



# FEZANA

FEDERATION OF ZOROASTRIAN ASSOCIATIONS OF NORTH AMERICA

## Seniors' needs assessment for the Zarathushti Community.

### PRE AGM Session

NOVI, Michigan

April 29, 2016

Nawaz Merchant

Dolly Dastoor

Piroja Press

# Agenda: The Survey of Zarathushti Seniors

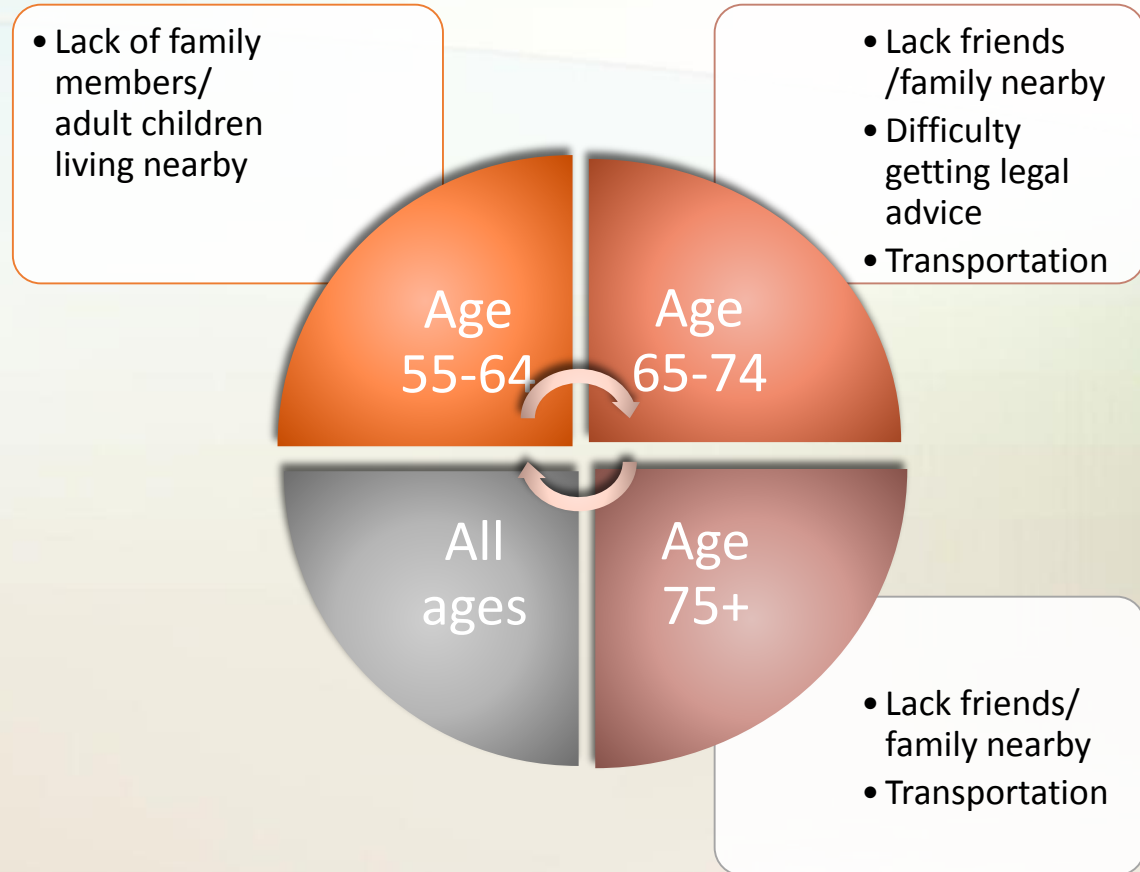
1. Executive Summary
2. Objectives and methodology
3. Zarathushti Population in North America
4. Demographics of our respondents

## Survey outcomes

1. Level of participation and barriers to participation
  2. Unmet needs
    - Social/emotional issues
    - Health issues
    - Financial/legal issues
    - Practical/functional issues
  3. Best Practices
  4. Interest in residential options
- Recommendations and action items 

# Executive Summary

- Zarathushti seniors are generally independent and active.
- Key issues are loneliness and lack of transportation
- Some are looking for rental options near Dar e Mehrs and with other Zarathushtis.
- Associations and groups can help organize activities for seniors
- Proactive connection with other communities can leverage events and programs to keep our seniors active and engaged



# Objectives of the Senior Survey

- To determine what support is needed by seniors,
- List major programs and services offered by local associations,
- Identify what other community groups are able to offer,
- Quantify interest in residential and other programs

In order to:

- Help seniors remain independent and healthy
- Help local communities who want to add programs in their area

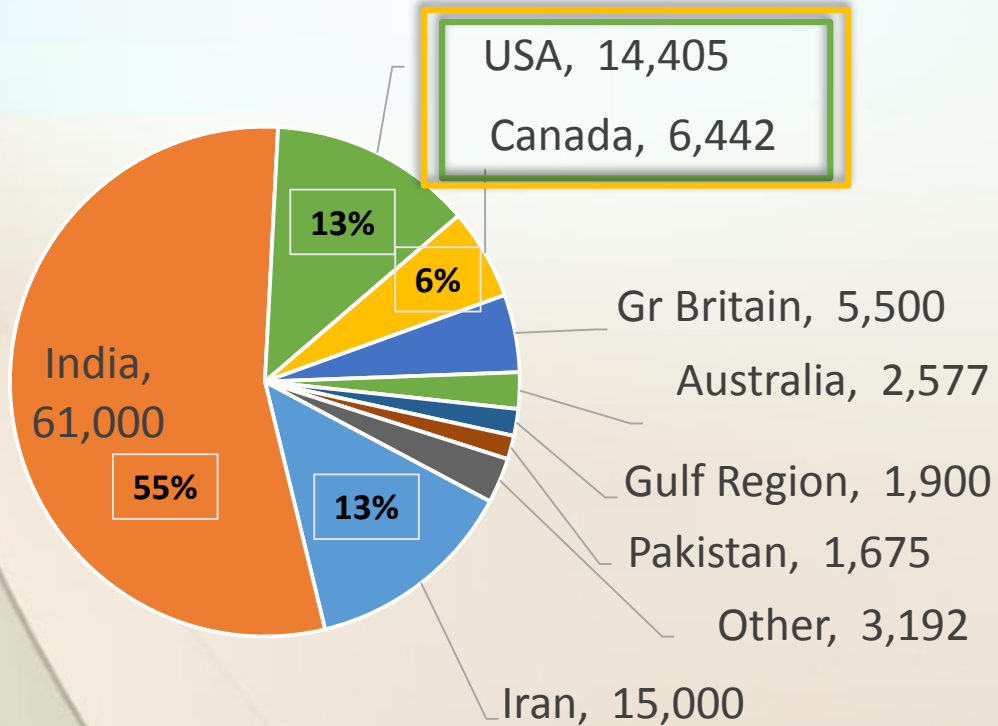
# Methodology

- Two quantitative surveys tested and administered (online and hard copy)
  1. **Individual survey (Age 55+)**
  2. **Associations and small groups**
- Recruitment through member associations (newsletters, email blasts)
  - Reminders and personal contact to complete Association surveys
  - Confidentiality/privacy retained through aggregation of responses, No Protected Health Information was collected
  - Reminders sent through FEZANA web-serve, Journal subscribers, Reminded individuals with incomplete responses
  - Additional efforts made for adequate sample from Canada and Zarathushtis from Iran
- 9 qualitative interviews conducted
  - Zarine Balsara -ZAH,
  - Bella Tata -ZSBC,
  - Bakhtavar Desai -ZAKOI,
  - Minnie Mirza -OZCF,
  - Rustom Engineer –ZAH
  - Daulat Divecha-ZSO
  - Rustom and Yasmin Kevala -Florida
  - Nilufer Bhesania -OZCF
  - Maneck Bhujwalla- ZAC
  - Additional seniors solicited for feedback

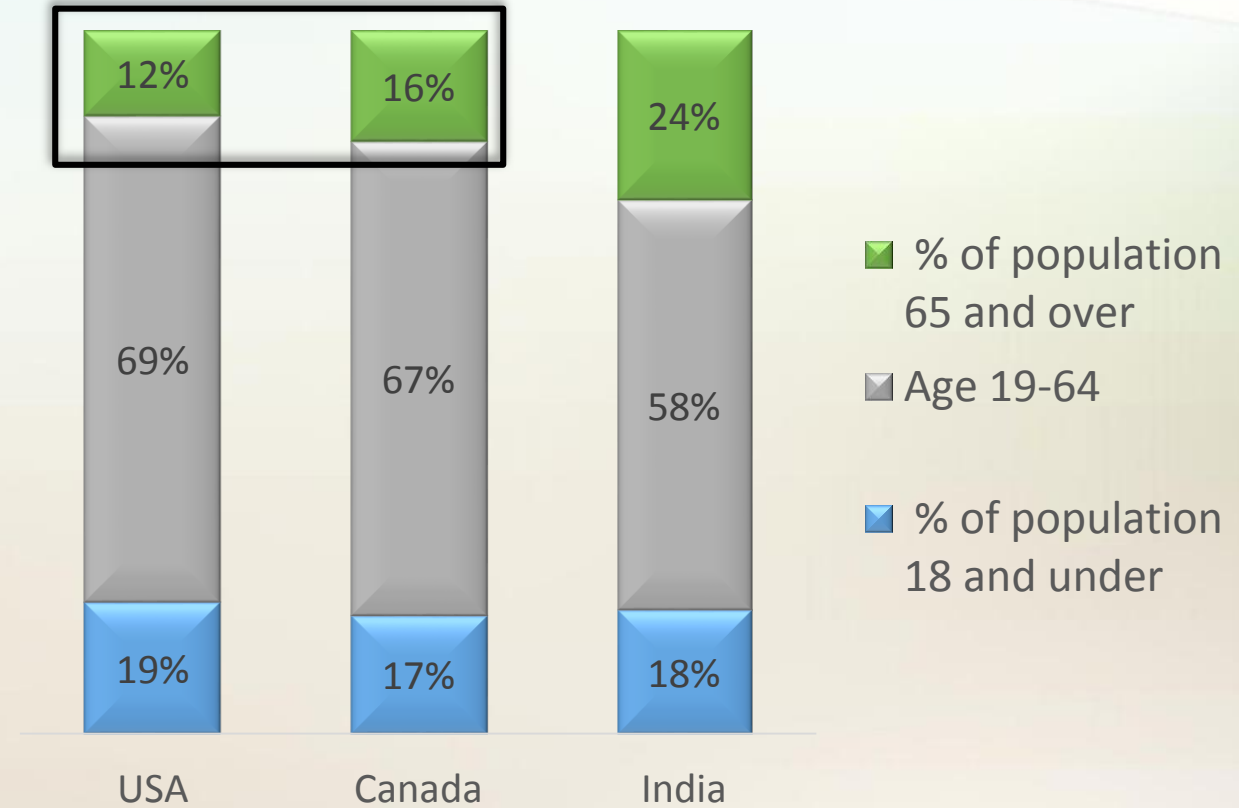
# North American Zarathushti population

North America is ~19% (20K) of world Zarathushti population;  
 ~13.2% of Zarathushtis in North America are over Age **65** (~2,760)

World Zarathushti Population (2012 Est.)

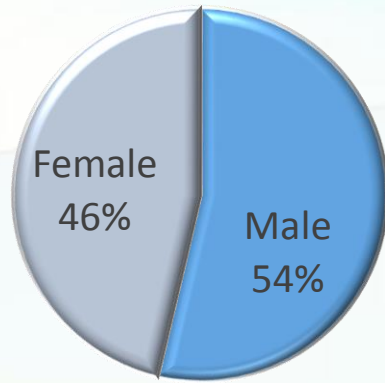


FEZANA demographic survey of 2012

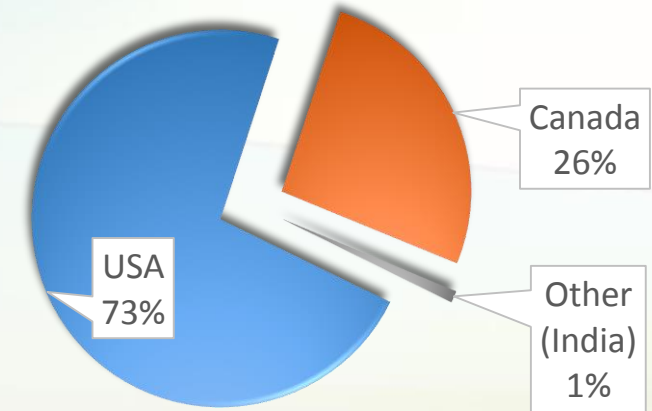


# Demographics of our individual respondents

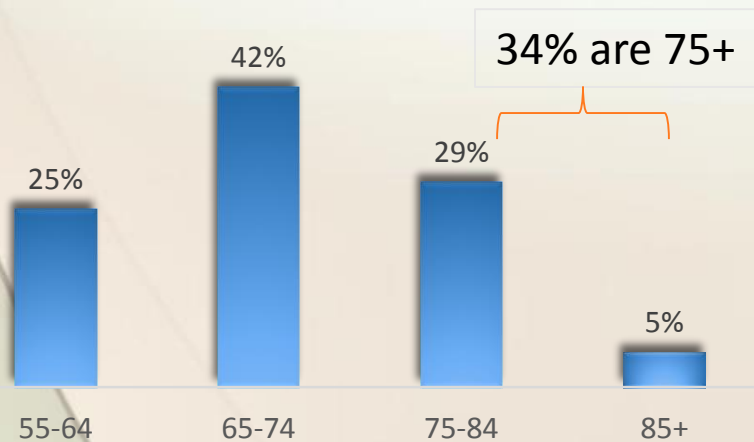
## Gender (N=400)



## Country



## Age of Respondents



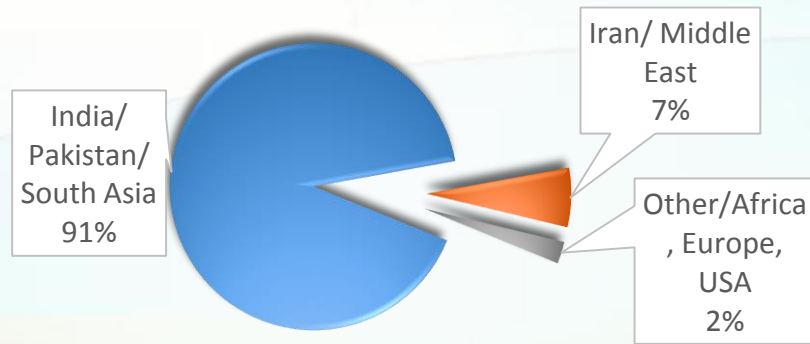
## Migration



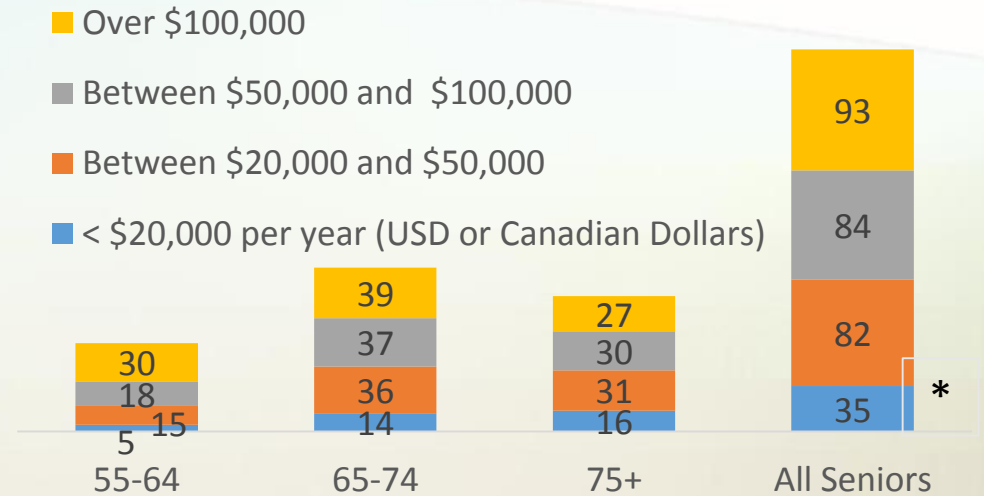
- Note: 279 respondents were age 65+; indicates that our survey covered 10.1% of the 65+ population in North America
- Of ~400 responses, approx. 19 had missing demographic data

# Demographics of our individual respondents

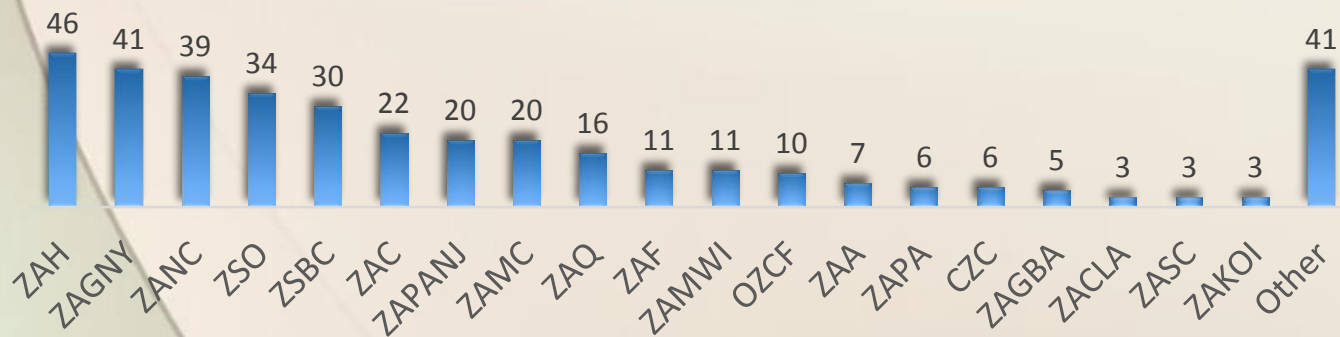
## Country of Origin



## Income



## Individuals participated from these Associations



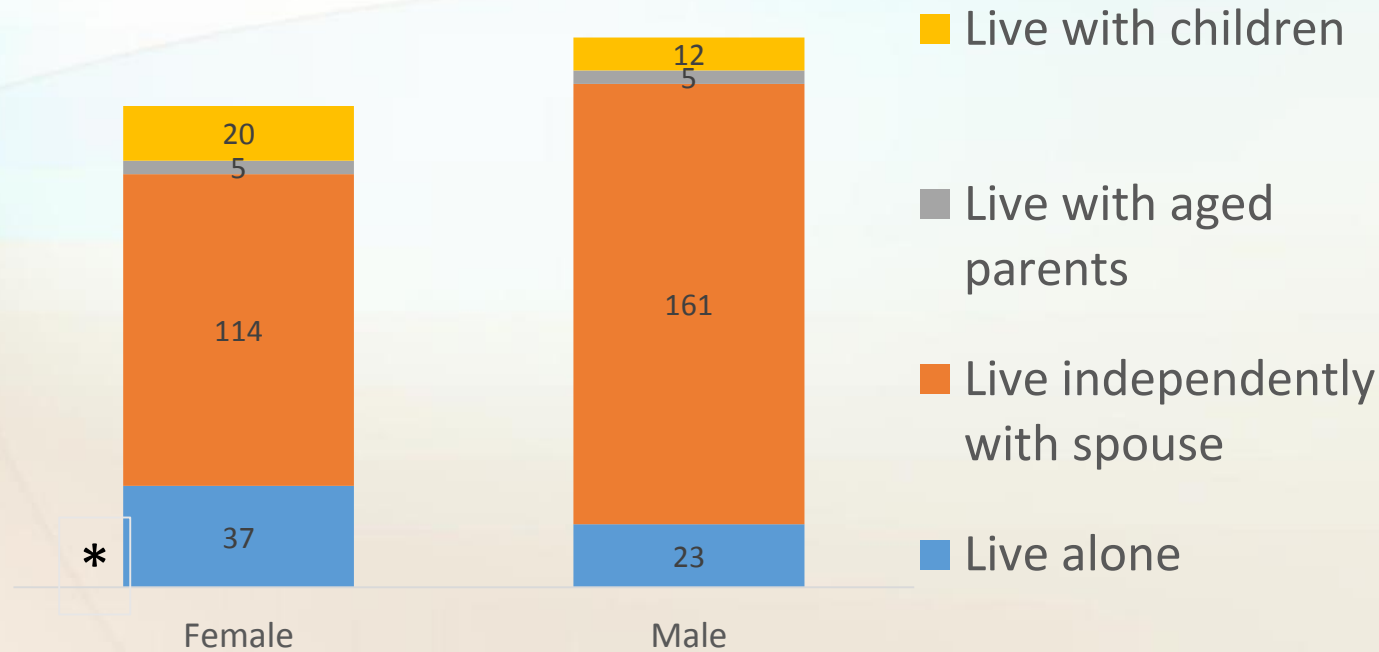
\* Some may need financial help

• Note: 280 out of 400 respondents completed the survey



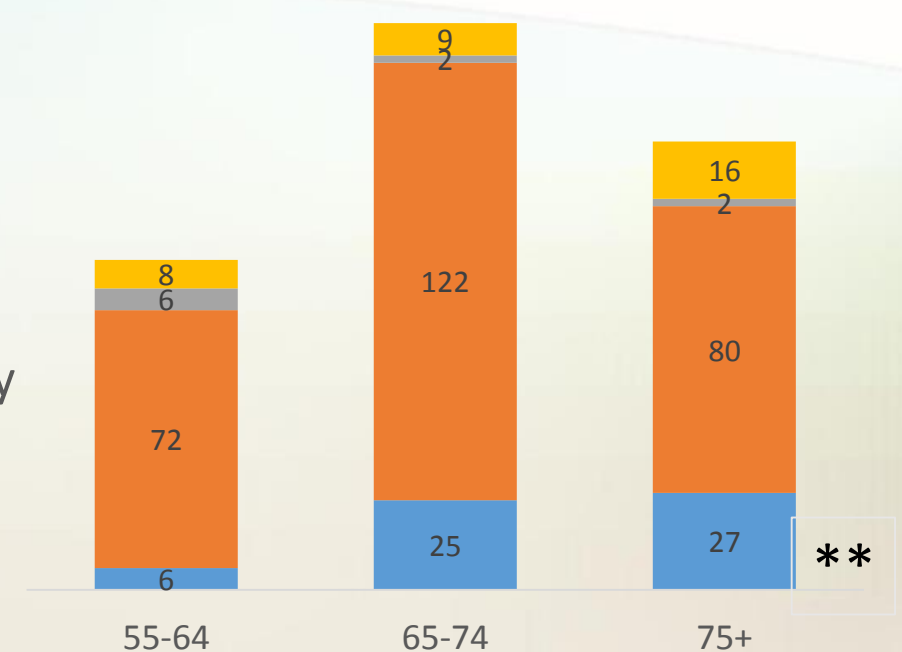
# Demographics of our individual respondents

**Living arrangement by Gender**  
(More women live alone)



\* About 21% of women live alone, versus 11% of men

**Living Arrangements by Age**  
(More 75+ live alone)



\*\* ~23% of age 75+ live alone, (versus ~15% of the 65-74 age group)

Note: Some individuals skipped demographic questions, so sample sizes can vary

# Associations surveys... thank you!

About 2,269 seniors are represented by these 15 associations  
 (1,366 are age 65+ which is 50% of est. North American Zarathushti senior population)

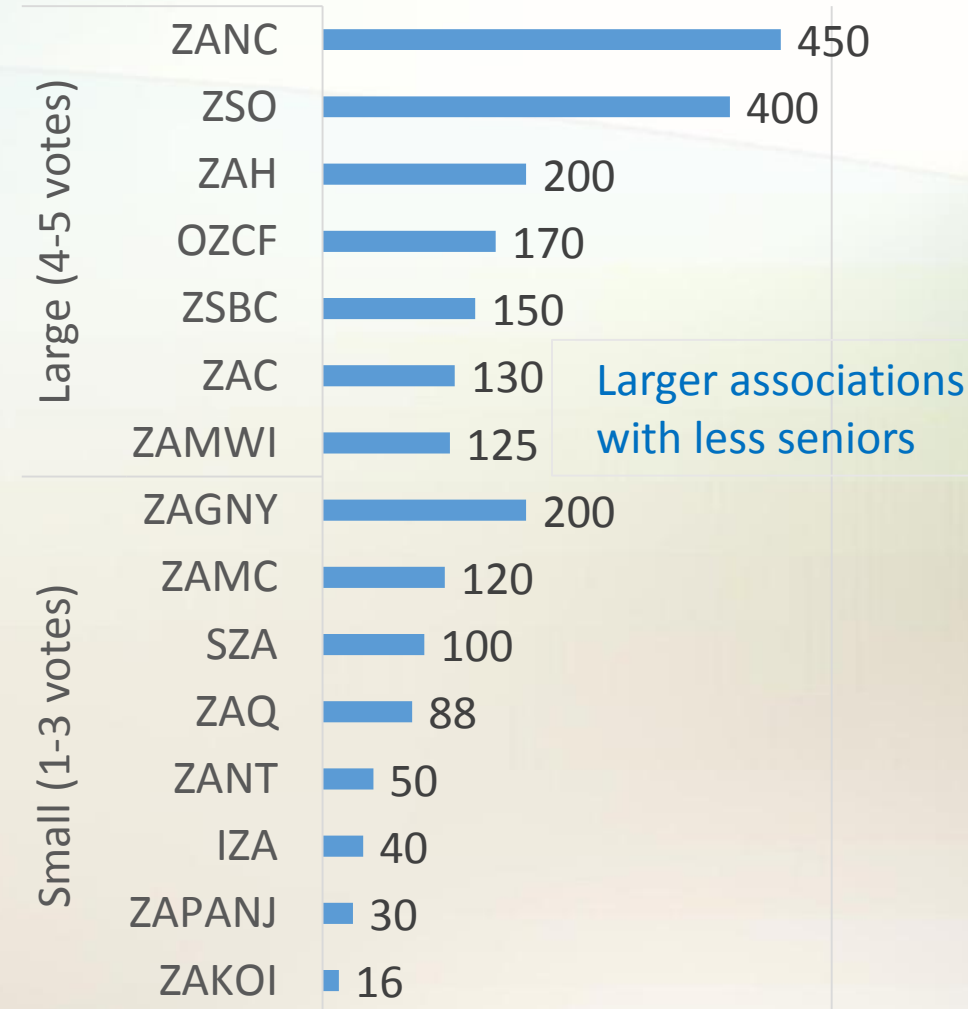
## Larger organizations

1. ZANC Nazneen Spliedt (& Rusi Sorabji)
2. ZSO Russi Surti
3. ZAH Adarbad Tamboli (& Arnavaz Sethna)
4. OZCF Minnie Mirza (& Meher Panthaky)
5. ZSBC Azita Dehmobed
6. ZAC Tehmi Damania
7. ZAMWI Navroze Gandhi

## Smaller organizations

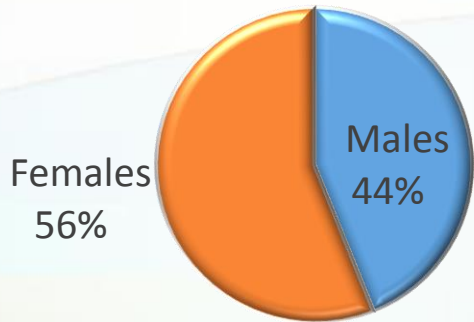
1. ZAGNY Khursheed Navder
2. ZAMC Kayomarsh Mehta
3. SZA Darius Captain
4. ZAQ Gev Karkaria
5. ZANT Persis Bahrassa
6. IZA Shirin Khosravi
7. ZAPANJ Havovi Jokhi
8. ZAKOI Bakhtavar Desai

Est. Number of Seniors

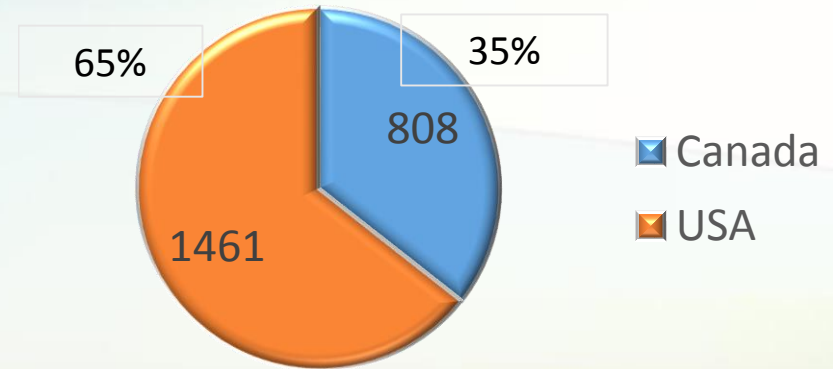


# Associations data

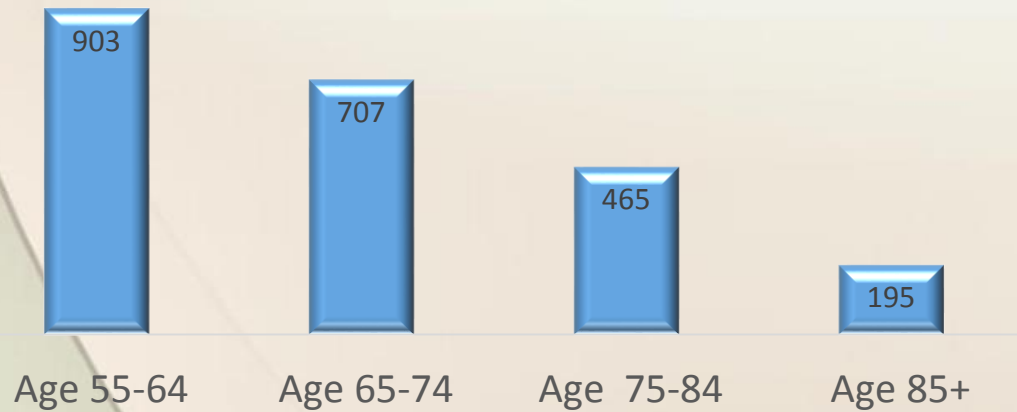
Gender (Est: 2,269 Z Seniors in North America)



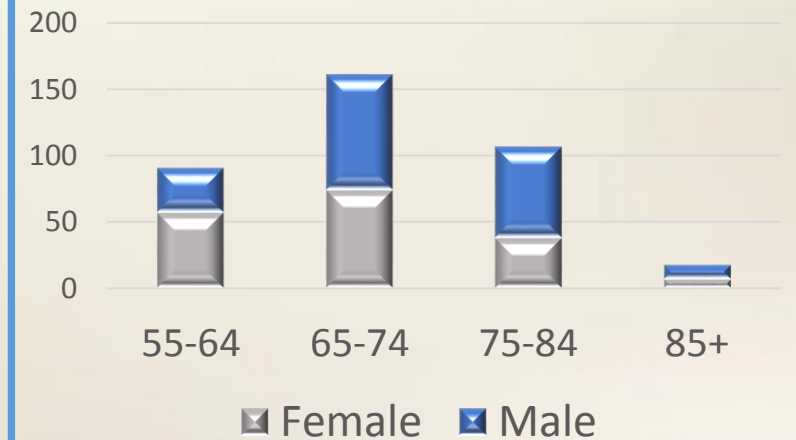
Est. Seniors by Country



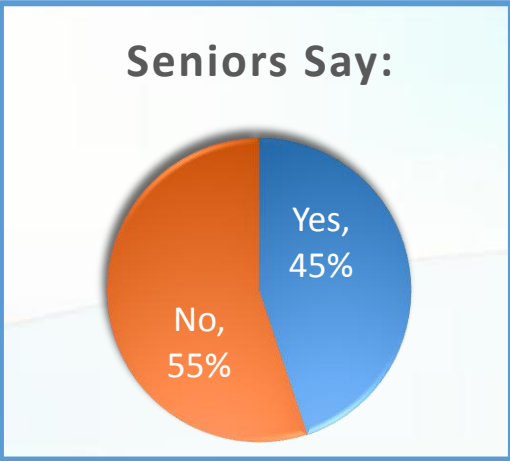
Est. Seniors by Age Group



Seniors say: more senior males responded



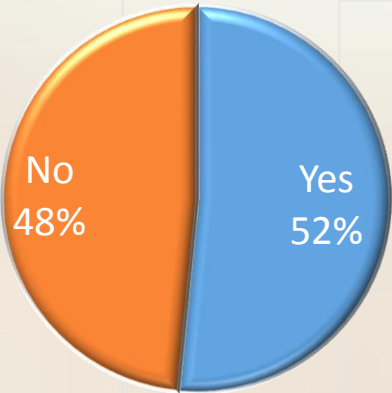
# Programs and activities organized specifically for seniors



Associations Say: Are there programs for seniors?

**NO:**

- ZANC
- ZAGNY
- ZAMWI
- SZA
- ZAQ
- ZANT
- IZA
- ZAPANJ
- ZAKOI



**Yes:**

- ZSO
- ZAH
- OZCF
- ZSBC
- ZAC
- ZAMC



**Activities offered:**



# Seniors say they participate in a host of activities

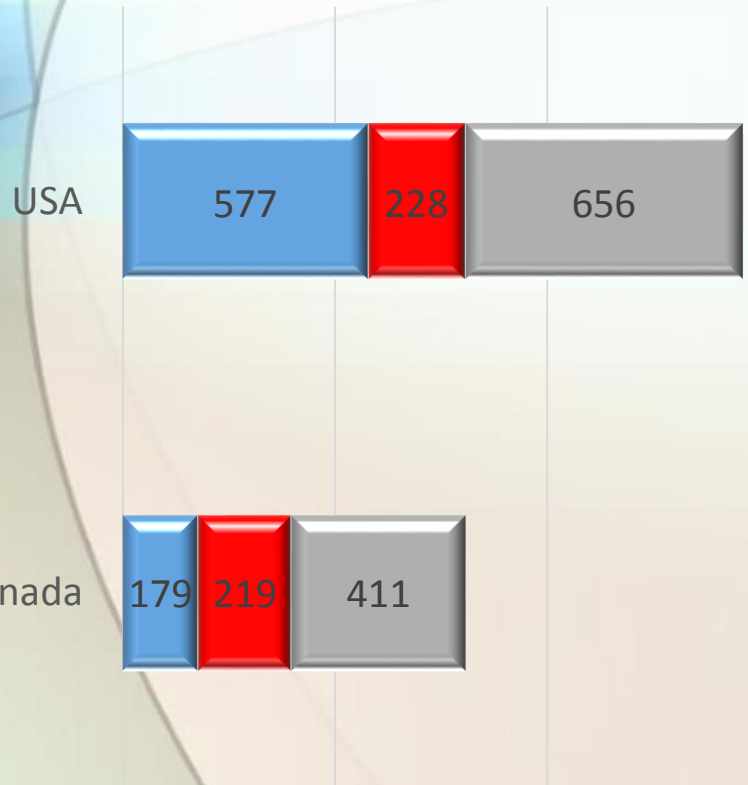
Seniors participate in events and activities at:

- Their Zarathushti group or association
- Local volunteer opportunities
- South Asian groups
- Social friends' groups



# Participation is limited for some seniors

Associations Say: Participation Level



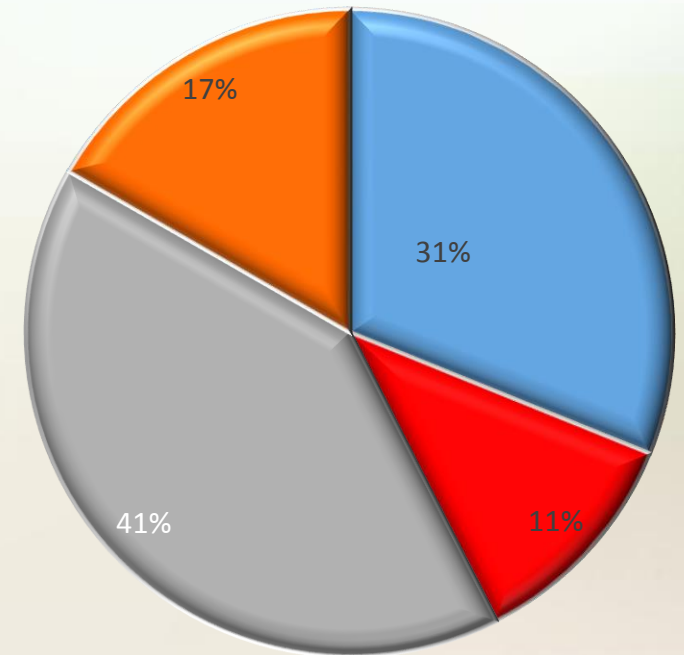
Seniors say: Participation in community Activities (N=341)

■ You actively participate in activities on a monthly basis

■ You would like to participate but ARE NOT ABLE to participate

■ You want to attend only key events (Examples: Tirgan, Sadeh, Nowrooz, Pateti) a few times each year

■ Other/ Sometimes/ personal limitations etc



# Barriers to participation

## Association feedback

- Bad weather; weather related driving problems at night,
- Poor Health or Lack of interest
- Infirmity, health issues, disability
- Do not want to drive at night/be out so late
- Distance and age
- Lack of a ride to the distant city (about 2 hrs away)
- Lack of transportation (7)

## Seniors Say: Reasons (N=341)



Q13: If you would like to attend community events, but cannot participate, what is the key reason?

# Participation: discussion points

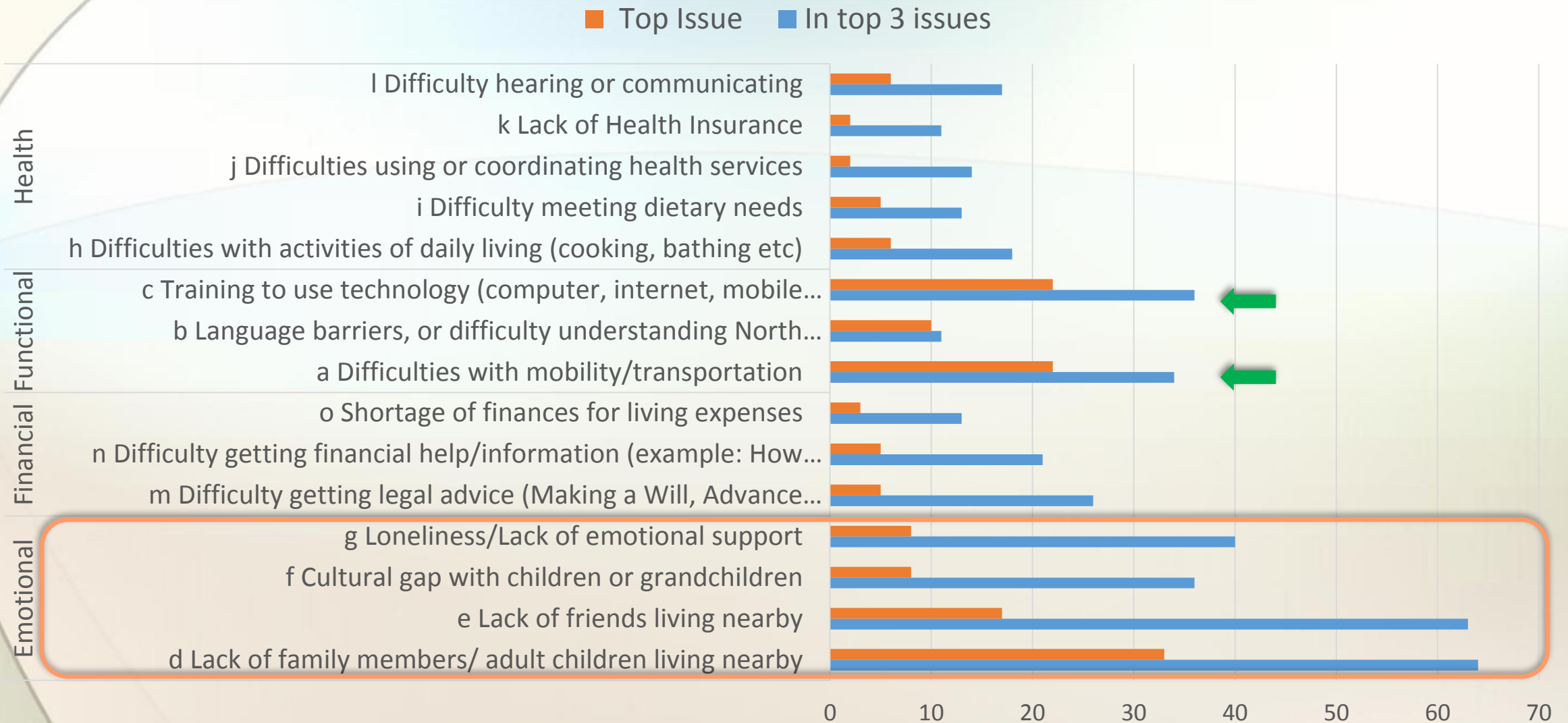


- How can we encourage and facilitate more senior participation?
- How can we subsidize events for seniors who need it?
- Events ending late at night- how can we address this?
- How can we be more inclusive of Irani Zarathushtis (and parsees in some areas?)





# Unmet needs: Seniors say...



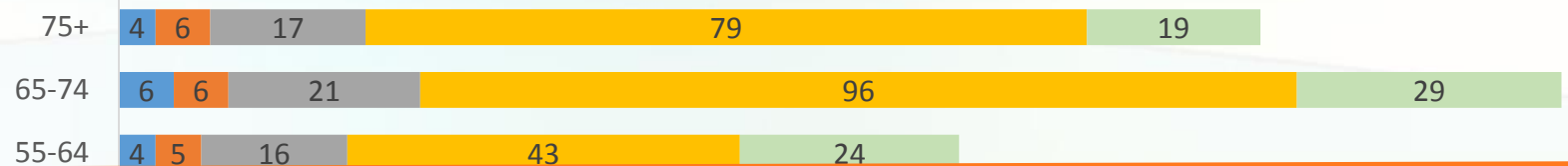
Q20: Please rank your top 3 unmet needs (Rank 1 is the most important need that requires support)

N=299, skipped=91

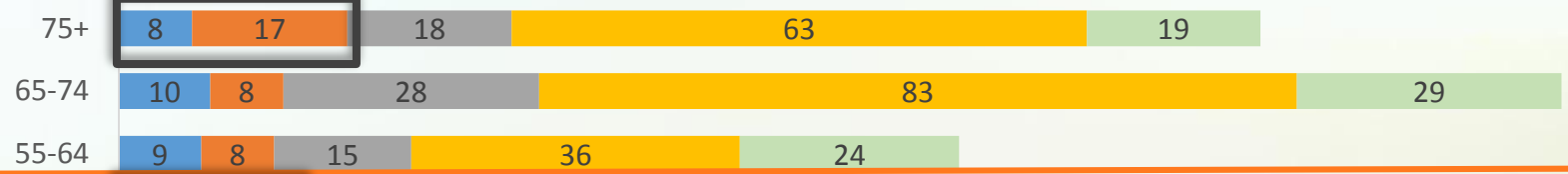
# Unmet needs from individuals: Social/emotional needs

■ High need (no services or help are available)     ■ Medium need (services are sometimes available)  
■ Low need (services are mostly available)     ■ Cannot estimate this or Not Applicable  
■ skipped question

Loneliness/Lack of emotional support

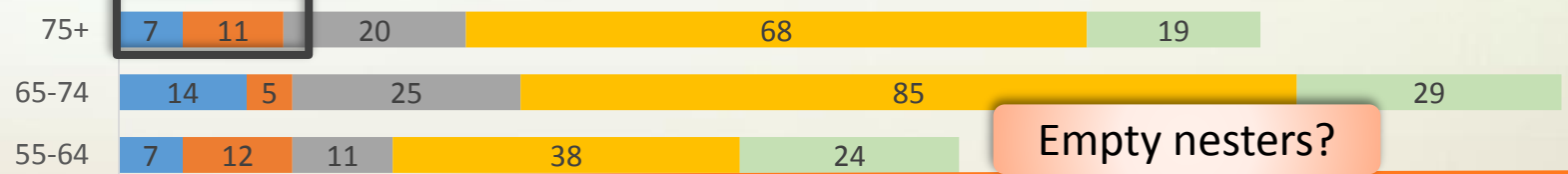


Lack of friends living nearby

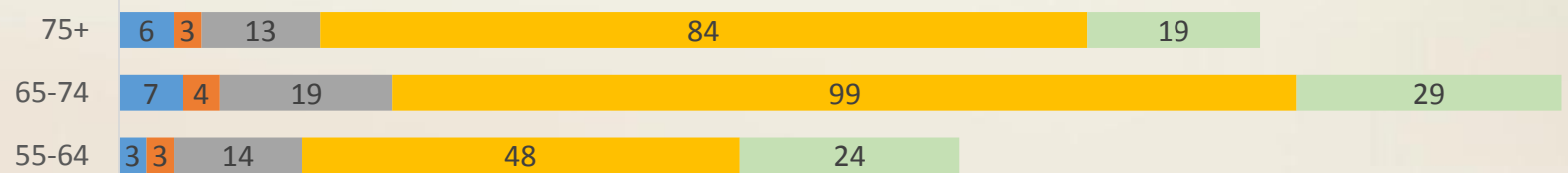


Lack of family members/ adult children living nearby

Empty nesters?



Cultural gap with children or grandchildren



Age	Total Responses
55-64	92
65-74	158
75+	125

ASSOCIATIONS RESPONSE UNDER-ESTIMATES THE ACTUAL NEED;  
Only 3 OUT OF 15 NOTE THAT THESE ARE MEDIUM-HIGH NEEDS

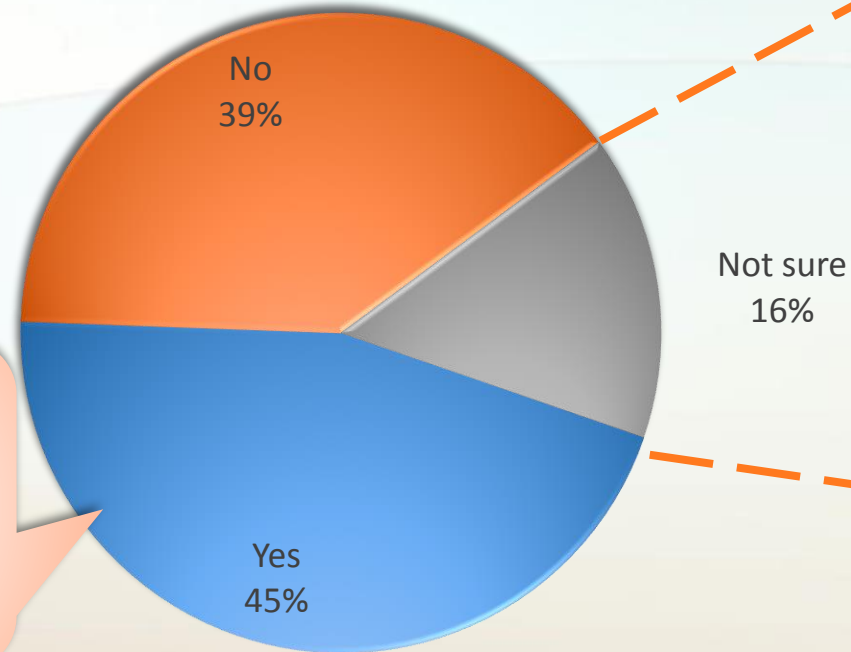
# What Seniors asked for... social/emotional needs

Social network with friends;  
Fitness, yoga;  
Community activities;  
Social events;  
Weekly & monthly get-togethers.



- Many associations have no formal set-up to support seniors.
- Individuals and families connect socially to help out seniors if possible.

# Interest in an adult day program



“Yes, if it was with others in the Parsee/Indian community, I would love that!  
That is my biggest unmet need.”

- No transport
- Still working
- In future
- Volunteering already
- Caregiver for spouse
- Unable due to health
- Depends on the program

“Alienation, control by one group, other group only associates with one another, Parsi acculturation forced and Parsi control of all major groups, events, associations not allowing or making extremely difficult for Persians to get involved”



# There are many local programs and activities for Seniors

"Little House" in Menlo Park has activity programs for seniors. They can participate in games, exercise classes, lectures, movies, help with technology, language & art classes etc. Arbutus ridge church  
Contactivity, CISC Services, Green Centre. Crofton manor GUJRATI SAMAJ OF DETROIT  
Harris county exercise program, Bay land park communities center In downtown Vancouver we have Seniors Drop in Centre  
India Community Center, Milpitas and Cupertino have very good senior programs. Indian Cultural Center  
Ismaili community does a great job with their volunteers picking up Seniors from their homes, every day. They also have lot of younger / second generation participants

Jewish Community Center (JCC) has a senior living center which is very fancy & expensive. They take non-Jewish people as well.

Jewish Organizations Jewish Center

Kiwanis center in London ontario

Minoru Place Activity Centre aka Minoru Senior Centre

Orleans Cumberland Resource centre

Satya Sai Baba Center of Lakewood, Ca

Southern Baptist community

Square One Seniors Wellness Services

The Benjamin Gaither Center, Gaithersburg, Maryland

Montgomery County Department of Education - Senior Programs

The OASIS senior center in Newport Beach, CA

The Valley Hospital Ridgewood NJ

There are bridge communities,

bingo,

There is a south Asian center for seniors in the Naperville/Aurora area.

Vietnamese, and Chinese, Jewish communities have all services described in this survey

WE HAVE JAIN TEMPLE, SEIKH GURUDWARA AND HINDU TEMPLES WITHIN 20 MILES FROM OUR HOME AND WE ARE SURE THERE ARE SOME SR. ACTIVITIES

Yes - Indian American Senior Heritage organization has monthly programs with informative lectures, music, dinner, plus festival celebrations, and spiritual lectures.

Yes Seniors' community centers. Thistleton Community centre West Acres Seniors' Centre Etobicoke Services for Seniors.

Yes. Local Hindu temples have have senior programs - well organized.

Q34: Please describe any Best Practices, or special programs that help you or other seniors in your area.

# Emotional needs: Discussion points



- Biggest issue is lack of friends/family nearby
- Few associations have senior activity committees
- How can we connect seniors to local events with other communities
- How can we help seniors form small social groups?
- If they meet, will it continue to be engaging, interesting? Can we share available free entertainment resources?
- How can we recognize and support volunteers?
- Possible solutions to be more inclusive?

# Financial and informational needs



“There are no special senior ticket rates. For retired people \$25 & over is a bit too expensive.”

“the dollar cost to attend (is the reason I don’t participate)”

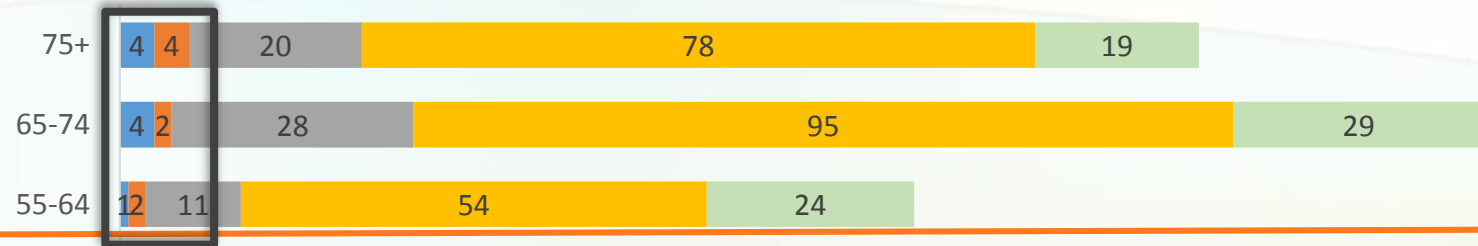
# Unmet needs from individuals: Financial

Cannot afford the cost of events and activities. \$35 for dinner is too much. I donate \$15, so that I can attend the function and I don't have the dinner.

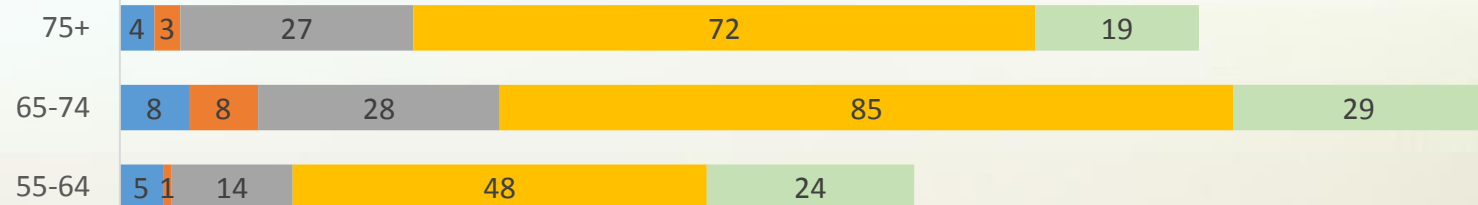


- High need (no services or help are available)
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- Medium need (services are sometimes available)
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- skipped question

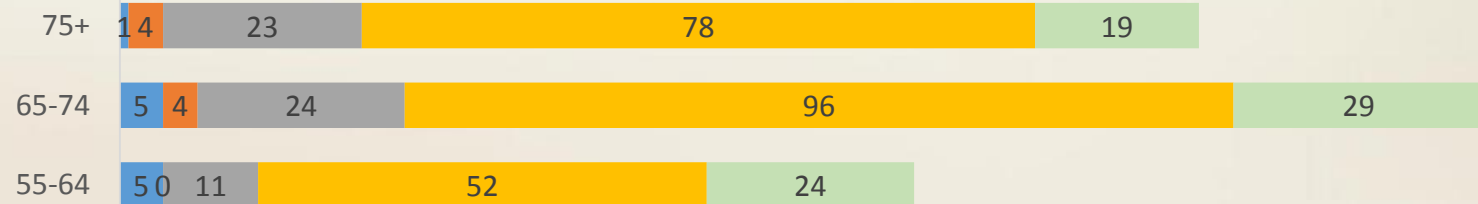
Shortage of finances for living expenses



Difficulty getting legal advice (Making a Will, Advance Directive/Living Will)



Difficulty getting financial help/information (example: How to access your foreign assets)



Age	Total Responses
55-64	92
65-74	158
75+	125

Only one association (ZANC) has identified this as a medium need; However 17 individuals from ZAH, ZSBC, ZSO, OZCF, ZAGNY (and a few others) have noted this as a high or medium need.



# Financial: discussion points



- How can FEZANA welfare committee help?
- How can associations address the cost of events for seniors?
  - Is it possible to provide free vouchers?
- How can we share information on accessing public programs (Medicaid, HUD)?



# Health Needs...

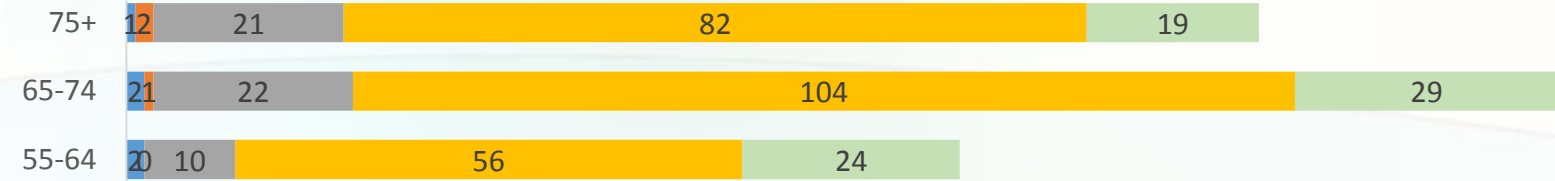


Health care services;  
Affordable long term care;  
Assisted living centers;  
Nursing home;

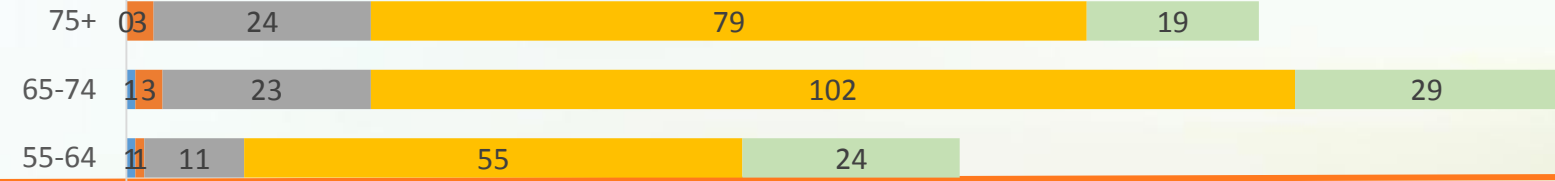
# Unmet needs from individuals: health

- High need (no services or help are available)
- Low need (services are mostly available)
- skipped question
- Medium need (services are sometimes available)
- Cannot estimate this or Not Applicable

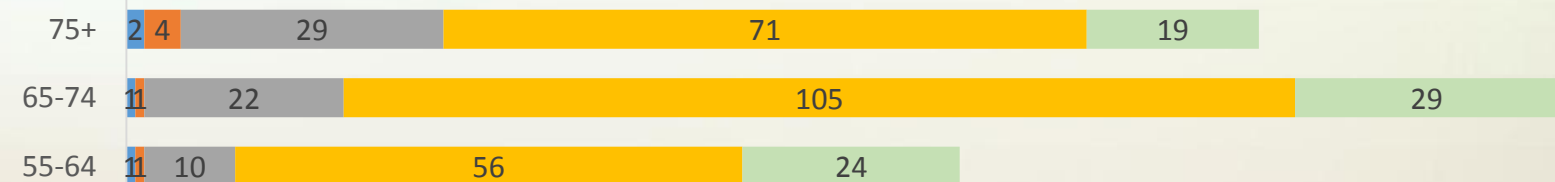
## Lack of Health Insurance



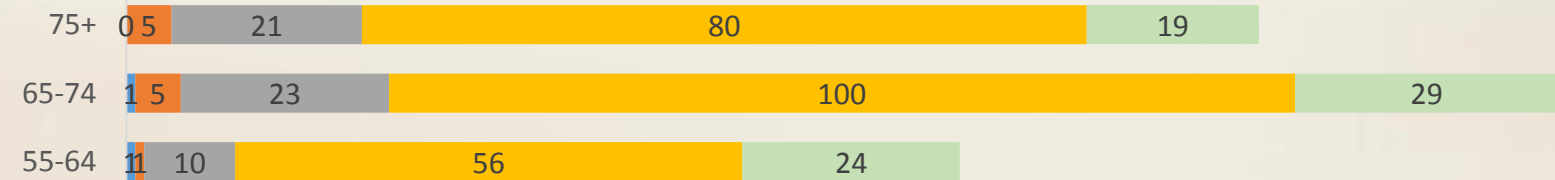
## Difficulty meeting dietary needs



## Difficulties with activities of daily living (cooking, bathing etc)



## Difficulties using or coordinating health services

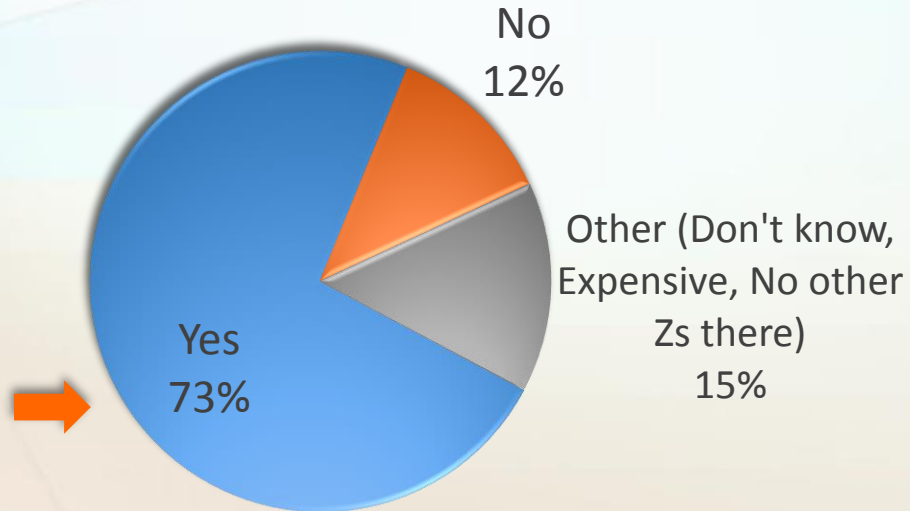


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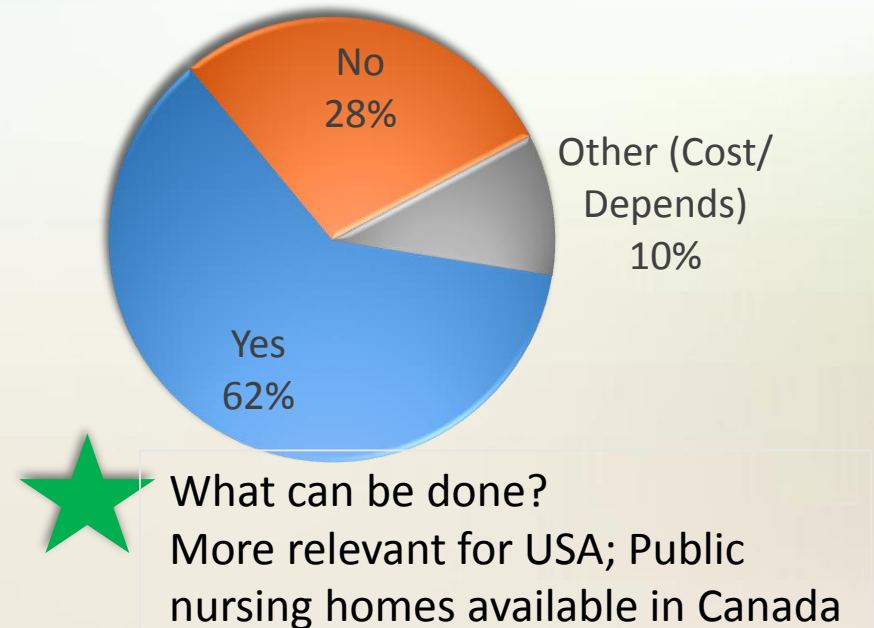
General alignment with association survey;  
Only two associations noted health issues as medium need;

# Interest in nursing homes

Assisted Living is available (N=285)



Z seniors want local nursing home to be together

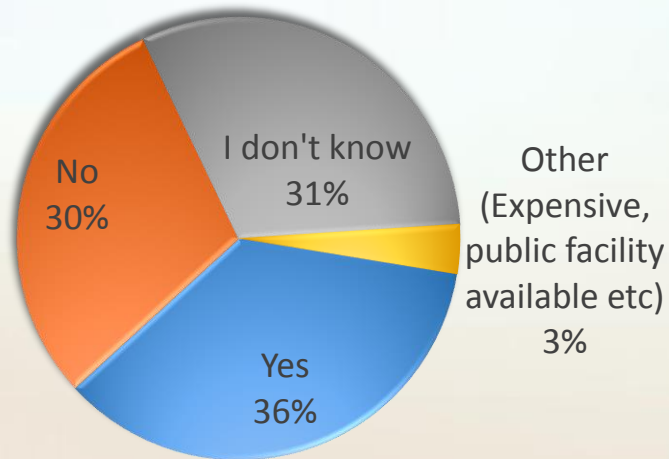


Q23: Is there an assisted living facility accessible to you in your area?

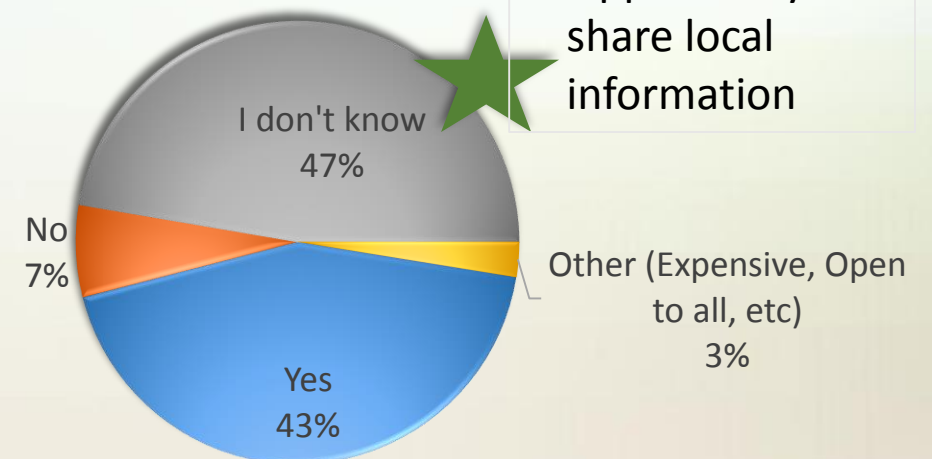
Q27: Would you want to have a local nursing home where community seniors can be together?

# Nursing homes (continued)

Local nursing home availability (N=283)



Facility for Alzheimer's patients (N=283)



Q28: Is such a local nursing home available in your area?

Q29: If a senior has Alzheimers'/dementia, is there a local facility where they can be placed?

# Health: discussion points

- Z seniors are generally active and healthy
- A few seniors (8) reported that there is “No help” available when they have a medical issue and need support



Care Committees are needed

- Z Seniors want nursing homes where they can socialize with others Z seniors
- There is a need for affordable nursing homes
- Some nursing homes have South Asian floors- CA may have a Persian speaking floors. How can we share this information broadly?

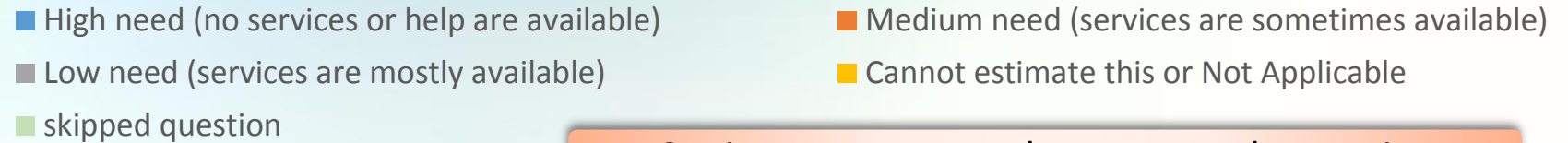
# Unmet needs from individuals: practical issues

Training to use technology  
(computer, internet, mobile phone, skype)

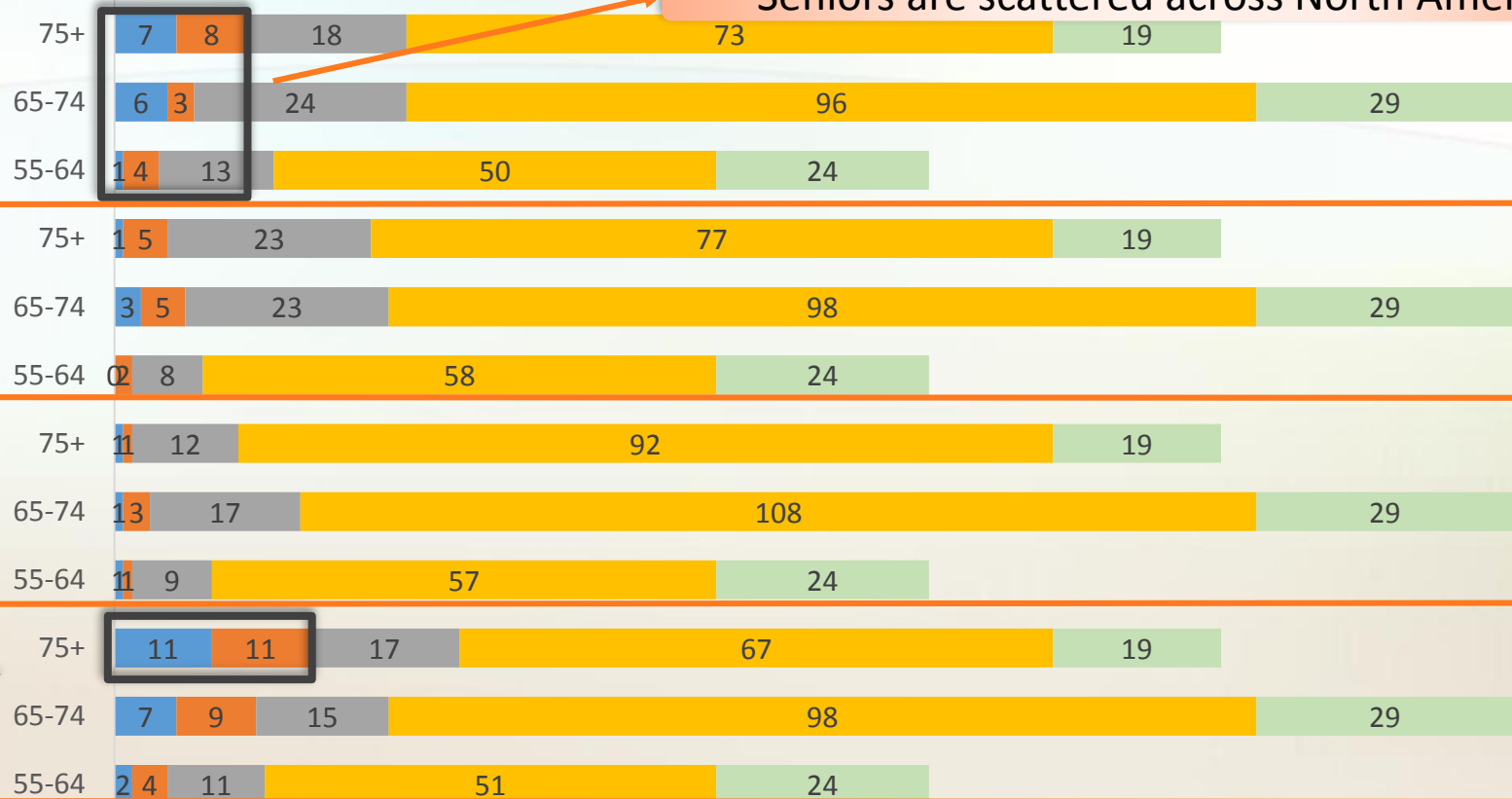
Difficulty hearing or communicating

Language barriers, or difficulty understanding North American accents

Difficulties with mobility/transportation



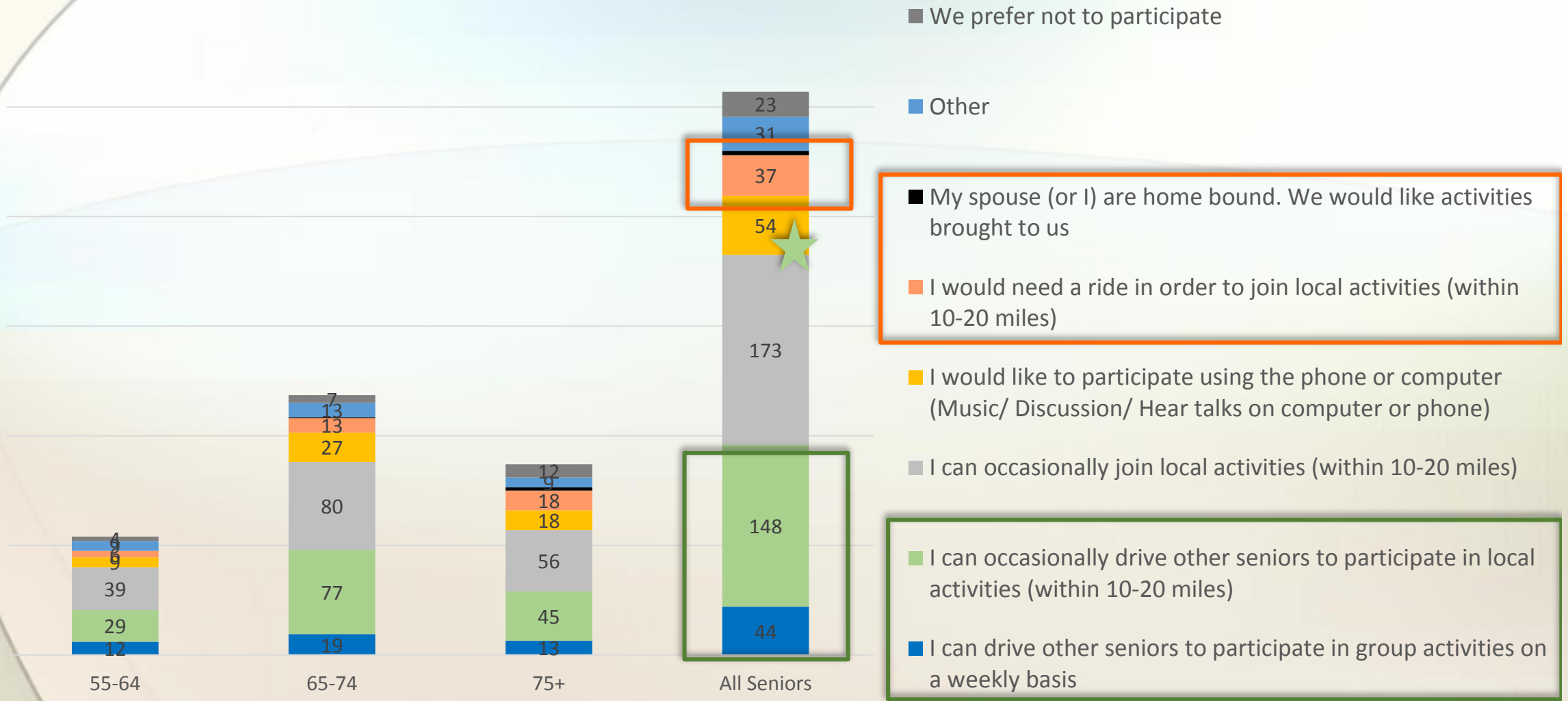
Seniors are scattered across North America



Age	Total Responses
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75+	125

Associations are very aware of transportation needs (7/15);  
Language barriers are noted by 4/15 associations  
6/15 associations noted high-medium need for training on technology use

# Seniors needing rides and seniors offering to drive



Q31: Which of the following do you agree with? (Check **all that apply**)



# What would really make Seniors happy...

- Transportation
- Meals on Wheels, Bhonawallas to deliver home-cooked meals



Sali Murghi, Dhansak

Persian Chelo Kebabs, rice and cucumber yogurt salad

Transportation ...  
to the Dar e Mehr,  
to Doctor's appointments,  
Ride sharing.



# What seniors asked for:

Transport to events and Doctor visits, Ride sharing

Medical:  
Live-in help; affordable long term care; assisted living with other Z;

Employment – part time

**Social and Activities**  
“I would love to participate in a regular social activity that does not require too much physical energy. I get tired easily. In Bombay I enjoyed meeting friends at the Gymkhana. Would be great if we could do that here during the afternoon. **All my family is so busy working, they don't have any time to just relax and chat during the weekdays.**”



**Need help in finding services:**  
In-home care; “A Parsi Bhonavalla service!”  
Snow shoveling and lawn maintenance; Cleaning services;  
Gardening and house cleaning or handyman;

Guidance to possibility of returning to India (Bombay) at the end of life; Funeral Services; **More classes on gathas and less on custom/ritual ;**

**Entertainment**  
“Music I grew up with”; “Newspaper I can read in Gujarati or Urdu”; “Web driven activities-- daily or weekly news or tit-bits (Like parsi Khabar), entertainment like cross-word, etc”.

**Housing**  
“I would like to live in a sub-division of mainly Zoroastrians, with a common gymkhana within walking distance, where our **community can gather for activities** like cards, table-tennis, mahjong, yoga, etc, or just to socialize for parties, movie-night, etc.”

# Practical issues: Discussion points



- Some seniors need rides, others can give rides....
- Can associations create a standard Transportation Coordinator role?
  
- Can we help seniors to locate local services? (Care committee)
- Do we have a Z services directory? How can we keep it updated?
- (Can we grow small businesses supporting seniors' needs?)
  
- Seniors would like some training on technology use





# Best Practices of North American Zarathushti Associations



# Best practices: Toronto ZSO (Daulat Divecha)

## Activities

- Meet on alternate Fridays
- Talks, cooking demos, music, garden, towns
- Senior committee

## Funding

- No budget from ZSO
- Once a year food fair for ZSO
- Outdoor trips to parks
- \$10/ visit for food

## Key needs

- Transportation from suburbs; Toronto has wheel-trans (home to home)
- Loneliness and need to socialize
- **Volunteers to facilitate events**

## Care Committee needed

- **Buddy system of phone calls ceased** (lack of something entertaining or due to hearing issues)

# Best practices: OZCF (Minnie Mirza)

After starting the **Volunteer Driver Program**, attendance *increased from ~10 to 40 seniors each week.*

The OZCF Board has approved the Volunteer Driver Policy

- Ensure that legal rights/interests of volunteer drivers are safeguarded
  - Ensure safety of all individuals involved
- ~ 6 to 12 volunteer drivers. Most are women.

Requests come to a known person, the coordinator.

- Seniors don't want to "give anyone trouble", reluctant to request rides directly.
- Alternatives such as taxi service and "kneeling bus" were found too expensive

- **Summer weekly activities** (Apr. to Oct) at the OZCF center. Season opener is a lunch get together. Tuesday activities alternate between Yoga and Zumba, with laughter therapy session.
  - \$5 cost per week when the senior attends.
  - Participants take turns to provide snacks/lunch after each session.
- **Summer excursions** to casinos, boat ride/cruise, fall colors trip, movie matinees, museum visits.
  - \$15/person includes transport and snack.
- **Annual grandparents' day** for seniors and grand children includes interactive games and bingo (with free lunch).
- OZCF provides **some funding** for seniors activities.
- **Key need** is for some contact in winter months

# OZCF Activities: grandparents day and Zumba for Seniors...



# Best practices: Vancouver ZSBC (Bella Tata)

## Activities

- 15-30 people (parsi and Irani)
- **Monthly** (third Sunday), special senior program, exercise/yoga, Mobeds lecture, lunch
- **Monthly** Behram roj
- Picnics in summer
- Friendly visits through care committee

## Funding

- Started senior program using Heritage Canada funds
- **ZSBC budget given for seniors activities**
- Prepacked lunch, salad, fruits is free for seniors

## Transportation Best Practice

- Rotating coordinator for senior activities
- Established list of volunteers who can drive others
- Monthly notice asking seniors if they need transport



# Best practices: ZAKOI Adult Religion Camp

## (Bakhtavar Desai)

**Funding** Senior membership discounted 25%

### **Activities**

- Collecting funds for Dar e Mehr.
- Seniors scattered alone and in small towns, but still close-knit
- 40-50 regulars offer rides to seniors for ZAKOI events
- Separate groups in KY and Columbus OH, young families helping out seniors, bring food

### **Key Need**

- Loneliness – need someone to sit with them and spend an evening
- Rides to events, hospital and doctors
- Support for care givers

### **Religion Camps**

- Bakhtavar has built the content from kids religion class
- **Adult religion camp**
  - Requested by parents/grand parents of religion class kids
  - 2 times a year, (4-5 couples)
- **Youth camp-**, (10-16 college kids) stay with her for 8-9 days
  - Three times a year- expanded from twice a year
  - Study during day, potluck/ fun in evenings

# Best practices: ZAH Golden Group (Zarine Balsara)

## Activities:

- 35-40 members meet once a month, alerted by email
- They attend every ZAH event – Zarine arranges rides
- Planned trips, mall trips, brunch, cater or go out
- On Birthdays they donate \$10 to the senior
- Seniors taught youngsters to cook during summer vacation

## Funding: not funded by ZAH

- Once a year they cook and sell food items on game day to collect funds
- “Dar ni Pori” day
- \$10/person annually used as kitty fund, some contribution to ZAH Dar e Mehr

## Key need:

- **Affordable housing with personal security and close to ZAH center**
- **Loneliness – seniors who lose a partner, no children**
- Nursing home cost is \$2,500 – 3,000/month
- Not liking it one bit, complaints about food

## Support system

- Bereavement: no structured support, but friends help out
- Community doctors help seniors in need

ZAH Golden Group  
enjoys activities like  
visits to gardens,  
excursions, birthdays  
etc.



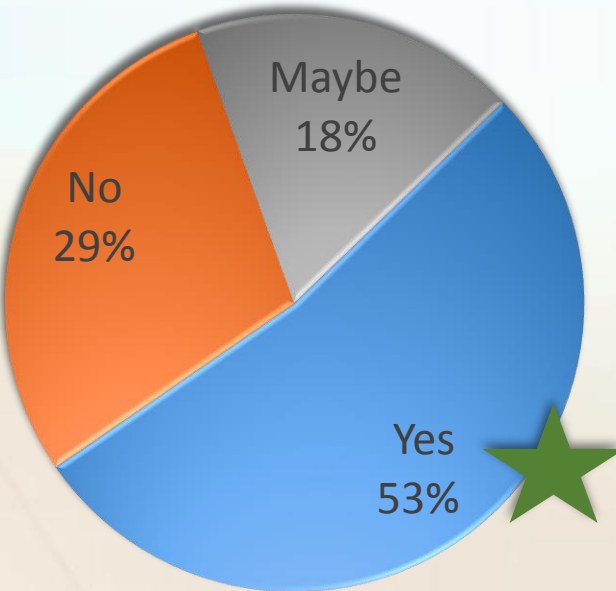
# What Seniors need... residential

Senior homes for  
Zoroastrians;  
Retirement facility where  
seniors are taken care  
of.

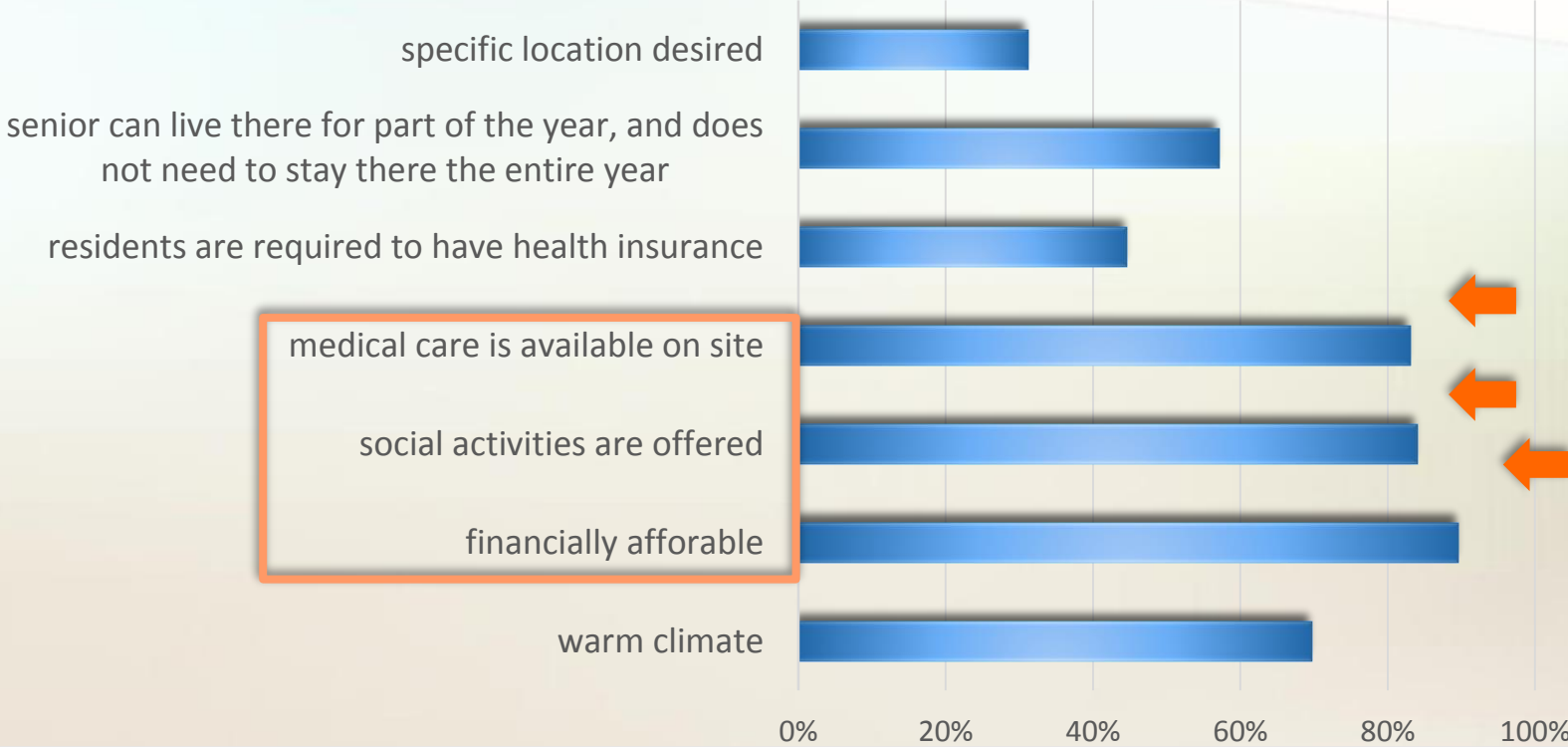


# High interest in residential programs

Like to retire in residences near other Zarathushtis? (N=285)



Required features (N=285)

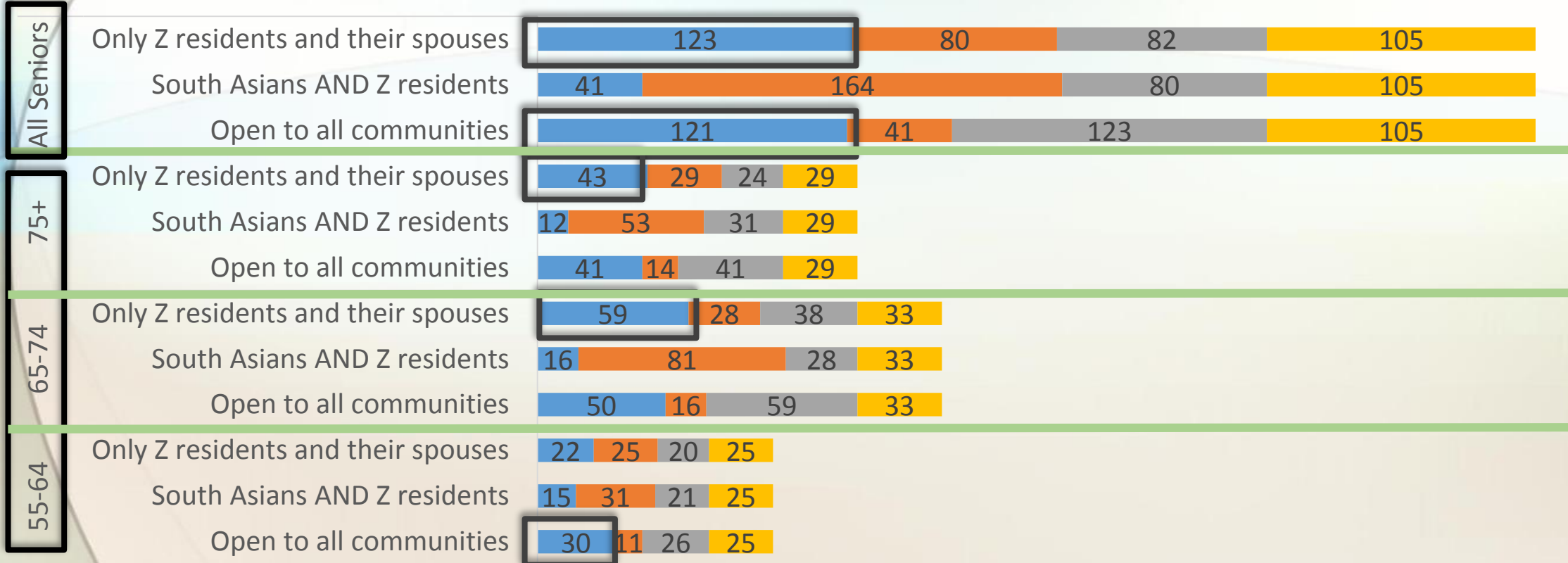


Q22: Would you like to retire in residences where you can live near other Zarathushtis?  
Q25: Which of the following are required in order to choose a retirement community? (Choose all that are important to you)

# Residential options:

## Residential Preferences by Age group (N=285)

■ Ranked 1   
 ■ Ranked 2   
 ■ Ranked 3   
 ■ Skipped question



Q24: Please rank your preference. Which of these would you like best? Indicate with Rank 1. For the next best options, please select ranks 2 and 3.

# Residential options Sun City Centre (Yasmin & Rustom Kevala)

**Key attraction:** warm weather and location;

Zarathushtis should take advantage of this wonderful facility that has so much to offer.

**Multiple options:** Single family home / Condo / Assisted Living / Nursing Home (Memory Care Unit);

- Cost ranges from \$50K to \$350K;
- Homeowners Association ~\$500 monthly fees includes rent and all amenities except

Ideal living for **active retirees:**

- Social Clubs, Art class, jewelry making,
- Dance class, travel groups (very popular), Bridge, Mahjong, Bingo,
- Golf, tennis, baci ball, swimming, health clubs
- 6 weeks courses offered twice a year on varied subjects
- **Nursing home on site (~\$2,500 to 3,000/month)**



Pateti in Orlando

There are about 25 Zarathushti families in Tampa area and 25 in Orlando, who get together for Navroze and Pateti.



- ***“Make your move to a retirement home at the right time in life.”***
- “We had envisioned that SCC would be an ideal retirement community for Zoroastrians.
- Using the infrastructure, amenities and facilities provided by SCC, we can build an inner support system in fun times and in times of need.
- Maharashtrians have been doing exactly same thing that we had envisioned. They refer SCC to their friends, they visit for a few days, experience the facilities; and are sold.”



<https://youtu.be/6tCE6-GLajY>



YouTube





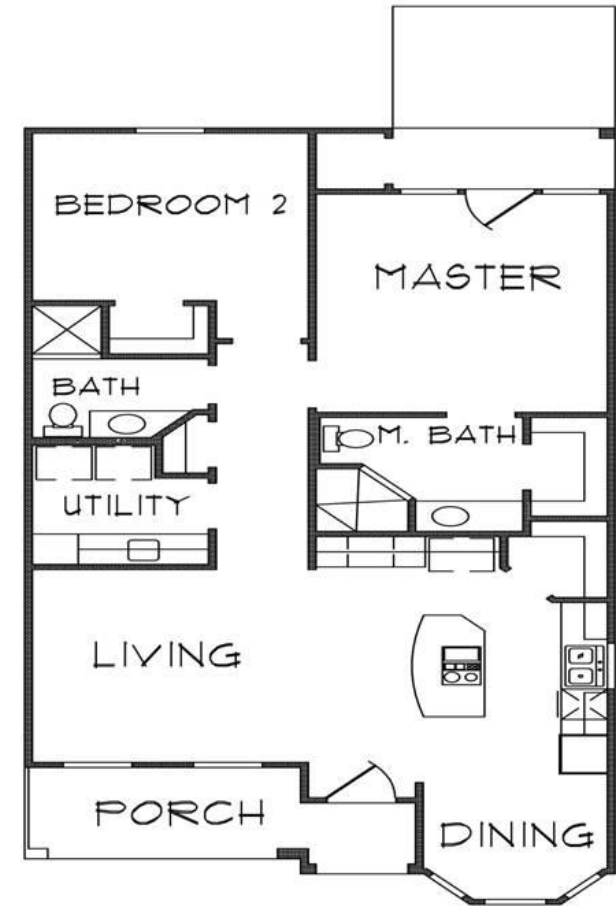
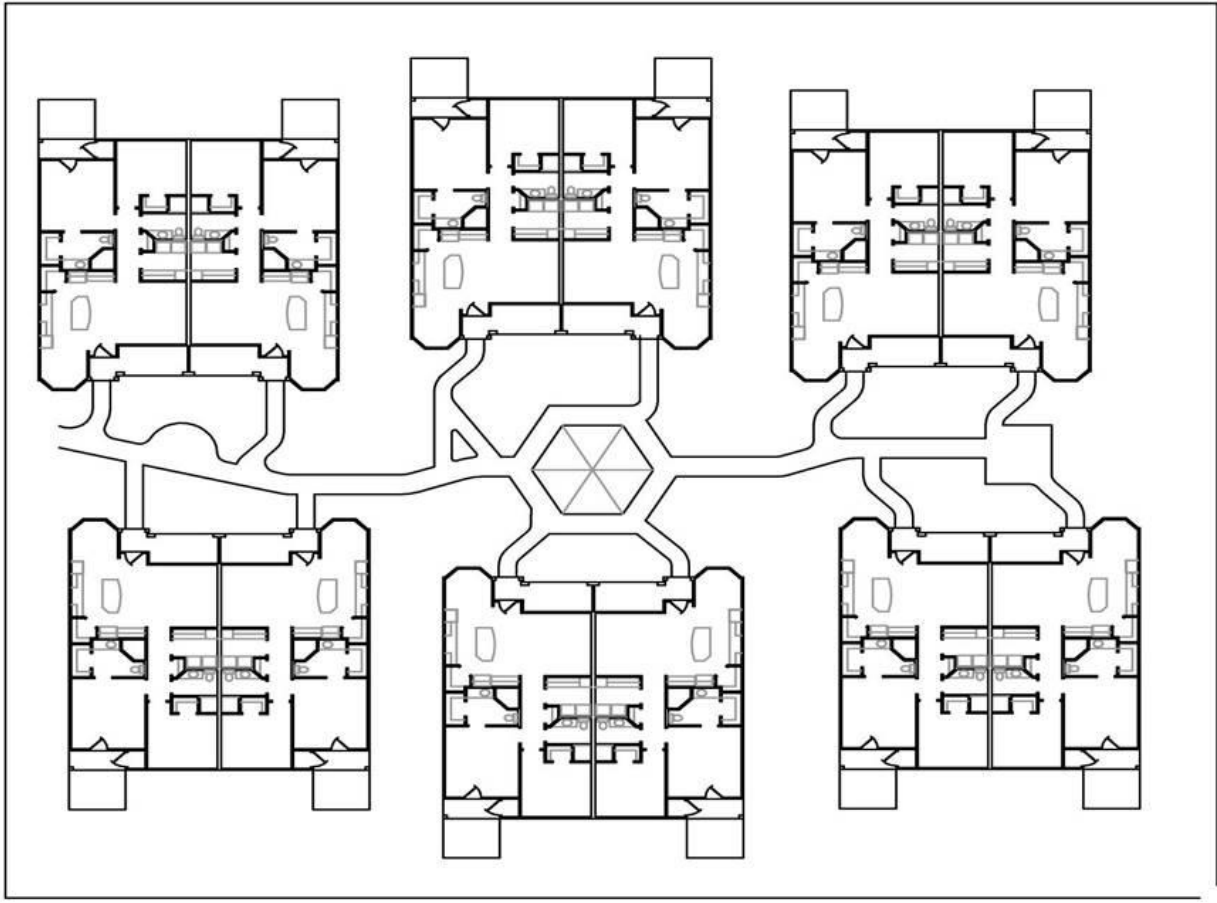
# ZAH Potential senior residences (Rustom Engineer)

Envisioned residential units adjacent to Dar e Mehr

- Appox. ~6 buildings with 2 units each of 1200 sq ft
- Needs ~9 months to construct after permits/designs are finalized
- ***Considering two options:***
  - Pre-sell to ~12 **owners** (contract to only re-sell to Z seniors in future)
  - Build **rental** units (provides rental income to a Z Trust) needs capital of ~\$1.5 Million



# ZAH Potential senior residences



# Residences: discussion points



## **Ownership options** include active senior housing

- Sun City Center- FL offers many activities, health and fitness centers. Cost range is \$50K- \$350K, monthly ~\$2K
- Staying in a known area: A few Z couples have moved into active senior housing (ex: Active Adult Community Townhouse Developments in East & West Windsor, NJ has 1,778 to 2,500 sq. ft homes, ranging \$339,500 to \$418,000.)

## **Low cost rental options** for Zarathushtis do not exist

- Seniors want rentals near Dar e Mehrs, to live off their home equity
- After means-testing, HUD provides rentals at 30% of income – but there are long waitlists

# Recommendations and discussion



# Disclaimers

- Results are not generalizable; The survey is based on the sample of respondents. It is not exhaustive or a census.
- Survey respondents may be more computer savvy which may limit generalizability of these results.

## **Suggestions for future surveys:**

- Measure healthy behaviors among seniors (exercise, eating healthy, etc)
- Younger seniors have different expectations - future surveys can address in more depth

# Study limitations and caveats..

- Low representation from Irani Zarathushtis; Future surveys should be translated into Persian in order to be more inclusive
- Privacy
  - About 30 respondents abandoned the survey after 2 pages. We believe it is due to privacy concerns; Their concerns were addressed in an email and they were re-invited to complete the survey. ~10 individuals complied.
- Policy issues need further exploration and advocacy
  - Lack of US health insurance which prevents migration, does Canadian insurance cover all medical costs?
  - High cost of exchange plans for seniors, cost of buying into Medicare

Immigrant Communities (in North America) tend to do better when they organize themselves, advocate for themselves and leverage public programs.

(N Merchant, Health Policy Thesis 2015)

# Recommendations for Associations:

- **Senior Activities Committee**
  - Model on ZSO, OZCF, ZSBC, ZAH for senior offsite excursions and fitness activities
- **Transportation Coordinator role**
  - FEZANA can document the model
  - Leverage legal template from OZCF for seniors requesting rides. This would include a waiver to indemnify volunteers giving rides
- **South Asian/ Persian community liaison**
  - Leverage events/services in the wider community (ex: Aristacare Nursing Home has a South Asian floor with food, music, movies; CummerLodge in Toronto near Dar e Mehr)
- **Care Committees:** Inter-generational support;
  - Model on ZAQ support group within the community that helps in times of medical or other need.
  - Calling up individuals who have medical difficulties, bereavement, sit with them, give company, health professionals within the community can also assist



# Recommendations for Associations:

- **Association events need special consideration**
  - Subsidize events for seniors (example: Low fee, + donation on honor system)
  - Reserve a few seats for late responses (senior will wait due to uncertain health)
- **Recognize and support volunteers**
  - Volunteer/caregiver column in Journal; leverage existing resources on volunteer wellbeing
  - Association can do more to recognize volunteers for their efforts
- **Facilitate learning of mobile devices/technology**
  - Organize small sessions where seniors teach other technology tips

# Recommendations for Associations:

- How can we help to build **senior social groups**
  - Connect with each other weekly; Give links to entertainment resources which they can share;
- Disseminate information about free **entertainment resources**
  - Old movies, songs, pictures, coloring books, crosswords, Sudoku, short stories, recordings
- Create and distribute **Senior Services Directory**
  - WZCC to expand the existing directory by including non-Z providers/services for a fee
  - Local Bhonavala services; help build small businesses?
  - Share information: Canadian families who need a live-in domestic help can contact a service
  - Financial education resources– senior consulting to use public services, Medicaid
  - Nursing homes with South Asian or Persian floor (Ex: Aristacare, CummerLodge in Toronto)

# Recommendations for Associations:

- **Need for rental retirement units near Dar e Mehrs**
  - ZAC: (Manek Bhujwala) key needs are residences close to Dar e Mehrs
  - Seniors want to live near a Dar e Mehr where they can enjoy each other's company and attend activities.
  - **A low cost rental is needed versus condos.**
  - **Discussion points:**
    - Non-profits should not make a rental profit
    - How can we handle management costs?
    - Z Trusts needed to focus service on Zarathushtis/spouses?

# Q & A and Action Plan

# Appendix

I love the idea of youngsters visiting the elderly. They can be from schools, or from volunteers with creative activities for seniors such as music, art, story telling, sharing skills between the age camps.

"Friendly" visits or 'phone calls either by the younger generation or by the seniors themselves to other seniors in the community would be great!

Bakhtavar Desai - ZAKOI



# References

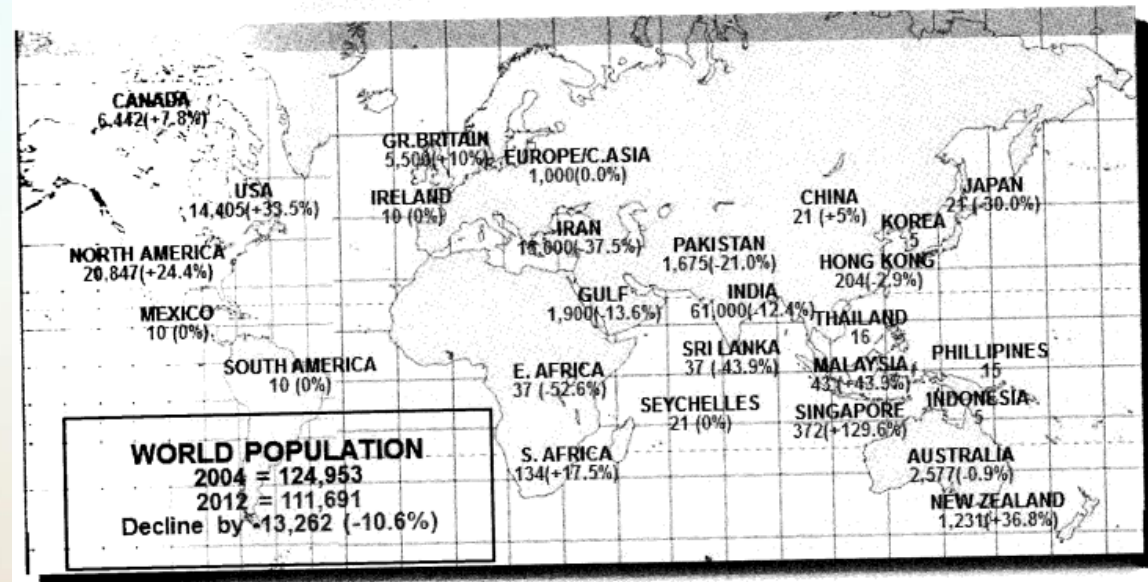
- FEZANA Journal, Fall 2013 Vol 27, No 3
- FEZANA demographic survey of 2012

## THE ZARATHUSHTI WORLD a 2012 demographic picture

Compiled by Roshan Rivetna

Presenting a 2012 demographics picture of Zarathushtis around the world, and comparison with a similar study done in 2004.

**DISCLAIMER.** While every effort has been made in good faith, to seek out reliable sources for each country, state and province for the data presented here, it should be noted that this compilation is a "magazine survey" and not an official, statistically correct census. The data received may be inconsistent, inaccurate and incomplete, and our estimates may be incorrect. We present the raw data here, as received, to get a flavor of the Zarathushti world, and leave it to the demographers and statisticians to determine its credibility and level of confidence.



**ZARATHUSHTI POPULATION 2012.** Population of Zarathushtis around the world. The growth or decline since the 2004 FEZANA study is shown in parenthesis.

### INTRODUCTION

In 2012 FEZANA revisited the demographic survey of the worldwide Zarathushti population published in FEZANA Journal in 2004 [1]. In this issue we present a compilation of demographic data for 2012, along with a comparison with the 2004 data. The early history of the arrival of Zarathushtis in each country along with interesting anecdotal information, was published in 2004; in this issue we present a 2012 snapshot.

The primary goal was to collect data on the Zarathushti population of each country. Gathering population numbers for 'neo-Zarathushtis' or 'Zarathushtis by choice' is wrought with errors and inconsistencies and should be viewed as a work-in-progress. Only some fragmented data for Europe and Central Asia is presented in this issue [see page 54]. This study will be presented in a future issue of FEZANA Journal, after more comprehensive and consistent

## Friday and Saturday Afternoon Lecture

*Cyrus the Great:  
"Friend of God" and Paradise Builder*

**May 10 and 11, 2013**  
**Friday, 1:30 p.m. and repeated**  
**Saturday, 4:00 p.m.**

Brown Auditorium Theater  
Caroline Wiess Law Building

**Presented by**

Dr. Jennifer Rose, Associate Professor of Religion,  
Claremont Graduate University

**Cosponsored by**

Zoroastrian Association of Houston

**Museum Admission & Tickets**

To receive the \$5 MFAH Members price for this lecture, please print this flyer and show it to the staff at any of the museum's admissions desks on the day of the lecture. Thank you!

**Program description:**

Cyrus II was the founder of the ancient world's largest empire. In this lively illustrated presentation, Dr. Jenny Rose explores the ways in which, beginning with the Cyrus cylinder, the Ancient Persians were able to appeal to the "hearts and minds" of their various subject peoples in the Ancient Near East. She also considers whether Cyrus's diplomatic tolerance of local cultures and religions, alongside the quadripartite garden plan of his dynastic capital, may reflect a "Zoroastrian" understanding of the world. Dr. Jenny Rose teaches Zoroastrian Studies at the School of Religion, Claremont College, and is the author of *The Image of Zoroaster: The Persian Mage Through European Eyes* (Bibliotheca Persica Press), *Zoroastrianism: An Introduction* (I.B. Tauris), and *Zoroastrianism: A Guide for the Perplexed*, (Continuum).

**Image:**

Achaemenid, *The Cyrus Cylinder*, 539-538 BC, clay, British Museum. © Trustees of the British Museum.



ZAH Library Proudly Presents

Sarah Stewart

Pictures at an exhibition—Voices of the people

November 1 and 2, 2014

**PROGRAM**

Saturday, Nov 1

10:00-10:30 Meet & Greet

10:30 -11:30 *The Everlasting Flame: Zoroastrianism in history and imagination*

anism in history and imagination, was an exhibition held at the oriental and African Studies (SOAS) in London, in 2013. It explored culture and religion, as well as its influence on major religions of aditions: the Iranian tradition that gave birth to the religion; the ia; and the tradition that emerged when Western scholars start- us texts. This talk will focus on these three traditions within the ented in the exhibition.

*Zoroastrians in Contemporary Iran*

trian in Iran today? How have Zoroastrians negotiated their mi- ze their religion and survive as a community? These and other discussed through the personal testimony of Zoroastrians living as well as in Tehran.

r Sarah Stewart



DINNER RECEPTION \$15.00

Zarathushti Heritage & Cultural Center

Sarah Stewart is a lecturer in Zoroastrianism in the Department of the Study of Religions at SOAS. She is co-convenor with Edmund Herzig of the Idea of Iran series and has co-edited five volumes in the series. She recently curated an exhibition and edited a richly illustrated book, *The Everlasting Flame: Zoroastrianism in history and imagination*.

