

2025



GLACIAL RIDGE  
HOSPITAL  
*heartfelt care®*

# COMMUNITY HEALTH NEEDS ASSESSMENT



Approved by Glacial Ridge  
Hospital Board of Directors

DECEMBER 22, 2025

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## EXECUTIVE SUMMARY

Every three years, Glacial Ridge Hospital (GRH), part of Glacial Ridge Health System, conducts a Community Health Needs Assessment (CHNA) to identify and address the most significant health needs in its service area. To date, GRH has completed CHNAs in 2013, 2016, 2019, 2022, and this 2025 report.

In 2022, GRH actively participated in Horizon Public Health's (HPH) Community Health Assessment (CHA) and in the development of the 2023–2027 Community Health Improvement Plan (CHIP). To avoid duplication and align countywide priorities for Pope County, GRH formally adopted HPH's 2022 CHA as its CHNA and the CHIP as its Implementation Strategy.

In 2025, GRH convened its CHNA team, comprised of hospital and clinic staff, community partners, and a representative from Horizon Public Health, to review updated quantitative data, community input, and trend indicators. Data sources included Clear Impact Scorecard measures, demographic and economic indicators, and ongoing feedback gathered by HPH. While modest changes were observed, the workforce, aging, childcare, transportation, and financial pressures identified in 2022 continue to affect Pope County residents.

Based on this review, the team confirmed continued alignment with Horizon Public Health's 2022 CHA for GRH's 2025 CHNA. The three priority areas identified in 2022 remain the most significant health needs in Pope County:

1. Access to Care
2. Chronic Disease and Obesity
3. Community Resilience

These priorities continue to reflect challenges related to chronic disease management, access to mental and dental health services, and the social and economic factors that influence health and well-being in the rural community.

### Next Steps

GRH will adopt HPH's Community Health Improvement Plan (CHIP) as the hospital's 2026-2028 Implementation Strategy. Because the current CHIP concludes in 2027, GRH will align its 2028 Implementation Strategy with Horizon Public Health's next CHIP once available. This strategy will be presented to the Glacial Ridge Hospital District Board of Directors for approval in January 2026.

## **IMPACT OF THE 2022 CHNA AND IMPLEMENTATION STRATEGY**

The 2022 Community Health Needs Assessment identified three priority areas for Pope County: Access to Care, Chronic Disease and Obesity, and Community Resilience. These priorities guided countywide strategies outlined in Horizon Public Health's 2023-2027 Community Health Improvement Plan (CHIP), which Glacial Ridge Hospital (GRH) adopted as its Implementation Strategy.

### **Countywide and Community Progress**

Since 2023, Horizon Public Health (HPH) and community partners have continued implementing CHIP strategies focused on mental well-being, healthy eating, physical activity, family and child resilience, and stronger connections to community resources. Updated Clear Impact Scorecard indicators show modest changes across several measures. In small rural communities, population-level indicators typically shift gradually, and many of the same conditions identified in the 2022 CHA continue to influence health outcomes.

### **Glacial Ridge Hospital Contributions**

GRH supported CHIP priorities by integrating community health needs into clinical care, increasing services, and strengthening partnerships. Key actions from 2023-2025 include:

- Expanding screening for food insecurity and connecting patients to community resources
- Improving access to care through the addition of dermatology, midwifery, and family medicine providers
- Establishing a behavioral health service with three therapists to improve access to mental health care
- Establishing a mental health program for seniors 65+ through Senior Life Solutions
- Strengthening chronic disease support through chronic care management services

GRH also partnered with Horizon Public Health on the Food Rx program, funded through a PrimeWest Health grant. The program enrolled 80 participants in the hospital service area. Among the first 25 participants evaluated after one year in the program, 18 demonstrated improvements in body mass index (BMI).

### **Why the Priority Areas Continue in 2026**

Based on updated data, Clear Impact Scorecard trends, and input from the 2025 CHNA team, the three priority areas remain the most significant health needs in Pope County. High rates of chronic disease, increased demand for mental and social support services, limited access to dental care screenings, childcare shortages, and transportation barriers continue to affect residents' ability to maintain health and well-being.

These findings support the continued focus on Access to Care, Chronic Disease and Obesity, and Community Resilience. Sustained coordination among Glacial Ridge Hospital, Horizon Public Health, and community partners remains essential for addressing the root causes of these priority issues.

## OVERVIEW OF GLACIAL RIDGE HOSPITAL

Glacial Ridge Hospital is an independent, nonprofit, 22-bed Critical Access Hospital located in Glenwood, Minnesota, approximately 120 miles northwest of Minneapolis/St. Paul. Tertiary services are provided by St. Cloud Hospital in St. Cloud, approximately one hour from Glenwood.

Glacial Ridge Hospital operated as a city-owned facility until October 1976, when multiple townships and cities within Pope County consolidated to create a district hospital. The Glacial Ridge Hospital District includes the townships of Grove Lake, Chippewa Falls, Gilchrist, Glenwood, Lake Johanna, Reno, Bangor, Westport, and Leven, as well as the cities of Brooten, Glenwood, Starbuck, Villard, Westport, Long Beach, and Sedan.

Glacial Ridge Hospital is governed by a district Board of Directors, elected to represent each township and city within the district. The board is responsible for ensuring high-quality medical services are provided to the community.

Acute care services at Glacial Ridge Hospital include inpatient care, surgery (general, orthopedic, and podiatric), obstetrics and gynecology, emergency, radiology, laboratory, pharmacy, anesthesia, and rehabilitative therapy.

Specialty care services at the hospital include audiology, cardiology, ear, nose, and throat; interventional radiology; neurology; nuclear medicine; oncology; ophthalmology; orthopedics – spine and neck; pulmonary; urology; and wound, ostomy, and continence nursing. Both internal and contracted providers deliver specialty service lines in Glenwood.

The hospital is part of Glacial Ridge Health System, whose mission is to provide the highest-quality, heartfelt care to the communities we serve. The health system encompasses three primary care rural health clinics in Glenwood, Starbuck, and Brooten; homecare and hospice programs; an eye clinic; basic and advanced life support ambulance services with ambulances based in Brooten, Glenwood, and Starbuck; and a wellness center. Glacial Ridge Hospital Foundation also supports and directs the operation of a 59-unit independent senior living facility located across the street from the hospital.

Clinic services include family medicine, women's health with obstetrics, internal medicine, dermatology, and behavioral health.

### Service Area

Glacial Ridge Hospital's primary service area is Pope County. The secondary service area includes adjacent portions of Douglas, Stevens, Swift, and Stearns counties. The defined service area is based on:

- Analysis of ZIP codes from patients receiving care at Glacial Ridge Hospital
- Geographic boundaries of the hospital district
- Historical patterns of service utilization

Using recent ZIP code reports and county census data, the hospital serves an estimated 11,400 residents in its primary service area in Pope County and approximately 15,000 across its entire service area.

## Community Profile

Pope County is a rural community with a stable population of just over 11,000 residents, experiencing gradual demographic shifts similar to other rural Minnesota counties. The county remains predominantly White, though slowly diversifying, with residents of other races comprising approximately 5.4% of the population. Youth under age 18 make up about 21% of the population, while adults aged 65 and older account for 22%–25%, significantly higher than the statewide average of roughly 16%. Forecasts from the Minnesota Department of Employment and Economic Development project moderate growth through 2035, driven primarily by migration from other parts of Minnesota and the U.S., resulting in a continued older age profile. These demographic patterns influence local healthcare demand, long-term care needs, family caregiving pressures, and transportation resources.

Economic, housing, and social conditions in Pope County generally align with those described in Horizon Public Health's 2022 Community Health Assessment. The local economy is shaped by agriculture, small manufacturing, health care, education, and service-sector employment. Income levels remain modest compared to state averages, and many households experience financial strain from the costs of housing, childcare, and other necessities. Transportation access remains a key barrier, with limited public transit options and a widespread reliance on personal vehicles for work, medical care, and daily activities. Housing affordability and availability also remain concerns, particularly for renters, young families, and older adults seeking accessible options.

Despite these challenges, strong community networks—schools, local organizations, faith communities, and civic groups—continue to play a central role in supporting resilience and well-being across the county. These social supports help mitigate stressors and remain essential in responding to ongoing health and economic pressures.

Together, these demographic and socioeconomic conditions provide context for interpreting the CHNA findings and understanding why the health priorities identified in prior assessments continue to affect Pope County.

## METHODOLOGY

Glacial Ridge Hospital coordinated its assessment efforts with Horizon Public Health (HPH) beginning in 2022 to reduce duplicative data collection and align community priorities. Because GRH and HPH serve the same population in Pope County, GRH adopted Horizon Public Health's 2022 Community Health Assessment (CHA) and the 2023-2027 Community Health Improvement Plan (CHIP).

For the 2025 Community Health Needs Assessment (CHNA), the GRH team reviewed updated demographic and health data to determine whether the previously identified priority areas remain the most significant needs in Pope County.

### Horizon Public Health CHA Process

The 2022 CHA was developed by Horizon Public Health using a modified Mobilizing for Action through Planning and Partnerships (MAPP) framework. The CHA incorporated multiple data sources, including:

- U.S. Census Bureau
- Minnesota State Demographic Center
- Minnesota Department of Health
- Minnesota Department of Human Services
- County Health Rankings
- Minnesota Student Survey
- SUMN.org substance use data
- Community surveys and focus groups
- Input from residents with lived experience, local organizations, and public health partners

The CHA met Public Health Accreditation Board (PHAB) assessment standards. It provided detailed county-level data for Douglas, Grant, Pope, Stevens, and Traverse counties.

### GRH CHNA Team and Process

GRH's CHNA team included the hospital CEO, Clinic Manager, Director of Nursing, Homecare and Hospice Manager/Director of Ridgewood Villa, Discharge Planners/Social Service Designees, Behavioral Health Manager, Marketing Manager, Marketing Specialist, Horizon Public Health's Community Health Strategist/Accreditation Coordinator, and Pope County Family Collaborative Coordinator/Early Childhood Initiative Director. This multidisciplinary group contributed clinical, operational, and community perspectives to the review process.

In 2025, the team met to:

1. Review [Horizon Public Health's 2022 Community Health Assessment \(CHA\)](#), specifically,
  - Demographics and Community Characteristics (page 6)
  - Factors Influencing Health (page 13)
  - Health and Wellness (page 27)
  - Maternal and Child Health (page 32)
  - Community Health Behaviors (page 38)
  - Mental Health (page 50)
  - Environmental Health Factors (page 54)

- COVID-19 Pandemic (page 60)
- 2. Examine new demographic and social data, including the [MN Employment and Economic Development County Profile](#) dated 05/27/25.
- 3. Review progress on [Horizon Public Health's 2023-2027 Community Health Improvement Plan \(CHIP\)](#), adopted by GRH's CHNA Team for the hospital's 2023-2025 Improvement Strategy, including [Clear Impact Scorecard](#) indicators and updates from Horizon Public Health's Community Leadership Team.
- 4. Determine whether the existing priorities continue to represent the most critical needs.
- 5. Identify community resources

### **Horizon Public Health's Community Leadership Team (CLT)**

The five-county CLT met by Zoom on November 21, 2025. During this meeting, Horizon Public Health reviewed progress and updates related to the implementation strategy. These updates were subsequently shared with the GRH CHNA Team for consideration in the 2025 assessment.

- **CHIP Updates:** Reviewed the 2023–2027 Community Health Improvement Plan, including the three priority areas—Access to Care, Resiliency (Mental Health & Substance Use), and Chronic Disease. HPH also shared current Clear Impact tracking data and highlighted ongoing collaborative strategies.
- **2025 Population Health Survey:** Provided an overview of the 2025 Population Health Survey administered by HPH this past summer. The Minnesota Department of Health (MDH) and Wilder Research are analyzing the results, with county-level data review meetings planned for spring/early summer 2026.
- **Youth Data (Minnesota Student Survey & Local Surveys):** MSS data release from MDE/MDH will be released soon. Because several schools opted out—including Minnewaska Area Schools—locally administered surveys will occur in February/March 2026.
- **CredibleMind & Mental Health Resource Mapping:** Shared usage trends and strategies for promoting the regional CredibleMind mental well-being platform for Douglas, Grant, Pope, Stevens, and Traverse counties.
- **Maternal Early Childhood Sustained Home-Visiting (MECSH) Program:** Reviewed 2025 caseloads, screening requirements, and maternal mental health findings.
- **School Mapping:** Shared progress on student-led community mapping projects for each county, including youth spaces, park improvements, murals, ice rinks, and activity kits.
- **Adult Community Conversations:** Summarized themes from their sessions with older adults, individuals in recovery, and Spanish-speaking families. HPH staff discussed barriers and community-aligned strategies.
- **Communities That Care (CTC) Grant:** Overview of the 2025–2030 MDH grant (\$642,800), with a focus on Minnewaska Area Schools and implementation milestones. HPH is looking for community partners to support this work.
- **SHIP Updates:** Highlighted 2024–2025 accomplishments in healthy eating, physical activity, mental wellbeing, and tobacco-free living, including bike fleets, gardens, workplace wellness initiatives, and Youth Mental Health First Aid training. These priorities continue in 2025–2030.
- **GIS Map Promotion Ideas:** HPH shared a draft Community Resource Map, an interactive GIS (geographic information system) that displays local health, food, and activity resources by county across the 5-county area served by HPH. These categories came directly from feedback/needs from the HPH CHIP and previous community conversations. The CLT discussed usability, promotional strategies, and community awareness needs.

## **Community Input**

GRH incorporated community input obtained through HPH's 2022 CHA, which included surveys, focus groups, community conversations, and partner feedback across the five-county region, with data compiled for each county. As noted above, HPH continues to gather community input through ongoing discussions, surveys, and local engagement efforts.

At the CHNA, the HPH representative shared that community conversations have highlighted a need for respite options for caregivers in Pope County. HPH is also partnering with law enforcement on a "Handle with Care" initiative. When officers respond to a call at a student's home, law enforcement will send a brief, confidential notice to the school with the child's name and the phrase "Handle with Care," so staff are aware the student may need extra understanding or support that day.

The Pope County Family Collaborative & Early Childhood (EC)/THRIVE Initiative Coordinator was unable to attend; however, program information and data on the number of community members served were provided by email and shared with the CHNA team for discussion.

Many GRH staff live, work, and raise families in the hospital's service area, contributing both professional insight and lived community perspectives to the assessment discussion. No public comments were received on GRH's previous CHNA.

## **Adopting the CHA**

Following review of the CHA, updated data, and group discussion, GRH's CHNA team formally adopted Horizon Public Health's 2022 CHA in its entirety as GRH's 2025 CHNA. This collaboration ensures that GRH's priorities and implementation activities remain aligned with countywide public health planning.

## HEALTH ISSUES IDENTIFIED AND PRIORITIZED

Horizon Public Health's 2022 Community Health Assessment (CHA) identified a wide range of health issues affecting residents across its five-county region, including Pope County. The assessment combined local data, statewide indicators, and community input.

Horizon Public Health (HPH) gathered broad community input—more than 3,000 responses from surveys, focus groups, community conversations, and online engagement—to help shape the list of health issues for review. From September to November 2022, three data-prioritization meetings were held with the Community Leadership Team (CLT). In these meetings, the CLT reviewed and ranked more than 50 health topics from the CHA, applied defined criteria to narrow the list, and used a Results-Based Accountability approach to select the final three priority areas. The CLT then developed goals and action steps for each area, as detailed in Horizon Public Health's 2023–2028 CHIP.

### Top 10 Health Concerns Identified in the 2022 CHIP Remain in 2025

HPH countywide priorities shown below for context; GRH did not re-rank or score health issues.

1. Mental Health and Mental Illness
2. Adverse Childhood Experiences (ACEs)
3. Childcare
4. Poverty
5. Health Care Access, Quality, and Health Literacy
6. Overweight and Obesity
7. Drug Use and Substance Use Disorders
8. Transportation
9. Physical Inactivity
10. Housing and Renting Challenges

### Priority Health Needs in the 2022 CHA Persist in 2025

Three priorities were identified by Horizon Public Health through its 2022 CHA and approved by the Horizon Public Health Community Health Board. Glacial Ridge Hospital reviewed the CHA and formally adopted the same three priority areas in its 2022 CHNA:

1. Access to Care
2. Chronic Disease and Obesity
3. Community Resilience

Based on updated data and local review in 2025, the CHNA Team agreed that these three priority areas continue to represent the most significant health needs affecting Pope County.

## COMMUNITY RESOURCES

Pope County benefits from a wide range of organizations, programs, and services that support health, resilience, and overall well-being. Building on the resources outlined in Horizon Public Health's 2022 Community Health Assessment, the GRH team identified new and updated resources to reflect current services and community needs. The team also discussed restarting quarterly, countywide meetings so organizations can better understand each other's services, capabilities, and current initiatives.

The following resources were identified by the GRH CHNA team as most relevant to the 2025 priority areas.

### Healthcare and Clinical Services

- Glacial Ridge Hospital and clinics – primary care, chronic disease management, emergency care, maternity services, specialty outreach, care coordination, dermatology, and midwifery
- Mental health providers – GRH Behavioral Health, GRH – Senior Life Solutions, Lakeland Mental Health, and county-based services
- Horizon Public Health programs, including chronic disease prevention, WIC, immunization clinics, maternal and child health programs, and community education
- Dental – Dental Health Services, Minnewaska Dental, and Caring Hands Dental (Community Outreach in Alexandria)

### Family and Community Support

- Pope County Family Collaborative/Early Childhood Initiative (ECI) – family supports, early childhood resources, and parent education
- Schools and school-based supports – Minnewaska and BBE Schools' mental health services, student food programs, angel accounts, Early Childhood Family Education (ECFE), community education, and youth programs
- West Central Community Action, Salvation Army, Someplace Safe, and United Way provide food, financial assistance, crisis services, and housing-related support.
- Safe Families for Children – supports families who lack informal support systems and are experiencing crises such as homelessness, unemployment, abuse, or recovery.
- Western Prairie Human Services – senior services and caregiver support
- Food shelves and community nutrition supports, including local food shelves, the Food Rx program partnership, Nutrition Assistance Program for Seniors (NAPS), Meals-on-Wheels, and other county resources

### Healthy Living and Resilience Programs

- SHIP (Statewide Health Improvement Partnership) – nutrition, physical activity, and community health initiatives
- Local childcare providers – licensed programs and early childhood resources
- Faith-based and volunteer organizations – social support networks, spiritual care, and community outreach
- Heart Response Ministry – partner with nonprofits for the distribution of needed items in their communities

### **Transportation and Access Supports**

- Rainbow Rider public transit – transportation for medical appointments, employment, and essential services
- Two newer transportation options in Pope County—En Route and Nurse Navigator—both provide door-to-door service primarily for non-emergency medical appointments, as well as other needs for older adults and individuals with disabilities or limited mobility.
- County human services programs – transportation vouchers, disability services, and assistance for older adults

## **CHNA SUMMARY AND NEXT STEPS**

Based on review of updated data and community input, the GRH CHNA team unanimously agreed to adopt the 2022 CHA in full for the 2025 CHNA, consistent with the hospital's 2022 approach. The three priority health needs identified in 2022—Access to Care, Chronic Disease and Obesity, and Community Resilience—remain the most significant health challenges for Pope County.

Upon board approval of the 2025 CHNA, GRH will adopt Horizon Public Health's current Community Health Improvement Plan (CHIP) as its 2026–2028 Implementation Strategy. The Implementation Strategy will be presented to the Glacial Ridge Hospital Board of Directors for approval in January 2026.

## **PUBLIC AVAILABILITY STATEMENT**

Glacial Ridge Hospital will make this Community Health Needs Assessment (CHNA) widely available to the public. A full copy of the CHNA will be posted on the Glacial Ridge Health System website and may be downloaded at no cost. Printed copies will be available upon request at Glacial Ridge Hospital. Individuals may request a copy by contacting the hospital's administrative office.

## **BOARD APPROVAL**

The Glacial Ridge Hospital District Board of Directors approved the 2025 Community Health Needs Assessment on December 22, 2025.

## **APPENDIXES**

### A. Horizon Public Health's 2022 Community Health Assessment (CHA), pages:

- Demographics and Community Characteristics (page 6)
- Factors Influencing Health (page 13)
- Health and Wellness (page 27)
- Maternal and Child Health (page 32)
- Community Health Behaviors (page 38)
- Mental Health (page 50)
- Environmental Health Factors (page 54)
- COVID-19 Pandemic (page 60)

### B. MN Employment and Economic Development County Profile

# Community Health Assessment 2022



  
**HORIZON**



**Public Health**  
Prevent. Promote. Protect.



## Horizon Public Health

Douglas, Grant, Pope, Stevens,  
and Traverse Counties

Approved by the Horizon Public Health  
Community Health Board  
August 8, 2022





# HORIZON PUBLIC HEALTH DEMOGRAPHICS & COMMUNITY CHARACTERISTICS

## Key Data Points & Trends

- The population over the past decade across the region has increased at a slower rate than the state of Minnesota (3% compared to 7%).
- Over the next three decades, population growth is expected to increase at the highest rate in Douglas County (+13%) and decrease in the lowest rate in Traverse County (-45%).
- Residents ages 65 and over will continue to become a larger share of the population, growing to nearly 30% of the total population by 2030.
- Four counties (Douglas, Grant, Pope, and Traverse) have a higher percentage of Veteran residents than the state average (6%).
- While not as culturally diverse as the state, the region is home to a growing Hispanic population, particularly in Stevens County.

## Strengths of the Community

- Strong sense of community.
- Reduced costs of living (compared to urban areas).
- Easy access to outdoor recreation.
- Resiliency when faced with community challenges.

## Insights from the Data

- With the growing aging population, the region may need to find creative, local strategies to address related infrastructure needs in long-term care, transportation, and workforce.
- Improving broadband access and transportation options will become increasingly important to ensure all residents have access to services and supports.
- Ongoing training of public health and health care staff, as well as collaboration with community organizations, will help the region better understand and address the unique health needs of seniors, veterans, the Hispanic population, and their families.

## Considerations for Action

- The impact the workforce shortage has on our community.
- The cost of living is increasing at a fast rate.
- Fluctuation of population changes and aging populations across the region.



# HORIZON PUBLIC HEALTH

## FACTORS INFLUENCING HEALTH

### Key Data Points & Trends

- Home values across the region are increasing more quickly than income. Rent is increasing and incomes are not keeping up in Grant and Stevens counties.
- Many residents live in lower-income households; at least 26% and up to 46% of students in school qualify for free or reduced-price school lunch, an income-based program.
- A smaller percentage of households (78%-80%) have access to broadband internet than in all areas of rural Minnesota (82%).
- Between 2015 and 2020, West Central Minnesota licensed child care spots decreased by almost 600.
- The percentage of residents receiving a routine physical check-up decreased from 74% in 2013 to 67% in 2020.
- Residents delayed medical care because of cost, COVID-19 concerns, and/or because they didn't feel their issue was serious enough to require care.

### Strengths of the Community

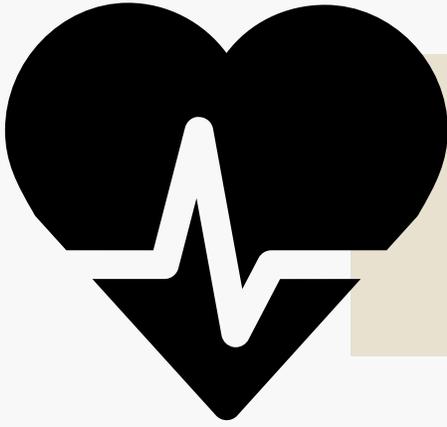
- Community partners' local passion and perspective contributes to community cohesion and resiliency.
- Telehealth services were extended access across the geographic region.

### Insights from the Data

- Telehealth and other online resources support health for many residents.
- Douglas, Pope, and Traverse counties lack dependable broadband internet access.
- Housing insecurity may increase in some areas if rent and housing values continue to outpace increases in income.
- Reductions in child care options present challenges for working parents and may require creative strategies.
- While some delays in health care were the result of COVID-19 precautions, shortages of health care providers, dentists, and mental health professionals also create barriers to accessing health care services.

### Considerations for Action

- Increase access for mental health services, specifically for youth and those with ACEs.
- Lack of child care access is negatively impacting; employment, income, and community vitality.
- Increase in alcohol use and abuse.



# HORIZON PUBLIC HEALTH

## HEALTH & WELLNESS

### Key Data Points & Trends

- Heart disease is the leading cause of death, followed by cancer. Statewide, cancer is the leading cause of death, followed by heart disease.
- The percentage of adults with high blood pressure is higher in each county than the statewide average, while diabetes rates are higher than the state average in all but Stevens County.
- At least half of women have received mammogram screenings for breast cancer, similar to statewide rates.
- 2019 adult influenza vaccination rates varied widely by county, from 15% in Traverse County to 60% in Douglas County.

### Strengths of the Community

- Mammogram screenings are higher than the state average for most of the region.
- Childhood immunization rates are high across the region.
- Youth dental check-ups rates went up in 2016 to 2019.

### Insights from the Data

- With heart disease as the leading cause of death and high blood pressure rates higher than the statewide average, a combination of strategies could be considered to encourage heart health.
- Breast cancer rates are 2-3 times higher than lung cancer rates, highlighting the importance of regular mammograms and breast cancer screening.
- Influenza-related hospitalizations and deaths have been lower in recent years, potentially due to COVID-19 mitigation practices. As these practices ease, outreach and education may be needed to increase influenza vaccination rates to prevent unnecessary illness, particularly in Pope and Traverse counties.

### Considerations for Action

- Rising obesity trends, including heart health ramifications.
- Increasing depression rates and the need for mental health self-care education.



# HORIZON PUBLIC HEALTH MATERNAL & CHILD HEALTH

## Key Data Points & Trends

- The rate of teenage pregnancies is lower than the statewide rate.
- Expecting mothers are more likely to receive prenatal care in their first trimester of pregnancy (83%-90%) than those statewide average (79%).
- Early childhood screening rates decreased in 2018-19 and 2019-20 while statewide rates remained steady.
- Between 2015 and 2019, the rate of child maltreatment reports due to neglect, sexual abuse, and mental injury increased in all counties, like statewide rates.
- Immunization rates for children and adolescents are higher than statewide rates. Minnesota Department of Health reported an overall decrease in vaccination rates during the COVID-19 pandemic.

## Strengths of the Community

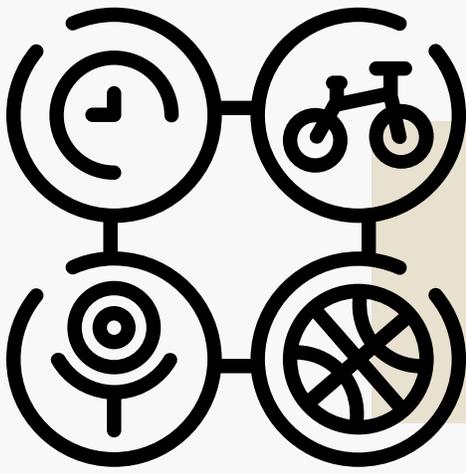
- Child and adolescent vaccination rates are higher than the state average.
- Prenatal care in the 1st trimester is higher than the state average.

## Insights from the Data

- While students have similar physical activity and eating behaviors as peers statewide, they could be encouraged to establish healthy behaviors that carry into adulthood.
- Increased reports of child maltreatment signal a need to complete a deeper dive into local data.
- Additional strategies may be needed to increase immunization and early childhood screening rates, particularly if some families delayed care due to the COVID-19 pandemic.

## Considerations for Action

- Rising obesity rates among all ages, as well as an increase of heart related diseases.
- High rates of maltreatment reports and the impact on families and children.



# HORIZON PUBLIC HEALTH COMMUNITY HEALTH BEHAVIORS

## Key Data Points & Trends

- Adult obesity rates are higher than the state overall (40%, compared with 31%).
- 29% of adults responding to the 2020 SHIP survey reported exercising 5+ days each week. The cost of gym memberships and other programs was described as “a big problem” and a barrier to physical activity for 15% of residents.
- Among students, physical activity tends to decrease with age, particularly among females.
- In 2019, approximately 10% of residents experienced food insecurity, i.e. they did not have access to or the ability to afford healthy food.
- A greater percentage of residents report using alcohol and binge drinking as compared to the state percentage.
- Over one-quarter of 9th and 11th grade students living in Traverse (28%) and Stevens (33%) counties report using alcohol in the past 30 days, a higher percentage than in other counties in the region.

## Strengths of the Community

- The Opioid Taskforce has mobilized a network of community providers to address the impact opioids have had among the community.
- Youth tobacco policy changes reduced youth purchase.

## Insights from the Data

- Increasing opportunities for physical activity and access to healthy foods can help youth establish healthy behaviors and reduce obesity rates among adults in the region.
- Adult alcohol use/abuse and admissions to treatment has increased across the region.
- Results from the 2022 Minnesota Student Survey and other local data should be used to determine whether the 2019 increase in student-reported alcohol use is part of an ongoing trend.
- Tobacco use has increased in adults across the region. Strategies may be necessary to determine the cause of the increase and availability of cessation resources.
- How has the impact of COVID-19 affected access to food across the region?

## Considerations for Action

- Youth screen time and its connection to obesity trends.
- Increase in adult tobacco use, while youth-use has decreased (except for e-cigarettes).
- Increase in adult alcohol use and abuse.



# HORIZON PUBLIC HEALTH

## MENTAL HEALTH

### Key Data Points & Trends

- Over one-third of residents (36%-46%) reported experiencing poor mental health one or more days in the past month with 14-23% of adults having experienced depression or anxiety like national data.
- Among adults, 11-20% have experienced a delay in care for a mental health concern.
- Minnesota Student Survey data showed notable changes in self-reported mental health between 2016 and 2019, including divergent trends that require additional exploration. There are some counties where self-reported feelings of depression were lower in 2019 than in 2016, but where suicidal ideation increased.
- Preventable deaths due to suicide in Minnesota have remained relatively stable since 2016; drug overdoses continued to increase during that timeframe, taking the lives of over 1,000 Minnesota residents in 2020.

### Strengths of the Community

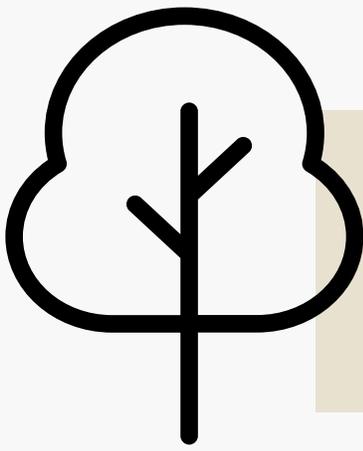
- Increased awareness of the importance of good mental health and positive well-being.
- Stigma reduction around accessing mental health care.

### Insights from the Data

- Mental health is a critical component of overall health, but may not be discussed as openly as physical health. Our region may consider ways to expand the opportunity to talk about mental health at all ages and stages.
- Multiple strategies may be needed to ensure individuals experiencing a mental health challenge can connect with others easily for support and treatment.
- Local data may help our region better understand the degree to which drug overdoses contribute to premature deaths.

### Considerations for Action

- The impact(s) of delayed mental health care.
- The emotional well-being of youth.
- Does the increase in mental health awareness cause increased in the data related to mental health?



# HORIZON PUBLIC HEALTH

## ENVIRONMENTAL HEALTH FACTORS

### Key Data Points & Trends

- Although few children have tested positive for elevated blood lead levels (EBLLs), many of the homes in the region (47%-66%) were built before 1980 and may have lead-based paint (restrictions were put in place in 1978).
- Data show average statewide temperatures have increased 3 degrees since data first reported in 1895, impacting the growing season and snow cover.
- Air quality has improved across the state and in the region, a trend expected to continue.

### Strengths of the Community

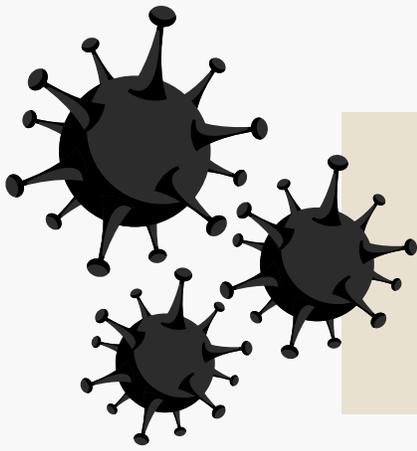
- Grant dollars and community funding to support programs and education related to environmental health.

### Insights from the Data

- Radon is prevalent public health educational efforts need to remain strong on testing. There is a need for affordable treatment measures for positive radon test results that require mitigation.
- Climate change will impact agriculture, economies, and the environment. Ongoing education can help assess impact and prepare for changes.
- Additional environmental health indicators are limited; local stakeholders may have additional insights into air and water quality and other environmental indicators to aid regional prioritization.

### Considerations for Action

- The need to collect and monitor data regarding environmental changes and trends.
- Further education to community about the resources already available.



# HORIZON PUBLIC HEALTH

## COVID-19 PANDEMIC

### Key Data Points & Trends

- COVID-19 was confirmed in March 2020. As of March 2022, there have been 18,834 confirmed cases and 170 COVID-19 related deaths in the region as reported by the Minnesota Department of Health.
- Minnesota lost approximately 300,000 jobs in the early stages of the pandemic due to shutdowns and changes in service delivery, and is on track to return to pre-pandemic job levels in 2022.
- Across multiple health professions, job vacancies have increased since pre-pandemic levels in Minnesota. Mental health and substance abuse counseling vacancies have increased from 8% in 2019 to 26% in 2021.
- Although graduation rates did not decline during the pandemic, there was a decrease in reading proficient among young learners (3rd grade) in the state and across the region.
- Mental Health has had an impact in the prevalence of anxiety and depression.

### Strengths of the Community

- Outdoor recreation and activities resources are thriving because of the COVID-19 pandemic.
- COVID-19 vaccination rates for the region follow a similar trend when compared to the state rates.
- High school graduation rates did not decline.

### Insights from the Data

- Additional information is needed to understand how the COVID-19 pandemic led to delays in care, including missed preventive care visits and delays in seeking mental health or substance abuse services.
- Multiple strategies are needed to address rural workforce shortage gaps potentially exacerbated by the COVID-19 pandemic.
- COVID-19 continues to have an impact on mental health.

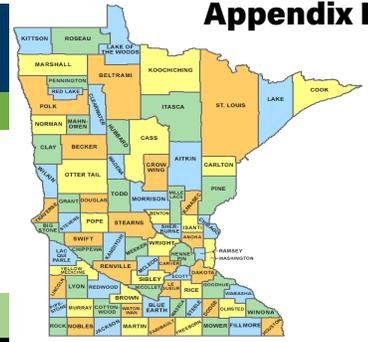
### Considerations for Action

- The effect the pandemic has had on youth.
- How will the projected decrease in rural health workforce impact our communities?
- A need to increase mental health resources.
- Relationship between pandemic and maltreatment.

**COUNTY PROFILE**

**Pope Co.**

Pope Co. is a part of Economic Development Region 4, which is located in the Northwest Planning Region.



**POPULATION CHARACTERISTICS**

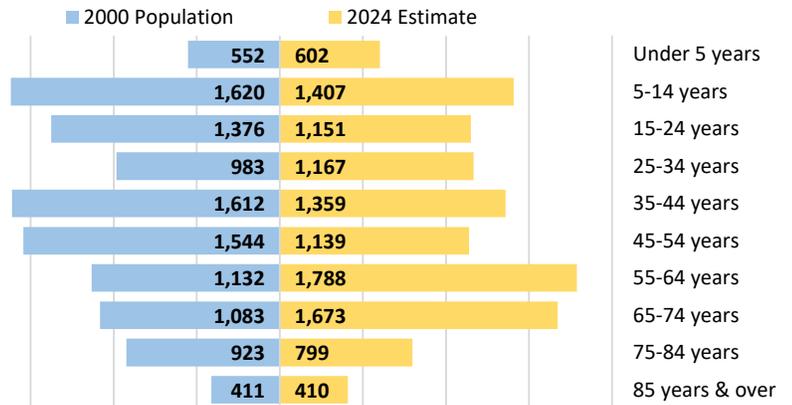
2024 population:	<b>11,495 people</b>	Median Age:	<b>45.6 years</b>
Population change, 2020-2024	187 people 1.7% increase	state:	38.6 years

Pope Co. is the 63rd largest of the 87 counties in the state. Its population increased so far this decade, ranking as the 30th fastest growing in the state from 2020 to 2024. Pope Co.'s population has an older median age than the state and a larger percentage of people aged 65 years and older. The population is aging, especially as the Baby Boom generation moves through the population pyramid (see Figure 1).

	Number	Percent
Under 5 years	602	5.2%
5-14 years	1,407	12.2%
15-24 years	1,151	10.0%
25-34 years	1,167	10.2%
35-44 years	1,359	11.8%
45-54 years	1,139	9.9%
55-64 years	1,788	15.6%
65-74 years	1,673	14.6%
75-84 years	799	7.0%
85 years & over	410	3.6%
<b>Total Population</b>	<b>11,495</b>	<b>100.0%</b>

Source: Census 2024 Population Estimates, 2019-2023 ACS

**Figure 1. Population Pyramid, 2000-2024**



Pope Co. suffered a negative natural increase - more deaths than births from 2020 to 2024, but also experienced net in-migration - meaning more people moved in than moved out. In addition to domestic in-migration, Pope Co. welcomed net international in-migration - gaining new Minnesotans from foreign countries (see Table 2).

**Table 2. Cumulative Estimates of the Components of Population Change, 2020-2024**

	Total Population Change	April 1, 2020 to July 1, 2024					
		Natural Increase	Vital Events		Net Migration		
			Births	Deaths	Total	International	Domestic
Pope Co.	184	-71	533	604	261	41	220
State of Minnesota	86,459	51,570	268,689	217,119	33,161	81,091	-47,930

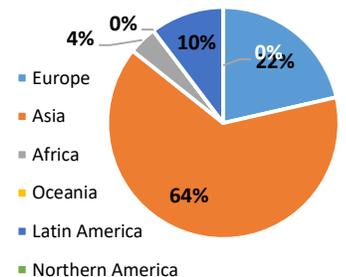
Source: U.S. Census Bureau, Population Estimates Program

Compared to the state, Pope Co. has a smaller percentage of foreign-born residents. From 2013 to 2023, Pope Co. saw an increase in the number of foreign-born residents, which was faster than the statewide increase.

	Pope Co.		Change 2013-2023		Minnesota	
	Number	Percent	Number	Percent	Percent	Change
<b>Foreign-born Population</b>	<b>126</b>	<b>1.1%</b>	<b>54</b>	<b>75.0%</b>	<b>8.6%</b>	<b>24.7%</b>
Europe	27	21.4%	9	50.0%	8.8%	-3.4%
Asia	81	64.3%	47	138.2%	35.7%	18.1%
Africa	5	4.0%	3	150.0%	28.3%	78.8%
Oceania	0	0.0%	0	#DIV/0!	0.4%	5.4%
Americas:	13	10.3%	-5	-27.8%	26.7%	8.7%
Latin America	13	10.3%	5	62.5%	24.2%	9.7%
Northern America	0	0.0%	-10	-100.0%	2.5%	0.4%

Source: U.S. Census Bureau, 2019-2023 American Community Survey

**Figure 2. Place of Birth for the Foreign Born Population, 2023**



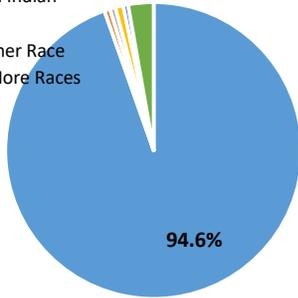
## COUNTY PROFILE

Pope Co.

Pope Co.'s population was becoming more racially diverse over time. Since 2013, the white population declined, but the number of people of other races increased (see Table 4).

**Figure 3. Population by Race, 2023**

- White
- Black or African American
- American Indian
- Asian
- Some Other Race
- Two or More Races



	Pope Co.			Minnesota	
	Number	Percent	Change from 2013-2023	Percent	Change from 2013-2023
<b>Total</b>	<b>11,363</b>	<b>100.0%</b>	<b>3.7%</b>	<b>100.0%</b>	<b>6.8%</b>
White	10,750	94.6%	-0.1%	78.4%	-2.2%
Black or African American	71	0.6%	42.0%	6.8%	38.9%
American Indian or Alaska Native	67	0.6%	67.5%	0.9%	-11.6%
Asian or Other Pac. Islanders	99	0.9%	191.2%	5.1%	29.6%
Some Other Race	61	0.5%	916.7%	2.7%	96.1%
Two or More Races	315	2.8%	350.0%	6.2%	168.3%
Hispanic or Latino origin	223	2.0%	127.6%	6.2%	37.5%

Source: U.S. Census Bureau, 2019-2023 American Community Survey

## POPULATION PROJECTIONS

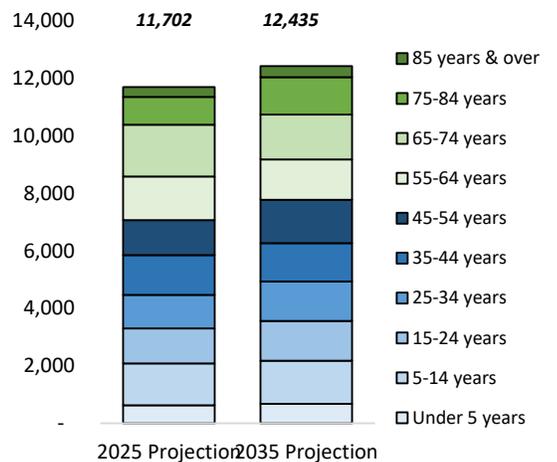
According to the Minnesota State Demographic Center, Pope Co.'s population is expected to grow from 2025 to 2035, with a rate of change that is faster than the projected statewide growth rate (3.7%). In addition to the overall growth, the number of people aged 65 years and older is expected to increase over the next decade (see Figure 4 and Table 5).

**Table 5. Population Projections by Age Group, 2025-2035**

Pope Co.	2025 Projection	2035 Projection	Numeric Change	Percent Change
Under 5 years	631	682	51	8.1%
5-14 years	1,450	1,500	50	3.4%
15-24 years	1,218	1,379	161	13.2%
25-34 years	1,167	1,373	206	17.7%
35-44 years	1,389	1,338	-51	-3.7%
45-54 years	1,215	1,508	293	24.1%
55-64 years	1,517	1,403	-114	-7.5%
65-74 years	1,799	1,563	-236	-13.1%
75-84 years	967	1,303	336	34.7%
85 years & over	349	386	37	10.6%
<b>Total Population</b>	<b>11,702</b>	<b>12,435</b>	<b>733</b>	<b>6.3%</b>

Source: Minnesota State Demographic Center

**Figure 4. Projections by Age Group, 2025-2035**



## EDUCATIONAL ATTAINMENT

Pope Co. has a higher percentage of adults (18 years & over) with at least a high school diploma than the state (93.2%), and a lower percentage of people with at least some college experience. Pope Co. also has a higher percentage of people with an Associate's degree and a lower percentage of people with a Bachelor's degree or higher.

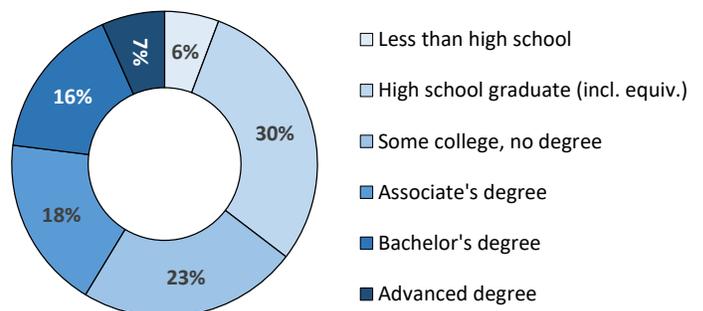
**Percentage of the adult population (18 years & over) with at least a high school diploma:**

**94.2%**

**College-educated:** **64.6%**  
state: 68.8%

**Associate's Degree:** **18.3%**  
**Bachelor's Degree:** **16.4%**  
**Advanced Degree:** **6.7%**

**Figure 5. Educational Attainment, 2023**



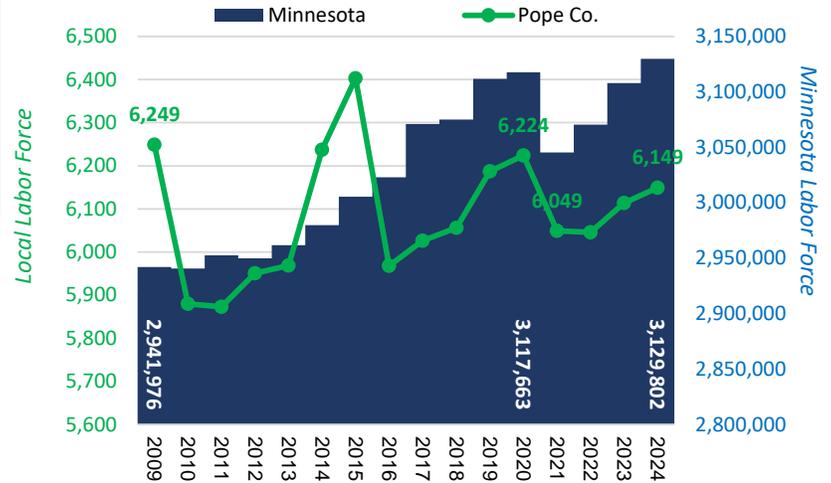
Source: U.S. Census Bureau, 2019-2023 American Community Survey

LABOR FORCE TRENDS

At 3%, Pope Co. had a higher unemployment rate than the state in 2024. After the pandemic recession Pope Co.'s unemployment rate declined compared to the 3.4% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Pope Co. increased over the past year, and is down compared to 2019.

<b>6,149</b> available workers	
Labor Force change, 2009-2024	-100 workers -1.6% decline
<b>3.0%</b> unemployment rate	2.8% state
<b>184</b> unemployed workers	

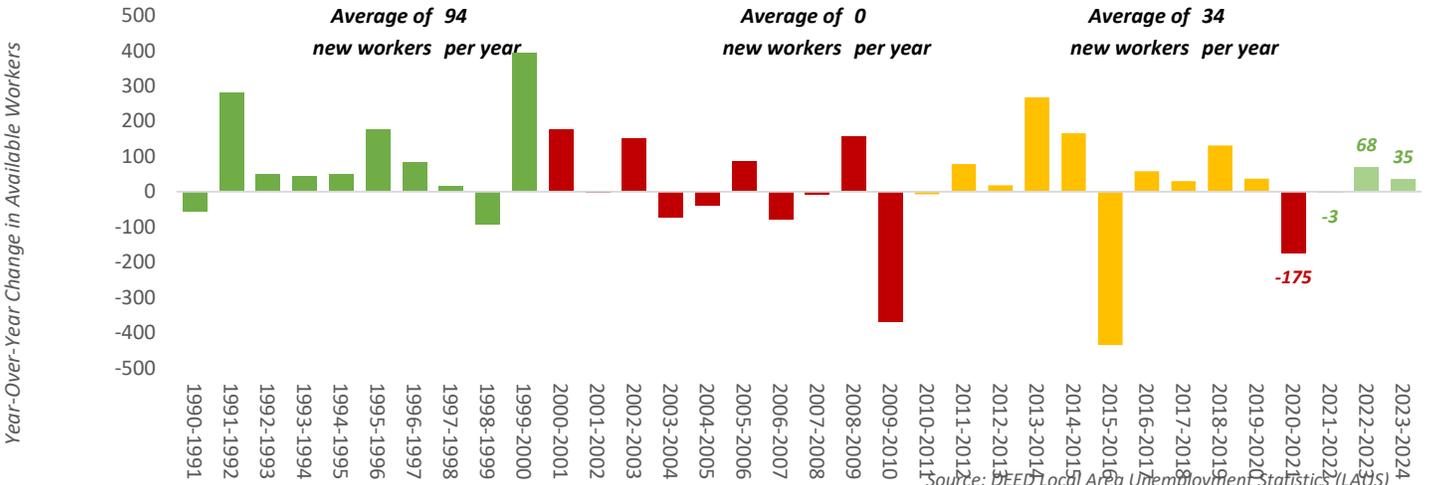
Figure 6. Annual Labor Force Estimates



Source: DEED Local Area Unemployment Statistics

Labor force growth has slowed in recent years. After experiencing a net gain of workers each year from 1990 to 2000, Pope Co. averaged an annual gain of new workers from 2000 to 2010, and most recently a gain of new workers since 2010 (see Figure 7). Moving forward, Pope Co. is expected to add workers from 2025 to 2035 (see Table 6).

Figure 7. Annual Change in Labor Force, 1990-2024



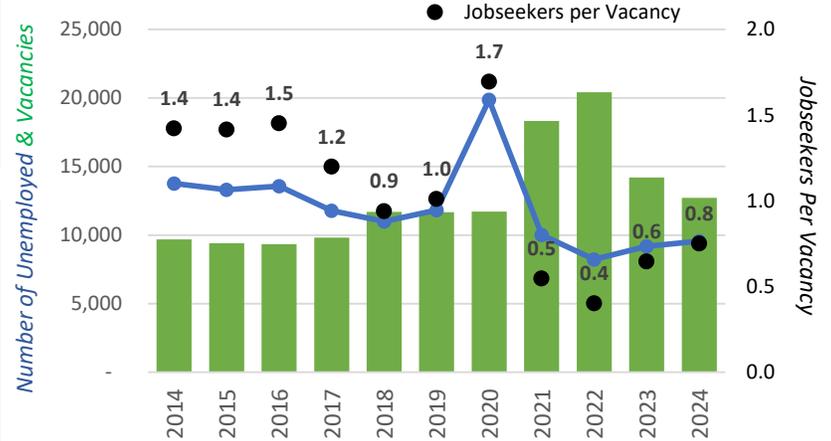
Source: DEED Local Area Unemployment Statistics (LAUS)

Table 6. Labor Force Projections, 2025-2035	Labor Force Projection	
	2025	2035
16 to 24 years	792	920
25 to 54 years	3,389	3,788
55 to 64 years	1,109	1,025
65 years & over	557	505
<b>Total Labor Force</b>	<b>5,846</b>	<b>6,238</b>

Source: Minnesota State Demographic Center, 2019-2023 ACS

The labor market had grown extremely tight in recent years, with less than 1 jobseeker per vacancy until the pandemic recession intervened in early 2020 and the number of unemployed workers spiked. In 2024, job vacancies in Northwest returned to pre-pandemic levels, but employers are still seeing challenges finding enough workers for open jobs (see Figure 8).

Figure 8. Jobseekers Per Vacancy, 2014-2024



Source: DEED Job Vacancy Survey, LAUS program

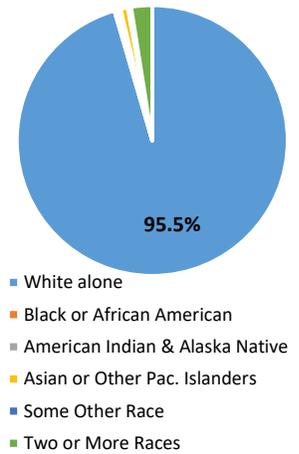
**LABOR FORCE CHARACTERISTICS**

Pope Co. had a lower labor force participation rate than the state. The labor force in Pope Co. is less racially diverse than the state (where 80.0% of workers are white alone), but is becoming more diverse over time.

**Table 7. Employment Characteristics, 2023**

	Pope Co.			Minnesota		Labor Force by Gender	
	In Labor Force (available workers)	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate	Male	Female
<b>Total Labor Force</b>	<b>5,782</b>	<b>62.6%</b>	<b>0.9%</b>	<b>68.5%</b>	<b>3.9%</b>	<b>3,102</b>	<b>2,680</b>
16 to 19 years	303	58.5%	1.0%	52.7%	9.9%	160	143
20 to 24 years	419	87.3%	0.5%	83.4%	6.5%	224	195
25 to 44 years	2,266	90.8%	0.5%	88.7%	3.5%	1,205	1,062
45 to 54 years	991	88.0%	1.2%	87.8%	2.9%	528	463
55 to 64 years	1,291	73.1%	1.6%	72.8%	3.0%	660	631
65 to 74 years	465	28.1%	0.0%	27.8%	3.4%	298	166
75 years & over	47	3.9%	8.5%	6.6%	3.1%	27	20
<b>Employment Characteristics by Race &amp; Hispanic Origin</b>							
White alone	5,522	63.3%	0.9%	67.5%	3.4%		
Black or African American	21	33.9%	0.0%	71.0%	8.4%		
American Indian & Alaska Native	23	36.5%	4.3%	57.7%	11.4%		
Asian or Other Pac. Islanders	49	55.7%	0.0%	74.6%	3.5%		
Some Other Race	24	61.5%	0.0%	75.9%	5.6%		
Two or More Races	144	55.2%	0.8%	74.2%	6.1%		
Hispanic or Latino	83	47.4%	0.0%	77.1%	5.9%		
<b>Employment Characteristics by Disability, 20 to 64 years</b>							
With Any Disability, 20 to 64 years	309	50.6%	1.0%	55.3%	9.5%		
<b>Employment Characteristics by Educational Attainment, 25 to 64 years</b>							
Population, 25 to 64 years	4,549	84.4%	1.0%	84.4%	3.3%		
Less than H.S. Diploma	137	64.9%	2.0%	67.1%	4.7%		
H.S. Diploma or Equivalent	1,063	78.6%	0.8%	76.5%	2.6%		
Some College or Assoc. Degree	2,168	86.9%	0.6%	85.0%	3.6%		
Bachelor's Degree or Higher	1,181	88.7%	0.6%	90.5%	2.0%		

**Figure 9. Labor Force by Race, 2023**



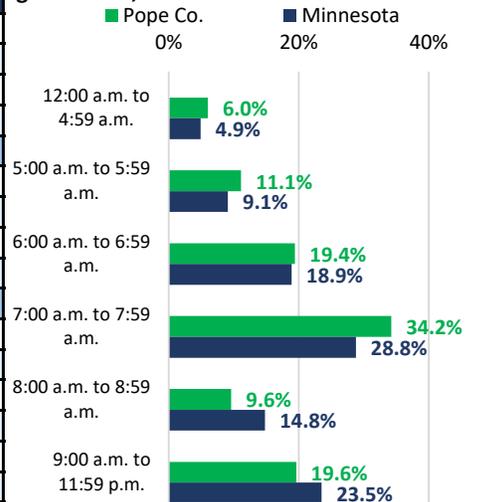
Source: 2019-2023 American Community Survey, 5-Year Estimates

A smaller percentage of workers in Pope Co. worked in the same county in which they live compared to the state. Pope Co. also had a shorter average commute time than the state.

**Table 8. Commuting Characteristics, 2022**

	Pope Co.		Minnesota	
	Number	Percent	Number	Percent
Worked in state of residence	5,590	99.3%	2,870,678	97.8%
Worked in county of residence	3,439	61.1%	1,984,232	67.6%
Worked out of county of residence	2,150	38.2%	886,447	30.2%
Worked outside state of residence	39	0.7%	64,576	2.2%
<b>MEANS OF TRANSPORTATION TO WORK</b>				
Car, truck, or van	4,678	83.1%	2,286,563	77.9%
Public transportation (excl. taxicab)	17	0.3%	61,640	2.1%
Other method (walk, bike, taxi, etc.)	315	5.6%	120,345	4.1%
Worked at home	614	10.9%	463,770	15.8%
<b>TRAVEL TIME TO WORK</b>				
Less than 10 minutes	1,464	26.0%	478,446	16.3%
10 to 19 minutes	1,559	27.7%	924,605	31.5%
20 to 29 minutes	1,165	20.7%	651,626	22.2%
30 to 44 minutes	912	16.2%	551,828	18.8%
45 to 59 minutes	191	3.4%	176,115	6.0%
60 or more minutes	343	6.1%	149,698	5.1%
<b>Mean travel time to work (minutes)</b>	<b>22.2 minutes</b>		<b>23.1 minutes</b>	

**Figure 10. Time Leaving Home to go to Work, 2023**



Source: 2019-2023 American Community Survey, 5-Year Estimates

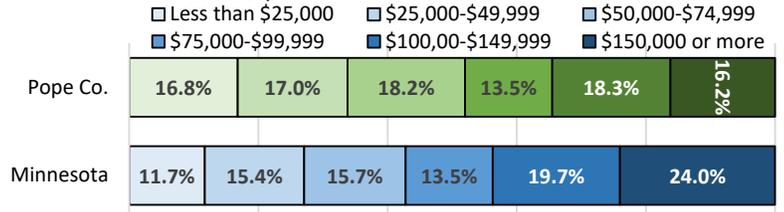
**INCOMES, COST OF LIVING, & HOUSING**

Pope Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Pope Co. had the 39th highest median household income of the 87 counties in the state.

<b>Median Household Income</b>	<b>\$72,205</b>
state	\$87,556
<b>Median Family Income</b>	<b>\$96,298</b>
state	\$111,492
<b>Per Capita Income</b>	<b>\$40,027</b>
state	\$46,957

Source: 2019-2023 American Community Survey

Figure 11. Household Incomes, 2023



Source: 2019-2023 American Community Survey 5-Year Estimates

The cost of living has increased over the past 2 years with costs up in many areas. Pope Co. had a lower cost of living than the state, with a required hourly wage of \$15.1 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$19.9 for a typical family with 2 adults and 1 child (see Table 9).

Table 9. Basic Needs Cost of Living Estimates, 2024

Single Adult, 0 children	Single Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
			Child Care	Food	Health Care	Housing	Transportation	Other	Taxes
Pope Co.	\$31,398	\$15.10	\$0	\$418	\$150	\$816	\$627	\$285	\$321
State of Minnesota	\$36,768	\$17.68	\$0	\$424	\$156	\$1,154	\$573	\$365	\$392
Typical Family: 2 Adults (1 working full-time, 1 part-time), 1 child	Family Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
			Child Care	Food	Health Care	Housing	Transportation	Other	Taxes
Pope Co.	\$62,077	\$19.90	\$356	\$951	\$530	\$1,088	\$1,166	\$472	\$610
State of Minnesota	\$70,308	\$22.53	\$545	\$964	\$556	\$1,446	\$1,028	\$557	\$763

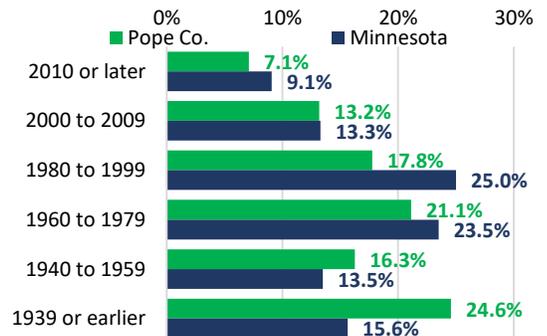
Source: DEED Cost of Living tool

Pope Co. had a lower median house value than the state, having the 30th highest value of the 87 counties in 2022. Pope Co.'s housing stock was older than the state's, with a lower percentage of units built since 2000 (see Figure 12).

Table 10. Estimated Value of Owner-occupied Housing Units, 2022	Pope Co.		Minnesota
	Total	Percent	Percent
<b>Total</b>	<b>4,122</b>	<b>100.0%</b>	<b>100.0%</b>
Less than \$50,000	145	3.5%	4.0%
\$50,000 to \$99,999	335	8.1%	4.0%
\$100,000 to \$149,999	596	14.5%	6.2%
\$150,000 to \$199,999	508	12.3%	8.9%
\$200,000 to \$299,999	1,035	25.1%	25.7%
\$300,000 to \$499,999	986	23.9%	33.6%
\$500,000 or more	517	12.5%	17.5%
<b>Median (dollars)</b>	<b>\$242,800</b>		<b>\$305,500</b>

Source: 2019-2023 American Community Survey, 5-Year Estimates

Figure 12. Year Structure Built, 2023



<b>Median monthly owner costs, owner-occupied units with a mortgage</b>	<b>\$1,577</b>
state	\$1,890

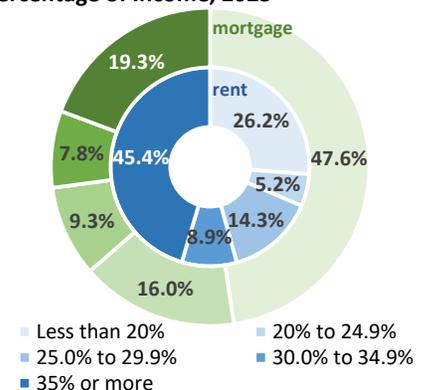
<b>Percentage of households with a mortgage spending 30% or more of their income on housing costs</b>	<b>27.1%</b>
state	22.5%

<b>Median monthly rent costs</b>	<b>\$851</b>
state	\$1,235

<b>Percentage of renters spending 30% or more of their household income on rent</b>	<b>54.3%</b>
state	47.2%

Source: 2019-2023 American Community Survey, 5-Year Estimates

Figure 13. Housing Costs as a Percentage of Income, 2023



OCCUPATIONS

At \$23.2 in 2024, wages were lower in Region 4 than the state. Overall, Region 4 had the 8th highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$47.94) and lowest for food preparation and serving related jobs (\$14.54) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2025

Occupational Group	Region 4				State of Minnesota		
	Median Hourly Wage	Estimated Regional Jobs	Share of Total Jobs	Regional Location Quotient	Median Hourly Wage	Estimated Statewide Jobs	Share of Total Jobs
<b>Total, All Occupations</b>	<b>\$23.20</b>	<b>89,640</b>	<b>100.0%</b>	<b>1.0</b>	<b>\$26.22</b>	<b>2,920,470</b>	<b>100.0%</b>
Management	\$47.94	4,960	5.5%	0.8	\$59.38	200,060	6.9%
Business & Financial Operations	\$34.66	3,480	3.9%	0.5	\$39.95	208,210	7.1%
Computer & Mathematical	\$37.75	1,070	1.2%	0.4	\$50.02	97,460	3.3%
Architecture & Engineering	\$38.29	1,510	1.7%	0.8	\$45.03	57,950	2.0%
Life, Physical & Social Science	\$34.22	620	0.7%	0.6	\$38.33	32,150	1.1%
Community & Social Service	\$28.65	2,020	2.3%	1.1	\$29.82	59,290	2.0%
Legal	\$35.38	370	0.4%	0.6	\$49.52	20,750	0.7%
Education, Training & Library	\$26.95	6,740	7.5%	1.3	\$27.84	170,270	5.8%
Arts, Design, Entertainment & Media	\$22.37	850	0.9%	0.8	\$28.84	36,030	1.2%
Healthcare Practitioners & Technical	\$38.26	5,470	6.1%	1.0	\$46.51	187,480	6.4%
Healthcare Support	\$18.66	5,250	5.9%	1.0	\$18.67	176,750	6.1%
Protective Service	\$28.32	1,510	1.7%	1.0	\$29.37	46,960	1.6%
Food Preparation & Serving Related	\$14.54	8,480	9.5%	1.1	\$16.05	240,830	8.2%
Building, Grounds Cleaning & Maint.	\$19.25	3,200	3.6%	1.3	\$19.16	81,700	2.8%
Personal Care & Service	\$16.72	2,040	2.3%	1.0	\$17.54	63,300	2.2%
Sales & Related	\$17.42	8,040	9.0%	1.1	\$18.66	244,780	8.4%
Office & Administrative Support	\$22.80	9,940	11.1%	1.0	\$24.07	340,040	11.6%
Farming, Fishing & Forestry	\$22.72	250	0.3%	2.5	\$23.48	3,300	0.1%
Construction & Extraction	\$30.11	4,720	5.3%	1.3	\$34.20	114,050	3.9%
Installation, Maintenance & Repair	\$28.12	3,910	4.4%	1.2	\$30.40	105,650	3.6%
Production	\$23.41	7,440	8.3%	1.2	\$23.56	205,220	7.0%
Transportation & Material Moving	\$21.59	7,770	8.7%	1.1	\$19.80	228,260	7.8%

Source: DEED Occupational Employment & Wage Statistics, Qtr. 1 2025

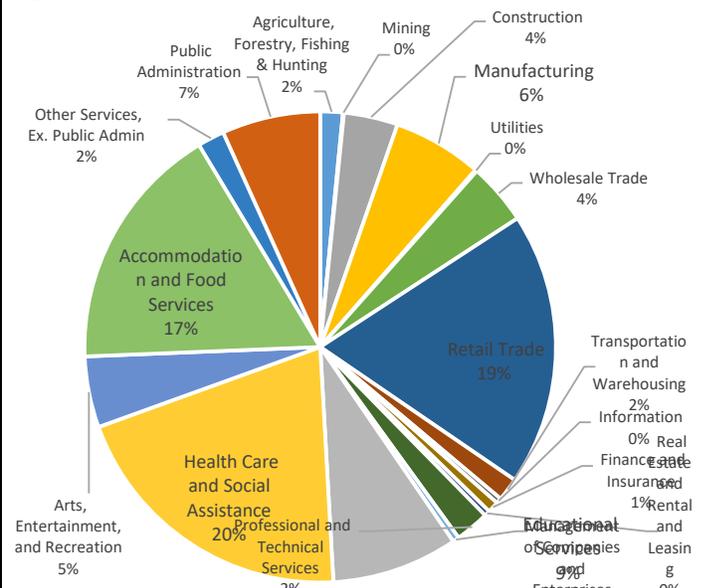
JOB VACANCY SURVEY

Pope Co. is a part of the Northwest planning region. There were 12718 job vacancies posted by employers in 2024, indicating extensive opportunity in the region, with openings across several occupations and industries (see Figure 14).

Table 12. Northwest Job Vacancy Survey Results, 2024

Occupational Group	Number of Vacancies	Wage Offer
<b>Total, All Occupations</b>	<b>12,718</b>	<b>\$18.57</b>
Management	171	\$30.60
Business & Financial Operations	215	\$21.51
Computer & Mathematical	63	\$19.52
Architecture & Engineering	322	\$34.28
Life, Physical & Social Sciences	57	\$25.42
Community & Social Service	386	\$21.69
Education, Training & Library	638	\$20.64
Healthcare Practitioners & Technical	1,009	\$31.22
Healthcare Support	1,082	\$18.32
Protective Service	188	\$23.57
Food Preparation & Serving Related	2,330	\$15.00
Building, Grounds Cleaning & Maint.	625	\$17.65
Personal Care & Service	327	\$18.14
Sales & Related	1,850	\$15.63
Office & Administrative Support	525	\$18.77
Construction & Extraction	441	\$23.70
Installation, Maintenance & Repair	751	\$20.05
Production	604	\$19.93
Transportation & Material Moving	662	\$18.81

Figure 14. Job Vacancies by Industry, 2024



Source: DEED Job Vacancy Survey, 2024

OCCUPATIONS IN DEMAND

Table 13. Northwest Planning Region Occupations in Demand, 2024

Less than High School	High School or Equivalent	Some College or Assoc. Deg.	Bachelor's Degree or Higher
Home Health and Personal Care Aides \$36,108/yr	Heavy and Tractor-Trailer Truck Drivers \$54,491/yr	Registered Nurses \$84,785/yr	General and Operations Managers \$77,521/yr
Retail Salespersons \$35,088/yr	Nursing Assistants \$40,033/yr	Police and Sheriff's Patrol Officers \$71,010/yr	Elementary School Teachers, Except Special Education \$64,121/yr
Cashiers \$30,773/yr	Licensed Practical and Licensed Vocational Nurses \$54,946/yr	Radiologic Technologists and Technicians \$78,771/yr	Secondary School Teachers, Except Special and Career/Technical \$66,299/yr
Teaching Assistants, Except Postsecondary \$38,126/yr	Automotive Service Technicians and Mechanics \$47,486/yr	Dental Hygienists \$85,989/yr	Accountants and Auditors \$64,893/yr
Stockers and Order Fillers \$40,709/yr	Bookkeeping, Accounting, and Auditing Clerks \$48,131/yr	Civil Engineering Technologists and Technicians \$71,227/yr	Substitute Teachers, Short-Term \$46,162/yr
Janitors and Cleaners, Except Maids and \$38,122/yr	Substance abuse, behavioral disorder, and mental health counselors \$49,479/yr	Paralegals and Legal Assistants \$59,200/yr	Medical and Health Services Managers \$102,974/yr
Cooks, Restaurant \$36,830/yr	Machinists \$51,295/yr	Occupational Therapy Assistants \$59,627/yr	Child, Family, and School Social Workers \$63,680/yr
Food Preparation Workers \$31,855/yr	Electricians \$65,524/yr	Computer Network Support Specialists \$70,049/yr	Preschool Teachers, Except Special Education \$37,999/yr
Miscellaneous Assemblers and Fabricators \$40,826/yr	Bus and Truck Mechanics and Diesel Engine Specialists \$59,152/yr	Surgical Technologists \$64,809/yr	Pharmacists \$140,993/yr
First-Line Supervisors of Retail Sales Workers \$46,395/yr	Paramedics \$64,134/yr	Industrial Engineering Technologists and Technicians \$60,791/yr	Physical Therapists \$98,061/yr

Source: DEED Occupations in Demand

Pope Co. is a part of the Northwest planning region, which is projected to see a 3.9% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2022-2032

	Estimated Employment 2022	Projected Employment 2032	Percent Change 2022-2032
<b>Northwest Planning Region</b>			
<b>Total, All Industries</b>	<b>265,321</b>	<b>275,647</b>	<b>3.9%</b>
Natural Resources & Mining	6,095	6,335	3.9%
Utilities	1,126	1,125	-0.1%
Construction	11,719	12,715	8.5%
Manufacturing	29,871	31,429	5.2%
Wholesale Trade	12,936	14,034	8.5%
Retail Trade	27,705	27,590	-0.4%
Transportation & Warehousing	5,579	5,997	7.5%
Information	2,451	2,470	0.8%
Finance & Insurance, Real Estate	8,067	8,366	3.7%
Professional Services & Mgmt. of Companies	5,609	6,152	9.7%
Admin. Support & Waste Mgmt.	4,192	4,460	6.4%
Educational Services	22,849	22,989	0.6%
Health Care & Social Assistance	36,421	38,978	7.0%
Leisure & Hospitality	24,958	26,706	7.0%
Other Services	9,824	10,129	3.1%
Public Administration	24,161	24,869	2.9%

Source: DEED 2022-2032 Employment Outlook

Figure 15. Regional Occupational Employment Projections, 2022-2032



ECONOMIC CHARACTERISTICS

Coming out of the pandemic recession, after losing jobs over the past year, Pope Co. had the 63rd largest economy of the 87 counties in the state. Pope Co. was the 58th fastest growing in the past year and the 52nd fastest growing since 2019. From 2019 to 2024, employment in Pope Co. has grown since the pandemic recession.

**384** business establishments

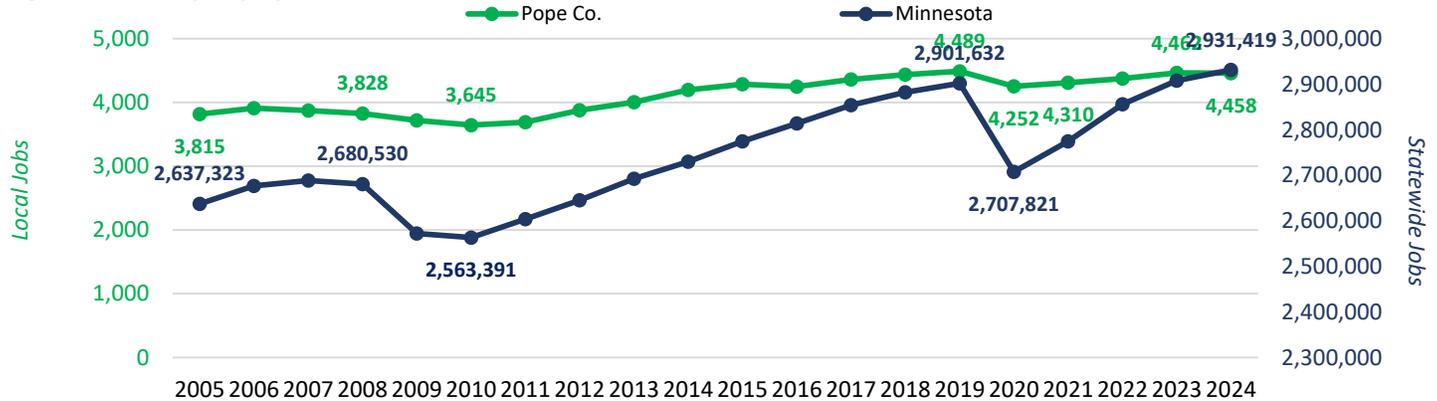
**\$56,354** annual average wage

**4,458** jobs

**\$251,225,547** total industry payroll

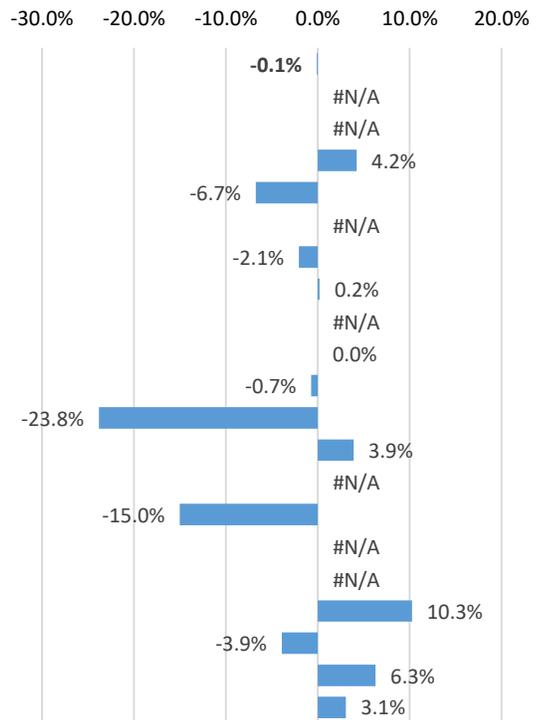
Job change, 2019-2024: 206 jobs, 4.8% increase

Figure 16. Industry Employment Statistics, 2005-2024



Industry	Number of Jobs	Percent of Total Jobs	Average Annual Wage
<b>Total, All Industries</b>	<b>4,458</b>	<b>100.0%</b>	<b>\$56,354</b>
Agriculture, Forestry, Fish & Hunt	#N/A	#N/A	#N/A
Mining	#N/A	#N/A	#N/A
Construction	172	3.9%	\$60,765
Manufacturing	803	18.0%	\$71,011
Utilities	#N/A	#N/A	#N/A
Wholesale Trade	524	11.8%	\$77,640
Retail Trade	483	10.8%	\$43,092
Transportation & Warehousing	#N/A	#N/A	#N/A
Information	18	0.4%	\$40,260
Finance & Insurance	141	3.2%	\$88,837
Real Estate & Rental & Leasing	11	0.2%	\$37,859
Professional & Technical Services	80	1.8%	\$63,018
Management of Companies	#N/A	#N/A	#N/A
Admin. Support & Waste Mgmt. Svcs.	17	0.4%	\$57,767
Educational Services	#N/A	#N/A	#N/A
Health Care & Social Assistance	#N/A	#N/A	#N/A
Arts, Entertainment, & Recreation	43	1.0%	\$23,528
Accommodation & Food Services	294	6.6%	\$18,197
Other Services	152	3.4%	\$24,655
Public Administration	269	6.0%	\$62,817

Figure 17. Change in Jobs, 2023-2024



Source: DEED Quarterly Census of Employment & Wages (QCEW)

For more information on Pope Co.'s population, labor force, and economic trends, contact:

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Data updated: May 23, 2025