



*Who's Your Person? ... What's Your Plan?*

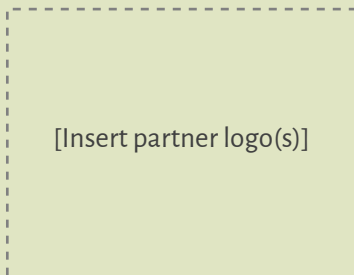
[www.TakingStepsVT.org](http://www.TakingStepsVT.org)

**A wellness program for businesses and organizations to support employees in planning for their future health care needs.**



### **A Collaborative Approach**

***Taking Steps Vermont*** is a stepwise approach to advance care planning led by the Vermont Ethics Network that brings together a wide range of partners from across the state who share a common goal of providing Vermonters with the tools and resources to prepare for future health care decisions that align with their goals and wishes.





# Who's Your Person? ... What's Your Plan?

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**ADVANCE CARE  
PLANNING =  
PREVENTION**

**Prevents treatment  
by default**

**Prevents  
overtreatment**

**Minimizes  
unnecessary patient  
and family distress**

**Reduces  
healthcare costs**

## Did You Know?

- ▲ Advance Care Planning is not just for the 50+ crowd!
- ▲ An accident or serious illness can happen to anyone, at any time, at any age.
- ▲ In Vermont, it is not automatically a person's next of kin (spouse, parent, adult sibling, etc.) who can make decisions if a person is unable to speak for themselves.
- ▲ Everyone 18 years of age or over should **take the first step** and choose the person(s) they trust to make medical decisions for them in the event of a health crisis.

## Why Should Businesses Get Involved?

As a business, you spend a lot of time and money ensuring your employees have access to healthcare benefits and wellness programs. For many staff, a few key components are often missing – completing documents to appoint a decision-maker and to outline health goals and treatment preferences in the event of incapacity.

When people plan ahead for their future care, research shows that they often choose a less intensive and less expensive course, resulting in lower health care costs.

### **Advance Care Planning has been shown to increase a sense of well-being, resulting in:**

- ▲ Less stress, depression and anxiety for your employee and their family.
- ▲ Higher satisfaction with the healthcare experience.
- ▲ Earlier access and support from palliative care and hospice services.
- ▲ Improved access to grief and bereavement support.



Nationally, the average cost for a patient's last two years of life is \$26,000.

In La Crosse, WI 96% of residents have completed advance care planning.

... and the average cost of care in the last two years of life is just \$18,159.

## Some Interesting Facts You Should Know:

The majority of people are not prepared to face a major health crisis that may necessitate health decisions being made by others.

- ▲ Accident and sudden illness do not discriminate on the basis of age.
- ▲ Even though advance directives have been promoted by health professionals for nearly 50 years, only about a third of U.S. adults have them.
- ▲ People over age 65 are significantly more likely to complete some form of an advance directive than are younger people.
- ▲ If someone's wishes change, advance directive documents can, and should, be changed.
- ▲ There's no need to involve a lawyer in creating or revising advance directives. In Vermont, these documents need only be witnessed by two adults and do not have to be notarized.
- ▲ **Most importantly**, for advance directives to be effective, people need to have conversations with their appointed decision-maker and other loved ones about their values and what matters most to them.



## Contact Us Today!

### Take the First Step in Helping Your Employees Plan for Their Future Healthcare Needs

Please contact the Vermont Ethics Network to schedule a workshop or training for your employees, board or membership:

[ven@vtethicsnetwork.org](mailto:ven@vtethicsnetwork.org)

802-828-2909