HENDERSON COUNTY

State of Aging

Our community. Our future.

Understanding the demographic shift—and building a coordinated community response.

Presented by Henderson County Aging Coalition partners

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October 2026

33.5%

City of Hendersonville residents age 65+

The population has changed. Our approaches must, too.

Building on Hendersonville's age-friendly work

The City has already done important planning. Our goal is to **align with it, build on it, and strengthen the connection** between City and countywide priorities.

1. **Community voice** — Gen H engaged residents and stakeholders in shaping Hendersonville's long-term vision.
2. **Age-friendly planning** — **The City's Age-Friendly Action Plan builds on Gen H and includes input from older adults and Henderson County Aging Coalition (HCAC).**
3. **Shared direction** — **HCAC's Aging Plan can reinforce—not duplicate—the priorities Hendersonville already has in motion.**

HENDERSONVILLE GEN H COMPREHENSIVE PLAN

A 20-year vision for Hendersonville's future

Developed through extensive community engagement

Older adults were part of the conversation.

We appreciate the work already underway — and we are excited to build on it together.

HENDERSON COUNTY: OUR COMMUNITY. OUR FUTURE.

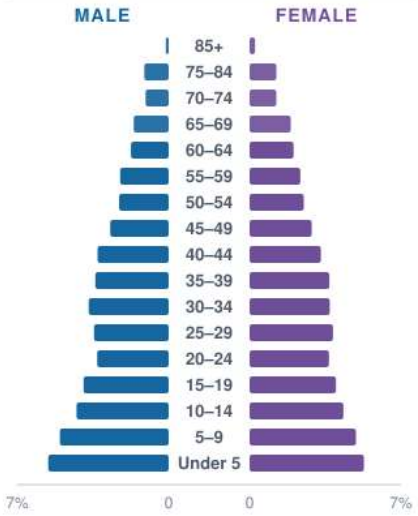
How our population has changed—and will continue to change

The changing shape tells the story: fewer children, more older adults, and a fundamentally different age structure.

THE SHAPE HAS CHANGED. OUR SYSTEMS MUST, TOO.

1950
A YOUNG COMMUNITY

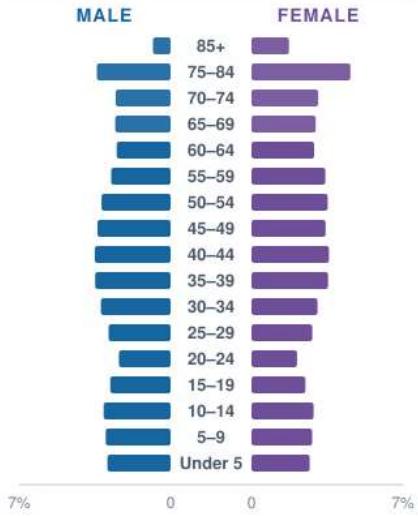
TOTAL **30,921** | 65+ **8.6%**



ADULTS 65+
2,650 PEOPLE

2000
A COMMUNITY IN TRANSITION

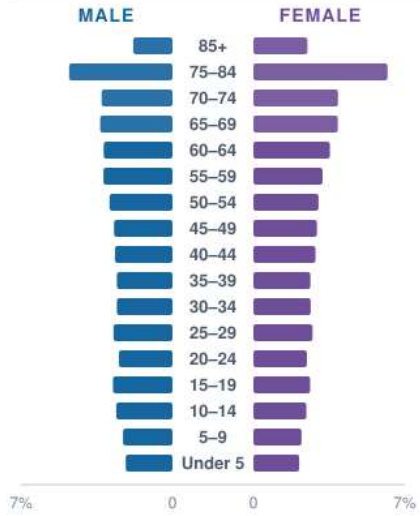
TOTAL **89,173** | 65+ **21.7%**



ADULTS 65+
19,341 PEOPLE

2026
AN AGING COMMUNITY

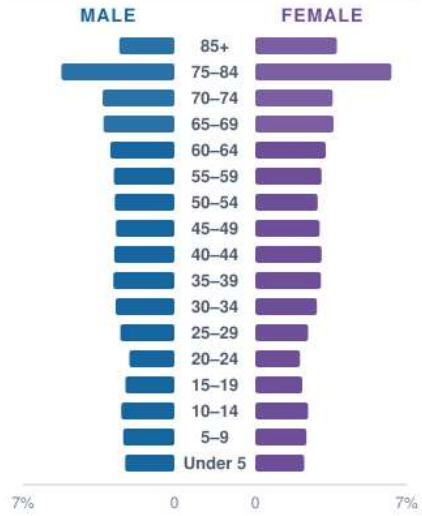
TOTAL **124,588** | 65+ **29.7%**



ADULTS 65+
37,053 PEOPLE

2040
THE NEW AGE STRUCTURE

TOTAL **139,552** | 65+ **31.6%**



ADULTS 65+
44,147 PEOPLE

Our systems were built for the population on the left. We are now—and will be—serving the population on the right.

Sources: U.S. Census Bureau (1950 Census of Population; Census 2000 SF1); NC OSBM Vintage 2025 Population Projections. 2026 and 2040 are projections.

MOUNTAIN AGING PARTNERS

The scale of change is visible in these numbers

1950

8.6%

AGE 65+

2,650 residents age 65+

2026

29.7%

AGE 65+

37,053 residents age 65+

2042 - Projections

32%

AGE 65+

47,000 residents age 65+

Nearly 1 in 3 residents are 65+ today.

1950: Census count | 2026 and 2040: NC OSBM Vintage 2025 projections

Three workforce data points

WNC Healthcare Workforce

26% are older than 55+

Above national average

24,000+ job postings WNC RN

WNC Healthcare Workforce

5:1 jobs per seeker

In healthcare support roles - CNA, home health aide

What does this mean? - 7 in home agencies called

| Good Jobs WNC and Strada report

Three more numbers that tell the story of our community

Currently over 65+ 24% live alone

8,900 residents age 65+

60% plan to age at home with a caregiver

Only 43.5% of homes are aging ready

Do we have the workforce to support these needs and desires?

Census data, US Department of Commerce 2023 Housing report, Pew Research Center 2026

Aging is a community planning issue

A different age structure changes what our community needs, where pressure appears, and how decisions could be made.

Housing & Land Use
Options that support safety, affordability and **aging in place**

Transportation & Mobility
Ways to reach healthcare, food, work and community life

Healthcare, EMS & Public Health
Capacity for prevention, response and ongoing support

Workforce & Economic Development
A reliable care workforce and policies that support working caregivers

Family Caregiving
Information, respite and earlier planning before crisis

Social Connection
Places, programs and relationships that keep people engaged

Community Infrastructure
Public spaces and systems that work across ages and abilities

Local Government Planning
Aging considered in budgets, policy and long-range decisions

What we're seeing on the ground

The demographic shift is showing up in the complexity, urgency and capacity of our community systems.

1

Needs are interconnected

Health, housing, finances, transportation, safety and caregiving needs rarely occur in isolation.

2

Families reach us in crisis

Too often, decisions about care, safety and support are being made after circumstances have already become urgent.

3

Capacity shapes outcomes

Eligibility or knowing what someone needs does not mean a worker, service or support is available when it is needed.

When formal supports are limited, families and other informal caregivers are often left to fill the gap.

The pressure is visible in three numbers

Henderson County Adult Services data show growing demand — and growing pressure on county and community capacity.

735 → 2,241

INTAKE CONTACTS

FY2018–19 to FY2025–26
More than tripled

277 → 437

APS INVESTIGATIONS

FY2018–19 to FY2025–26
A 58% increase in screened-in reports

~80

IN-HOME AIDE WAITLIST

About a year or more waiting for service
Workforce availability is a major constraint

Adult Services serves adults age 18+; these figures cannot be separated to show only adults age 65+.

Demand is rising faster than the systems and workforce available to respond.

Why a New Aging Plan — and Why Now?

Henderson County's last Aging Plan was developed in 2018.

Our population has changed
The number of older adults has continued to grow—and the demographic shift is still underway.

Community systems are feeling the impact
The pressures Traci described extend beyond aging services to housing, transportation, healthcare, caregiving, workforce and local government.

Good work is happening—but we need a shared framework
Organizations across Henderson County continue to serve older adults and caregivers. What has been missing is a current, coordinated countywide framework for where we go next.

The question is how do we respond together.

HCAC is working to create a community-wide planning platform.

Auspicious Beginnings

The Henderson County Aging Coalition (HCAC) was convened in September 2022 in conjunction with Council on Aging of Henderson County, Always Best Care, Henderson County Chamber of Commerce and Hulsey Media.

They were tasked, through the strategic planning process, to identify gaps in Henderson County's system of care for the older adult population.

The goal of the HCAC was to prioritize older adult needs and to speak as a unified voice.

This unified voice includes individuals from:

Private Sector
Public Sector
Resource Partners
Beneficiaries
Healthcare Practitioners
Informal Individuals (Caretakers, Relatives, Etc.)
Volunteer Sector

HCAC brings the community together around a shared response

MISSION

Community collaboration advocating for the needs of older adults in Henderson County: Identify, Educate, Develop, Connect

VISION

Create a community where older adults can remain connected, informed, supported, and engaged throughout the aging journey.

MAP facilitates HCAC as the convener/backbone organization; the plan is community-owned.

HCAC serves as a

Planning Partner

Convener

Connector

Educator

Advocate

What a Master Aging Plan Does

A shared roadmap for how a community can age well.

01

Reflects community input

Grounds priorities in lived experience, local needs and community voice.

02

Communicates a shared vision

Gives leaders and partners common priorities and language.

03

Guides policy & investment

Helps align public and private planning, funding and decision-making.

04

Aligns infrastructure

Connects changing needs with housing, transportation, health and other systems.

05

Improves coordination

Creates a framework for organizations and sectors to work together.

06

Tracks progress over time

Supports action, accountability and regular review of results.

A Master Aging Plan is not just a document. It is a tool to help leaders, partners and the community make better decisions together.

Four priorities organize the work

1 **Age-Friendly Communities**

Healthy aging, connection, mobility and participation

2 **Empowering Older Adults**

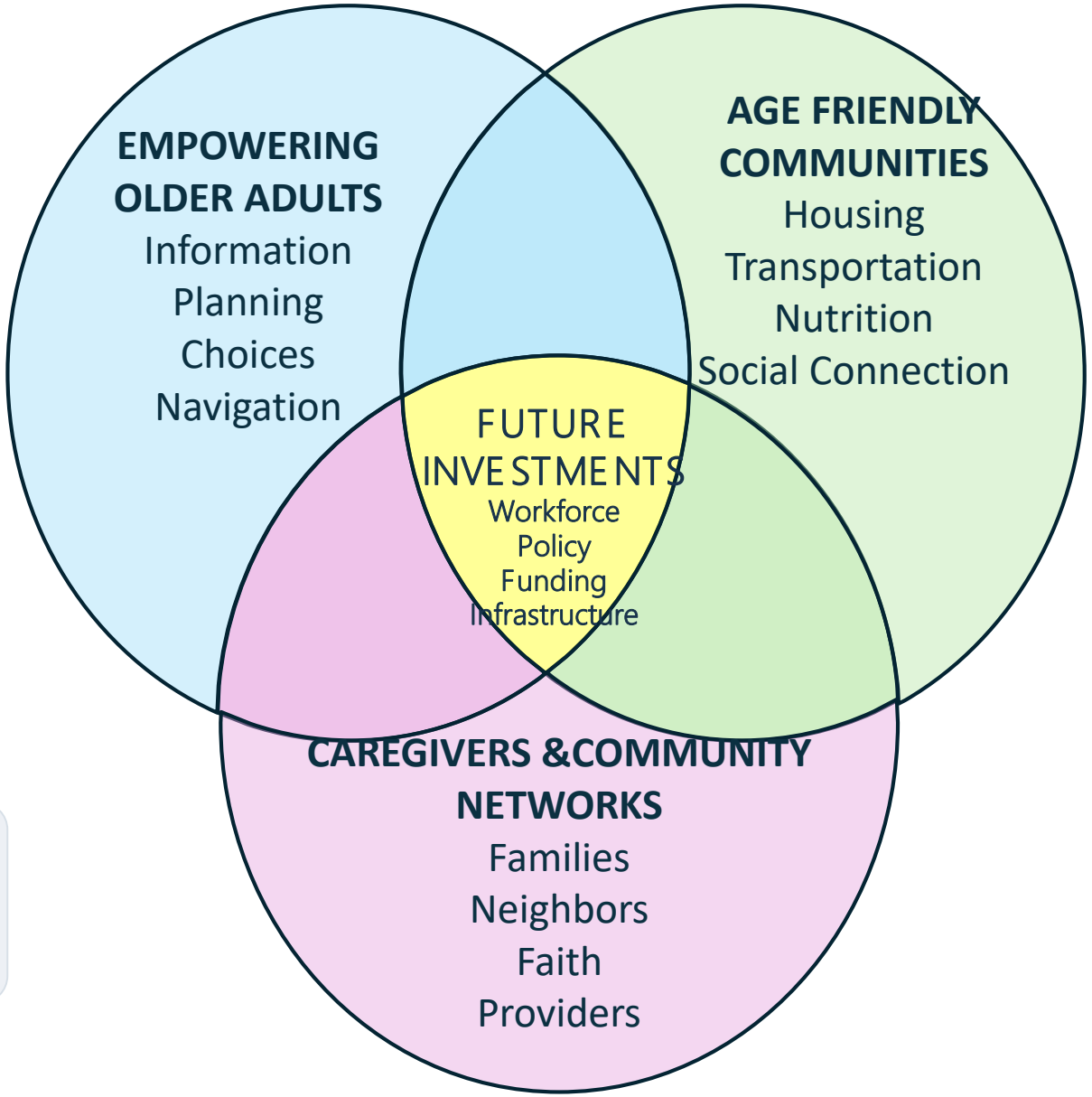
Information, planning ahead, and easier navigation

3 **Caregivers & Community Support Networks**

Stronger support before a crisis occurs

4 **Workforce, Investment & Long-Term Sustainability**

Capacity and investment for the years ahead



The plan is designed to produce visible, measurable work

FALL 2026

Adopt and present the Aging Plan

Build awareness and alignment among public and community leaders.

BEGINNING 2027

Quarterly community forums

Use education and engagement to keep priorities connected to community input.

2026-2029

Continuing planning for a Senior Center & Aging Resource Hub

Support a shared community conversation, models and partnerships.

FALL 2027

Annual State of Aging report

Review data, gaps and progress so the plan remains active and accountable.

WHERE WE GO FROM HERE

What we need from community leaders now

1. **Recognize aging as a community planning priority**
2. Consider older adults and caregivers in policy and long-range decisions
3. Join HCAC and help connect sectors that do not usually plan together
4. Support shared data, coordination and progress measurement
5. Partner in implementation as priorities become specific projects

No single organization can prepare Henderson County alone. Coordinated action can.

Thank You to the HCAC Steering Committee Community Partners

This plan is stronger because it has been shaped by people and organizations across Henderson County.

- County Government
- City of Hendersonville
- WNC Source
- Four Seasons Hospice
- AdventHealth
- UNC Health Pardee
- Land of Sky – Area on Aging
- Community Members



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