach out to Ann to discuss the needs of the group.
- **Leslie Pont** from Wellness stated that she is happy to collaborate with EAP and other groups, such as NIMH, to build toolkits that support mental health. With the imminent expansion of her program staff, Leslie will set 3- and 5-year goals to meet the growing needs of the NIH community. Caregiving, health coaching, wellness in general, stress management, care for cancer patients, care for cancer caregivers, and online communities are all areas where Leslie has experience and is passionate about meeting employee needs and providing platforms and sustainable resources. Leslie again mentioned clubs being a healthy way to connect and interact informally, and that it's important to have a facilitator to bridge between clinical and coaching, helping to provide guided conversations and foster healthy relationships and support networks. Leslie is happy to be a part of future conversations and to move initiatives forward to ensure we are working together versus creating silos.
- **Linda Owen** offered that she has been organizing the Peer Groups with LWS since Tonya Lee transitioned from ORS to NINDS and talked about the inception of these groups (2020) and Dr. Jessica McCormick-Ell's (DOHS Director) concern over offering non-facilitated groups. Linda mentioned that the kinds of issues discussed might seem innocuous and be friendly conversation, but could act as a trigger to someone, and that a trained facilitator needs to be available at those meetings to assist in case further help is needed. The ORS peer circles will continue and be funded through December 19, 2024. There will need to be discussions within ORS/DATS about funding for future peer circles and possibly providing the groups through EAP, NIA, or NIMH.

- **Melissa Porter** asked about the cost of offering these LWS peer group services - Linda shared that 36 60-minute sessions cost \$13,500.00, \$375.00 per session. **Susan Borst** added that LWS is an IDIQ contract. Other institutes can contact Susan Borst/Gregg Nelson (COR) to request LWS services; they can customize webinars and services; the IC would be billed for the services under a task order on the contract. **Linda Owen** added these rates for services are reasonable and quite affordable compared to rates from other consulting firms.
- **Mike Lindquist** shared his impression that LWS's preference was to offer smaller segments of groups versus offering once/twice a month over a longer period. LWS did provide feedback and concern that attendance might be diminished if scheduled once/twice a month versus a 6-week session. Linda commented that since this "informal" group has established a like-minded community, perhaps revisiting this with LWS, and sharing the data of how many people have attended these monthly sessions might cause them to consider offering a longer term. Leslie shared her experience with groups is that often more register than attend, and if you're getting 2 to 5 people at a weekly format, then utilization could be less for a monthly offering. Discussion continued that interest may drop off, but new interest might increase attendance numbers as you never know when you might become a caregiver. Adult and eldercare are not something that is planned.
- **Dr. Patricia Fletcher** mentioned she wanted to reach out to Mike and Leslie on this conversation. She mentioned exploring partnerships between EDI and EAP. EDI is building an aging portfolio and one of the areas they are developing is Celebrating Caregiver Month.
- **Sharon Gilles and Leslie Pont** shared personal experiences about being a caregiver to parents and it was mentioned that sometimes you must leave these groups because it's too painful to deal with loss. It was discussed that there should be support services provided to employees, so they don't have to go looking at such a difficult time and that a skilled facilitator needs to be moderating the group rather than people just providing support.
- **Alisa Turner Augustyn** shared that EAP is happy to collaborate with AADCC, learn more about your needs, so they can determine what they are able to offer to accommodate to meet needs. She is excited about further discussions with Ann and this group to form partnerships.
- **Amy Parkhurst** spoke of two challenges many of her retiring scientist face - being prepared for retirement (financially) but not prepared for the isolation from losing social groups and work friendships/sense of purpose and identity after leaving work the NIH. Does NIH have any resources or groups to help support employees who are nearing retirement so they can feel supported and think about purpose which extends beyond retirement planning? How can we help these elders who feel a cultural divide? Provide support resources for disabled? **Dr. Fletcher** mentioned that EDI wants to help those who are retiring to share institutional knowledge so that information and connection is shared. Dr. Fletcher welcomes additional discussion on this topic. **Martina** mentioned the advocacy work of the NIH Association for Women in Science. **Mark Rubert** suggested seeking the services of a good geriatric ally-trained social worker (part of EDI) who can provide local health and social resources. **Dr. Fletcher** also recommended consulting with a gerontologist. **Dan Xi** suggested EDI's Asian American Native Hawaii and Pacific Islander Group and herself as resources. **Jessica Mack** mentioned making connections through NIH Clubs and Listservs to build social connections.
- **Sharon Gilles** shared previous AADCC discussions on phased retirement. What can we do to facilitate those transitioning away from work who might be well suited to mentor? What can we do to assist people who are caregivers for elders and are struggling to continue to work? Going part-time negatively affects benefits and impacts their annuity.

- **Martina Lavrish**a mentioned other hospitals having Nurses Emeritus who work/mentor new and overwhelmed nurses. Can NIH model programs like this?
- **Mike Lindquist**- Consideration for caregiving- People who are mobile and functional, but just don't want to do anything, are reluctant to leave the house, or don't want to socially connect. Perhaps a webinar could address this situation?

## V. Work Groups Committee Reports

### A. Membership - Mark Rubert & Mike Lindquist

Mark reported measures to attract application interest,

- i. Multiple and repeated postings to the Adult Listserv will be sent,
- ii. Susan Borst has added the AADCC membership information to the ORS Snapshot and a final slide to the end of monthly Lunch & Learn webinars sharing the AADCC application web link and deadline information. AADCC application is posted on the Child & Family Programs web page. Deadline is November 22, 2024.
- iii. AADCC will share the membership opportunity at the Safety, Health & Wellness Fair & Work-Life@NIH Resource Fair.
- iv. Melissa and Martina shared there is a power point available for membership recruitment.
- v. Committee members are encouraged to personally invite employees who are passionate about aging and adult care matters to apply.
- vi. Melissa has shared the information in the EOs newsletter and Mike has two interested applicants who he will encourage to complete applications.
- vii. Thank you to Dan Xi and Deborah Henken for renewing terms (2023-2025).
- viii. We wish to thank members Martina Lavrish, Cooper McLendon, and Jill Bartholomew for their exemplary service to the AADCC. Their participation and leadership are appreciated.
- ix. Looking ahead, expiring memberships in 2026 are Jessica Mack, Mike Lindquist, Donna Easterday.
- x. Melissa announced that Mark Rubert has agreed to co-chair the committee.

### B. Communications - Melissa Porter reported on behalf of Cooper McLendon

The Committee will,

- i. Submit an article for November News2Use Publication.
- ii. Finalize the bookmark advertising for Eldercare Coaching and Parenting Coaching.
- iii. Host a webinar during October's Work & Family Month presented by Dr. Kelley from NIA.
- iv. Attend the EDI Forum Event at Natcher on October 8-9 and provide resources. EDI is developing a platform that crosses and intersects much of the discussion today, so I'd like to encourage you to sign up for the event.
- v. November is Caregiver Month - Working on a caregiving webinar with Dr. Fletcher.
- vi. Lunch and Learn Webinars are planned for 2025:
  1. April 17, 2025 – Communicating Caregiving with Families and Support Systems
  2. August 21, 2025 – Transitioning Adults with Special Needs to a Group Home or Care Facility.

vii. News2Use Newsletter and NIH Record- Submissions should be sent to Susan Borst for review so we can populate these publications. The NIH Record is published on payday Fridays and News2Use is published Spring, Summer, and Fall.  
viii. Wellness@NIH Newsletter – Submissions can be sent to Susan that promote the work of AADCC. Announcements of events, changes in policy, health tips, new initiatives and programs, new team members, survey announcements, and consensus information are all topics for possible articles.

## VI. Adjournment

**The next AADCC meeting will be December 17, 2024 from 2-4 PM.**

**Meeting link-** Join ZoomGov Meeting

<https://nih.zoomgov.com/j/1602081465?pwd=elesyMYKIXC8NbGaSooa10LKXZzxnu.1>

Meeting ID: 160 208 1465

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