

**MINUTES OF THE HOUSE KANSAS FUTURES COMMITTEE**

The meeting was called to order by Chairman Carlos Mayans at 1:30 p.m. on January 18, 2001 in Room 526-S of the State Capitol.

All members were present except: Representative Gene O'Brien - excused  
Representative Michael O'Neal - excused  
Representative Tom Sloan - excused  
Representative Jerry Williams - excused

Committee staff present: April Holman, Legislative Research Department  
Lynne Holt, Legislative Research Department  
Amy Kramer, Legislative Research Department  
Lois Hedrick, Committee Secretary

Conferees appearing before the committee:  
Terry Asla, The Cramer Reed Center for Successful Aging, Wichita

Others attending: See attached list.

The minutes of January 10, 2001 were distributed and approved.

The Chairman then introduced Terry Asla, who spoke on "Managing the Future."

Managing the Future

Mr. Asla suggested that in accomplishing the committee's mission, members "establish a compelling goal for the future" and "base actions on the assumption they are there, or nearly there now." He reviewed historical data relating to short and long-term impacts on state policies, especially the increasing aging population demographics. With respect to the needs of aging Kansans, he also suggested developing a system of management that adapts to these changes, which is more important than solutions. (See Attachment 1 for key notes of his testimony.)

The next meeting is scheduled for January 23, 2001.

KANSAS FUTURES COMMITTEE  
GUEST LIST  
JANUARY 18, 2001

[PLEASE PRINT YOUR NAME]

[REPRESENTING]

Fatin AlMaler

KDHE

Mison Ranson

Federico Consulting

Aisha Jahay

intern Rep. Bethell

DARUN HIRSETH

KDOA

Cheri L. Kern

KANSA

TOM SIPE

KHA

Don Ryan

S.E.A.K

Kevin Berore

Mein/weir chrtd.

Chris Collins

Kansas Medical Society

Bill Henry

Ks Gov Consulting

~~Amel Wicks~~

Speake Blessock staff

Will deArco

gstt

John Petersen

Ks Government Consulting

*Managing from the Future*

# *Managing from the Future*

**“One cannot manage change. One can only  
be ahead of it.”**

—Peter Drucker, *Management Challenges for the 21st Century*

January 18, 2001

Presenter: Terryl M. Asla

The Cramer Reed Center for Successful Aging

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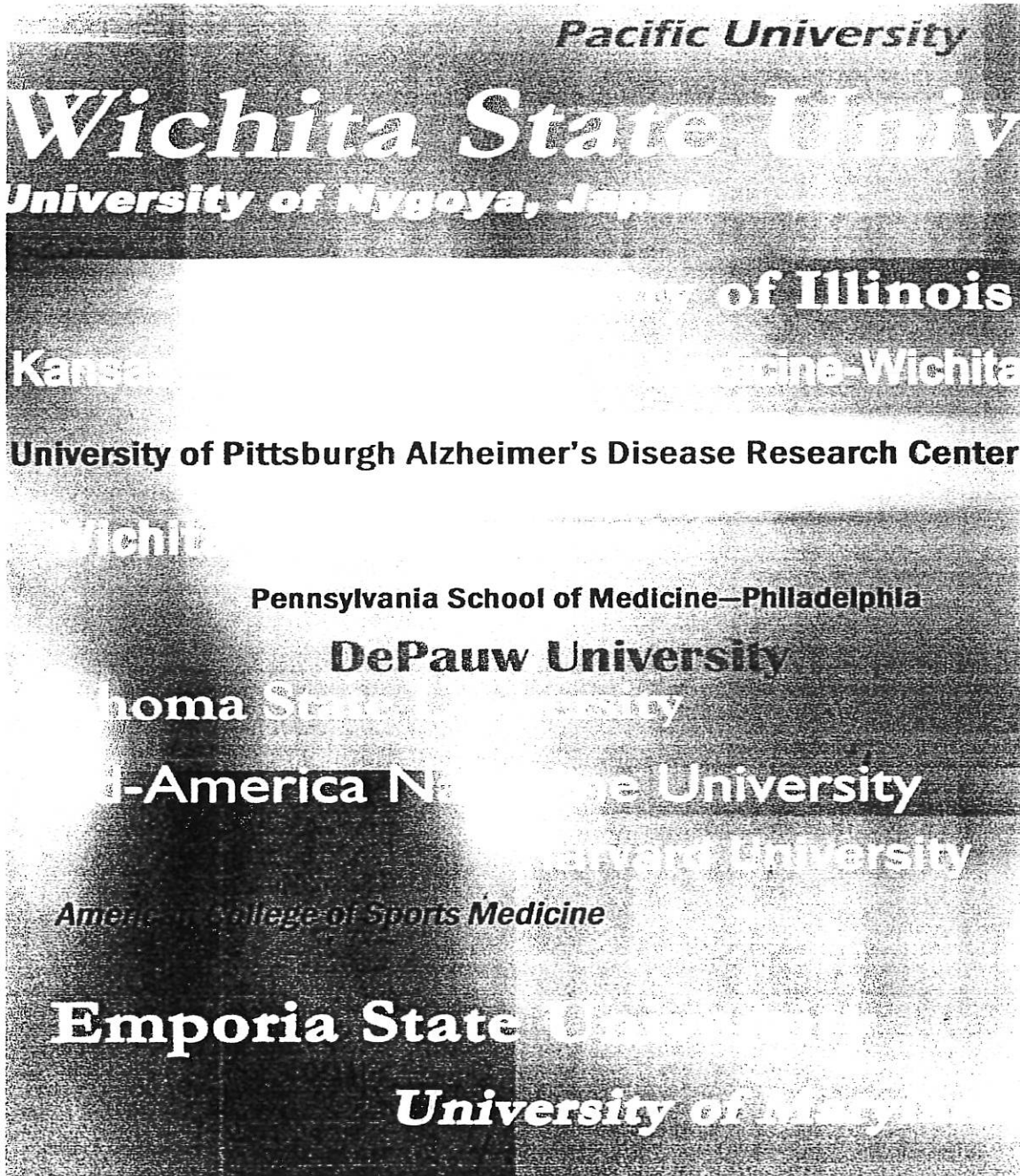
Website: [www.successfulagingcenter.org](http://www.successfulagingcenter.org)

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## *The Cramer Reed Center for Successful Aging*

- **The only applied research center on aging in the Mid-West**
- Traces roots back to 1988
- A not-for-profit 501(c)3 organization
- Mission: fostering successful aging by creating and sharing quality of life programs and services for older persons in Kansas, and beyond
- Close ties to Wichita State University, the Kansas University School of Medicine—Wichita, and a host of universities, organizations, and agencies in Kansas, the US, and abroad
- First to demonstrate strength could be restored in the aged (1991)
- First to establish universal design standards for retirement community housing (1992)
- First to establish a technology learning center (1996)
- First to develop online reminiscence and life review program (1996)
- First to establish a validated online comprehensive health and lifestyle assessment for use by retirement communities and others (1998)
- First to create a computerized driving assessment for elderly (1999)
- Founded the University Consortium for Aging and Physical Activity to develop functional fitness standards for older persons (2000)

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**American Association for History and Genealogy**  
**Kansas Historical Library**  
*Lakeview Village* National Council for History Education, Inc.  
**Sedgwick County Department on Aging**  
*Brewster Place Envision* Imaginet  
**Heartland** **American Red Cross**  
**Kansas** **Resources**  
 International  
**Wichita**  
 American  
**Glenn** **Deirie View**  
**Kansas Department on Aging**  
**International Association of Physical Activity & Aging**  
**Mid-America Congress on Aging**  
**World Congress on Vision Rehabilitation**  
**History Association**  
**American Society on Aging** **Franchise Area**  
**Parkside Homes** **ElderVision**  
**Gerontological Society of America**  
**Western Social Science Association**  
**Oak Hammock** **Kansas Art Therapy Association**



## Managing from the Future

SATURDAY, JANUARY 6, 2001 ■ THE WICHITA EAGLE 7A

-ED

# Lawmakers tackle future — finally

**P**oliticians are usually terrible about preparing for the future. But two state lawmakers are ready to tackle one of the biggest challenges looming on the horizon: an aging population.

Good for them — though their task could be herculean and is already being met with cynicism.



**PHILLIP  
BROWNLEE**

House Speaker-elect Kent Glasscock, R-Manhattan, has created a new legislative committee — called Kansas Futures — to address the state's changing demographics, both age and ethnic, and Rep. Carlos Mayans, R-Wichita, will serve as chairman.

"These changes are significant and will, over the course of the years, have tremendous impact on the state and on the policy of state government," Glasscock said.

Just how significant? According to the 1990 census, based on the 85 or older population:

- Kansas is the fifth fastest-aging state in the country.
- Smith County is the "oldest" county in the nation.
- Kansas has seven of the top ten oldest counties in the nation.

This aging population — which includes the baby boomers who are now qualifying for AARP membership every six seconds — will strain a state already struggling to afford its services to the elderly. For example, federal and state spending on home-based services for the frail elderly jumped from \$13.7 million in fiscal year 1997 to \$44.7 million last year — and demand will only increase.

"We are just beginning the incline," Glasscock said.

Compounding the challenge will be a drop in the number of available workers. During the next 20 years, Glasscock said, more people will leave the work force than will enter it — which will make it even more difficult to provide and pay for services to the elderly.

"I suspect that we will be stunned by what the demographic changes will mean to us financially," he said.

The Kansas Futures committee plans to bring in experts to discuss these changes and what impact they will have on the state and nation. The committee will then, during

the next two years, sketch out strategic plans for dealing with the changes.

Some possible strategies, Mayans said, might be providing incentives for purchasing long-term care insurance. He also is interested in tax credits for modifying housing and making new houses wheelchair-accessible.

"There are things we can do to improve the quality of life of people," he said.

But the most difficult and politically sensitive issue will be paying for care.

"Everything can't continue to be funded by the state," said Joan Golden of Lawrence, who chaired Gov. Bill Graves' vision task force on special-care Kansans, which includes the frail elderly.

Glasscock agrees. "We have to be honest with our own future and promise what we can deliver."

As a result, the solution will likely require a "community of effort," he said, involving families, the faith community and other charities.

Glasscock and Mayans aren't naive about how difficult it will be to address vision issues in a legislative body known for its nearsightedness. Already, Glasscock has received scoffs about expecting lawmakers to be futuristic when they can't even agree on when to break for lunch.

The two-year timetable of the committee could also make it difficult to gain much momentum or sense of urgency, given that many lawmakers are focused on the immediate.

Nonetheless, both men believe — correctly — that it is essential that the state start preparing for this fast-approaching demographic wave.

"We are going to have to deal with this challenge now or later," said Mayans, who passed up other committee chairmanships in order to help lead this effort. "I think it would be less expensive for the state, and we could do a better job, if we start early."

Said Glasscock: "These kind of changes are going to be phenomenal, and it's not that far down the road."

The question, he said, is: "Will we be ready?"

That's tough to predict. But at least some lawmakers are finally grappling with the question.

Phillip Brownlee, an Eagle editorial writer, writes a personal column for the Op-Ed page on Saturdays. You can reach him at pbrownlee@wichitaeagle.com or at (316) 268-6262.

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Wichita Eagle, January 13, 2001

Even at 64, Chiefs coach says overtures were too much to pass on



**"I have lots of energy left... The only place we worry about age is the NFL. There are so many outstanding people in their late 60s and 70s working very hard and running billion-dollar outfits."—Dick Vermeil, new coach, KC Chiefs**




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**Ethel Grierson, age 90**  
Source: emails to the editor  
**December 2026**  
issue of *Time Digital* magazine

SPECIAL BONUS SECTION: HOLIDAY SHOPPING GUIDE

**DIGITAL**

**FOXY GRANDMA!**  
How you can look 60 years younger



“I NEVER FELT PROUDER THAN WHEN I SAW MY GREAT-GRANDMA ON THE COVER OF YOUR MAGAZINE ... I THINK YOUR INTERVIEW REALLY REFLECTS THE EXCITING MODERN REALITIES OF EXPERIMENTAL LIFE-EXTENSION TREATMENTS.”

—Kelli Grierson, San Francisco, CA

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# *Managing from the Future*

- **Establish a compelling goal**
- **Base your actions on the assumption you are there, or you are nearly there now**

—Richard Pascale, et al, *Surfing the Edge of Chaos*

## **Example**

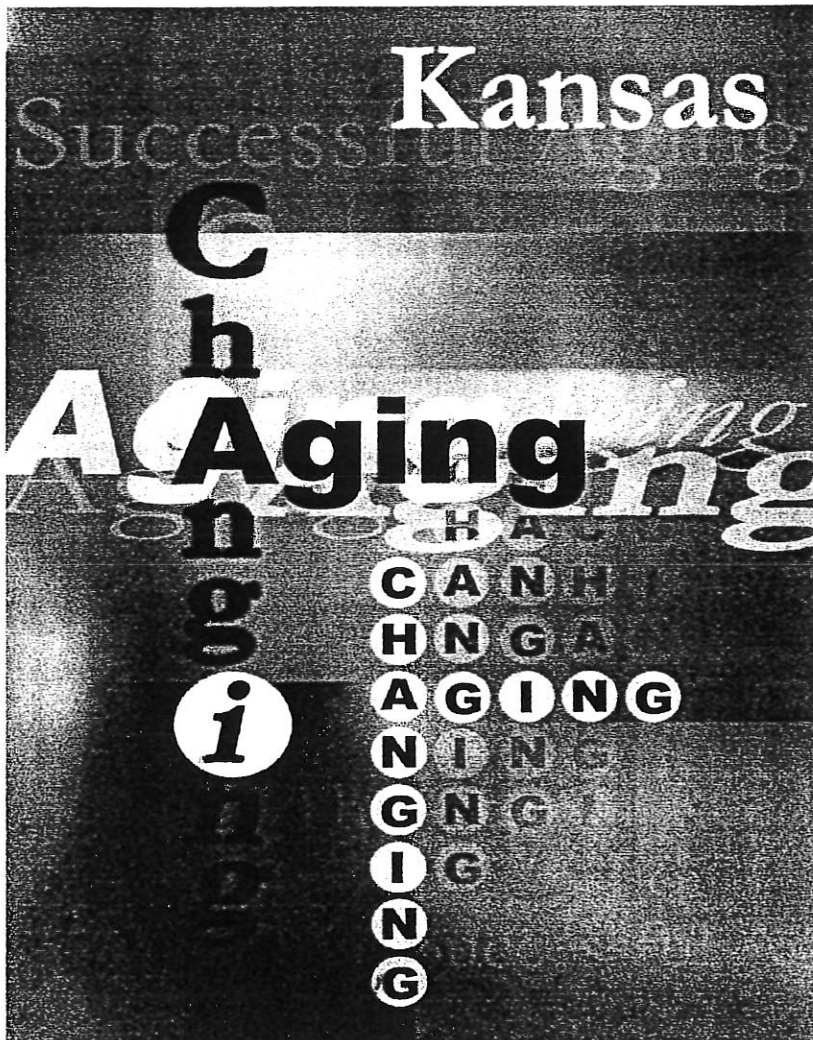
Larksfield Place Retirement Community's goal is to be "***The best retirement community in the country.***" We have been working on it since we opened in 1988, and especially since we began our applied research efforts in 1991.

**We define "best" as "offering information, programs, and services that make it possible for our residents self-manage their personal health and mental growth**

1. Fewer Independent Living residents are permanently transferring to the nursing center and morbidity is compressed.
2. At a 2000 AAHSA symposium, leading experts described what the best retirement communities would offer in five years. We had already been doing everything they mentioned—and more—for three years.
3. ***Most important, customers are willing to pay for these programs, services, and information.***

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# *What is Our Compelling Goal as a State?*



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## *Objectives*

Exploring the following questions:

- **What will the likely impact of an aging, diverse, urban and rural population be on Kansas government over the next 10 to 20 years?**
- **What policy implications or other steps does the Kansas legislature need to consider to prepare for these changes?**
- **Help The Cramer Reed Center gain greater insight into the needs of older Kansans—and possible solutions (We are here to learn from you), and**
- **Help us identify ways you feel the Center might be of assistance on aging issues. (How can we help?)**

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## *How did we get here?*

- A *very brief* history of retirement in the US
- Retirement model—1936-65
- Retirement model—2001
- Retirement model—2020
- What do most people think about their retirement and later years?
- The need for a lifespan model of growth and learning

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## *Facts*

- It's not about aging, its about the collapsing birthrate in the developed world
- This situation has never arisen before, so we don't have any past experience to draw upon
- Kansas has a tradition of being a leader in societal issues and can be the leader in this area as well
- There is no quick fix—this problem will be with us for at least the next century
- Many factors are outside of our control
- Technologies and organizations working outside the field of aging will have the greatest impact on it



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## *Assumptions*

- The system of management we develop to quickly adapt to these changes is more important than our solutions
- It is not an aging issue, it is a *lifespan* issue
- Someone, somewhere already has the answer
- We need to mobilize the troops
- We have pilot our ideas
- We need accurate information upon which to make decisions
- We need to exploit our successes

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*What can we do for  
today's older persons?*

Resolve the nursing home crisis by :

- Enlist the aid of those inside—and outside—the nursing home industry
- Reduce staff turnover and improve care through additional uniform, reality-based education for everyone—especially health care paraprofessionals
- Encourage alternative models emphasizing low-cost health prevention, such as “Assisted Living Plus”
- Insist on proven, standardized assessments to demonstrate success or failure

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*What should we be doing  
for people who will be old  
in 2020?*

- Offer a tax credit for the construction of new homes, and the remodeling of existing homes, that incorporate universal design features
- Encourage immigration, and use our community colleges to develop more knowledge workers

**What are the policy implications?**

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*What should we be doing  
for people who will be old  
in 2079?*

- Introduce lifespan development into the K-12 curriculum
- Establish a trust fund for every person born in Kansas who spends his or her life here (excepting education and government service) so they can retire as millionaires

**What are the policy implications?**

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*Where do we  
go from here?*

“The half-life of optimism is short.”

—John Browne, credited with turning around British Petroleum

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## *Six Books*

- Thomas Cole, W. Andrew Archenbaum, Patricia L. Jakobi, and Robert Kastenbaum, eds., *Voices and Visions of Aging: Towards A Critical Gerontology*
- Peter F. Drucker, *Management Challenges for the 21st Century*
- Lois Landin and Mary Fugate, *Elderlearning: New Frontier in an Aging Society*
- Richard Pascale, Mark Milleman, and Linda Gioja, *Surfing the Edge of Chaos*
- Virginia Postrele, *The Future and its Enemies*