

# 2025

## Community Health Assessment






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Completed January 2026



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# Introduction

A Community Health Assessment (CHA) is a local health assessment that identifies critical health needs through data collection and analysis. The CHA paints a comprehensive picture of a community's current health status; factors contributing to higher health risks and poorer health outcomes; and provides a foundation to improve the health of all people in Door County.

A CHA is a requirement for both health departments and non-profit hospitals. Wisconsin State Statute 251.05<sup>1</sup> requires local health departments to complete a Community Health Assessment (CHA) and Improvement Plan (CHIP) every five years. For non-profit hospitals, such as Door County Medical Center, IRS Code, Section 501(r)(3)<sup>2</sup> requires this process be conducted every three years.

New for 2025, our CHA and CHIP efforts have been rebranded under the shared identity of **Healthy Door County**. Healthy Door County represents a collaborative network of community partners dedicated to improving the health and well-being of all who live, work, and visit Door County. The 2025 CHA was developed by a workgroup—led by Door County Public Health and Door County Medical Center, with support from United Way of Door County, Destination Door County, and UW–Madison Extension. As we transition from assessment to action, a CHIP Leadership Team will take shape to guide implementation of strategies and partnerships focused on the priority areas identified through this CHA.



**Public Health**  
Prevent. Promote. Protect.  
**Door County**



**Door County**  
**Medical Center**  
IN PARTNERSHIP WITH HOSPITAL SISTERS HEALTH SYSTEM



DESTINATION  
**DOOR COUNTY**



**Extension Door County**  
University of Wisconsin-Madison



# Social Determinants of Health

## What are social determinants of health? <sup>3</sup>

Social determinants of health (SDOH) are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.

**Social determinants of health (SDOH) have a major impact on people's health, well-being, and quality of life. Examples of SDOH include:**

- Safe housing, transportation, and neighborhoods
- Education, job opportunities, and income
- Access to nutritious foods and physical activity opportunities
- Discrimination and violence
- Polluted air and water
- Language and literacy skills





# 2023-25 CHIP Recap

5

Our 2023-2025 Community Health Improvement Plan (CHIP)<sup>4</sup> cycle was shortened due to the ongoing impacts of COVID-19, which shifted community needs and delayed the launch of several initiatives. Despite this condensed timeline, meaningful progress was made across each of our focus areas. The highlights that follow showcase the collaborative work, community partnerships, and measurable steps taken toward improving the health and well-being of Door County residents.



## GOAL AREA 1: WORKFORCE

Protection and prioritization of local workforce & residents

- UW-Madison Extension offered a series of town halls and a survey to tap into the needs of our service industry workforce.
- The Workforce Development Committee was established to share insights from a cross-sector group of business leaders. The group is in the process of establishing NextWave, a young workforce networking group.
- Door County Economic Development Corporation improved their website highlighting popular community resources in their new "Working Here" section of their site. An ad hoc group of the Workforce Development Committee is working with visitor centers to promote available resources to locals.
- The Door County YMCA and Door County Medical Center partnered to launch the Wellness Works Newsletter geared toward workforce education and community resources.



## GOAL AREA 2: HOUSING

Access to equitable housing

- The Attainable Housing Committee has been re-established.
- An inventory of available units is being managed by Door County Economic Development Corporation.



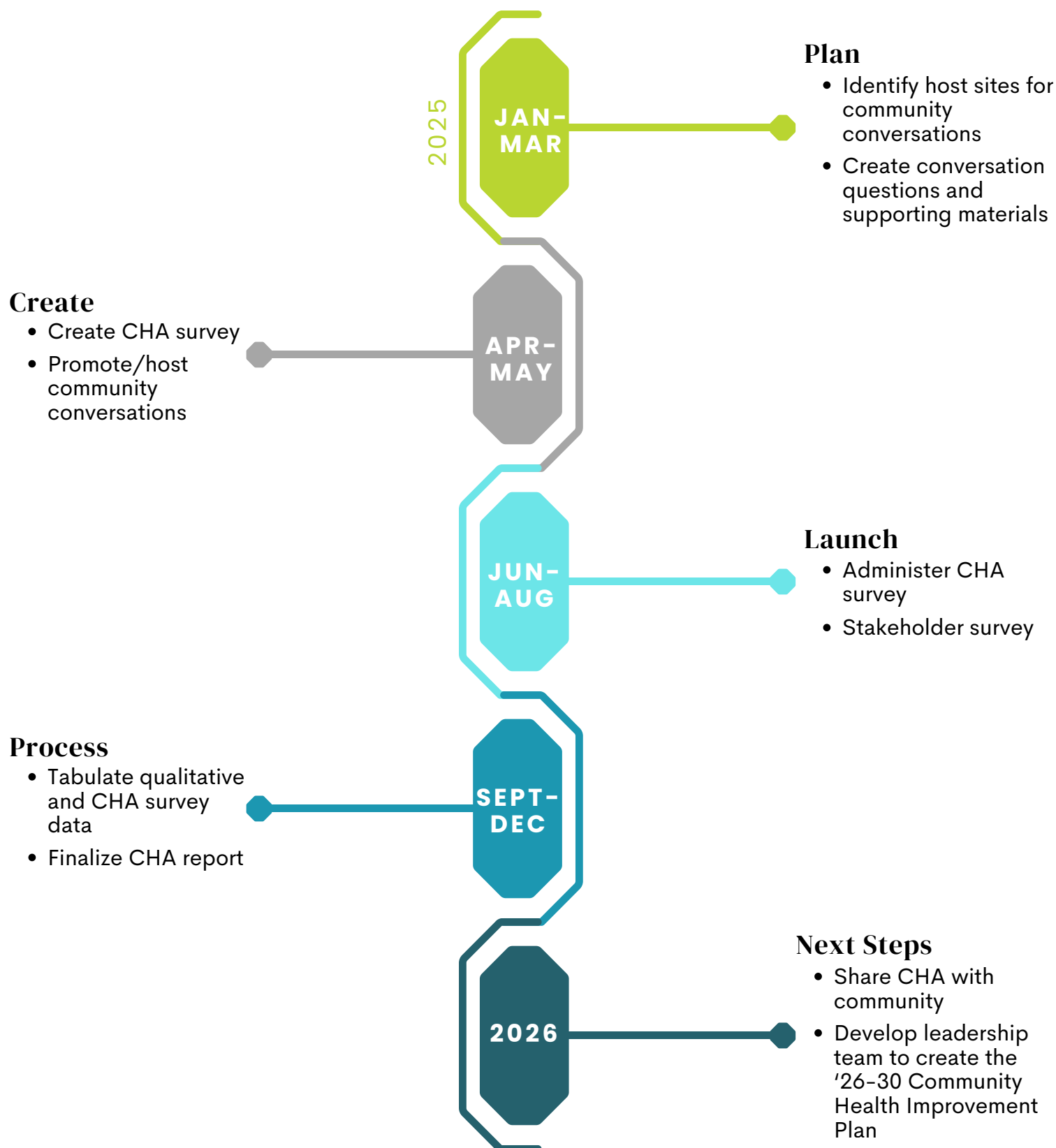
## GOAL AREA 3: SOCIAL CONNECTEDNESS

Improve mental health through social support networks

- Steps were taken to re-establish a NAMI chapter for Door County. Door and Kewaunee counties are partnering to launch NAMI Peninsula in 2026.
- "Screenagers" social media safety programming happening at all five school districts. National speaker Percy Brown presented to all middle and high school students.
- CredibleMind, an online platform, launched in spring 2024, providing residents with access to expert-vetted mental health resources. Since launch, more than 3,400 users have engaged with the platform and completed nearly 1,000 assessments.
- United Way continues to connect volunteers to opportunities and a standalone website is coming soon.
- Destination Door County added a Non-Alcoholic Beverage "NAB" designation in 2025 to business profiles to support those in recovery or abstaining from alcohol. This was paired with a social media campaign to its 152K followers.
- The Alcohol & Other Drug Coalition, Live Well Door County, Door County YMCA, and various other community organizations have partnered to offer additional programming to enhance a sober-active community.

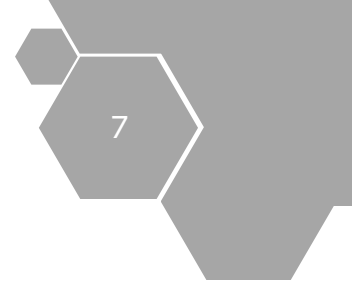
# Process Overview

## Timeline



# Process Overview

## Data Collection



### Community Conversations

Door County Public Health hosted **five community focus groups** representing four key populations: families with young children, Hispanic residents, rural residents, and young adults. (See Appendix A) These conversations were organized in collaboration with the Door County Partnership for Children & Families, Door County YMCA, Door County Medical Center, Carroll House Restaurant, Door County Economic Development Corporation, and St. Francis & St. Mary Parish. Participants discussed their perspectives on health and well-being, community strengths and challenges, personal struggles, and the changes they would like to see in their communities. To recognize their contributions, participants received a \$25 Destination Door County gift certificate. Some focus group locations also provided refreshments and/or child care to support participation.

## Top Themes



Opportunities to  
Socialize



Housing

# Process Overview

## Data Collection

### Stakeholder Questionnaire

As the second component of our assessment, Door County Public Health conducted an online stakeholder questionnaire to gather insights from community leaders across multiple sectors. (See Appendix B) Like the community conversations, this assessment explored perceptions of health and well-being, community strengths and challenges, and opportunities for improvement. The questions mirrored those used in the community conversations but asked respondents to answer from the perspective of their organization, considering how their work could support the health of their staff and the broader community. In total, **22 community leaders participated**, representing sectors such as education, health care, emergency services, local government, nonprofit organizations, media, manufacturing, child care, and faith-communities.

## Top Themes



Housing



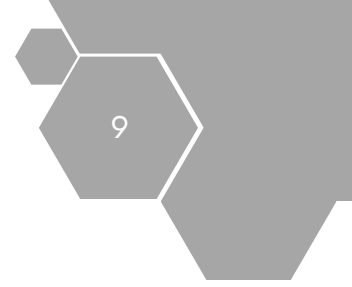
Child Care



Aging  
Population

# Process Overview

## Data Collection



### Community Health Survey

From June through August, **973 surveys were completed**—868 of those online and 105 on paper. (See Appendix C) Paper copies were available at the ADRC and satellite meal sites, JAK's Place, Door County YMCA, and the Public Health Office. The survey was offered both digitally through Jotform and in physical paper form, with each available in English and Spanish. It was open to individuals age 16 and older who live and/or work in Door County and focused on participants' perceptions of health and well-being.

Promotion was largely handled over social media and via email. Aiding in the success of the survey was paid media and in-person community events such as the Door County Fair and the Sturgeon Bay and Jacksonport Farmer's Markets. Additionally, a weekly gift card giveaway helped incentivize participation.

To understand what residents see as the most pressing issues in our community, participants were asked to rank their top three areas for improvement.

## Top Themes



**Housing**



**Jobs with  
Livable Wages**



**Child Care**



# Priority Areas



## Housing

Access to safe and affordable housing was the top concern of survey respondents; **45.7% of survey respondents selected "Safe and Affordable Housing"** as a top area for improvement. (See Appendix D) In Door County, 27.1% of all households and 38.6% of renters have burdensome housing costs, defined as spending 30% or more of household income on housing.<sup>1</sup>



## Jobs with Livable Wages

The second highest area of concern among survey respondents was Jobs with Livable Wages (36.4%). Wages have not increased enough to keep up with the rising costs of basic needs. In 2023, the median household income in Door County was \$71,785, whereas the state median was \$74,631, but **the cost of living is estimated to be about 25% higher in Door than the state average.**<sup>2</sup>



## Child Care

Affordability and access to child care emerged as significant concerns among survey respondents and qualitative study participants. In Door County, **families with two children spend nearly one-third (29%) of their household income on child care**<sup>3</sup>, and 28.4% of survey respondents identified child care as one of the community's top areas in need of improvement. Efforts to expand capacity have been offset by the closing of a center and ongoing staffing issues.



## Aging Population

Door County is the **third oldest county in Wisconsin by concentration of residents ages 65 and older**, with a **median age of 54.1**.<sup>4</sup> This aging demographic has important implications for community planning and public health, as evidenced by the fact that **over 25% of EMS calls are for falls**.<sup>5</sup> Together, these indicators point to increased demand for healthcare services, fall prevention efforts, senior care, and transportation. The aging demographic presents ongoing challenges related to workforce and caregiver capacity.



## Opportunities to Socialize

Opportunities to socialize was the second most discussed area of concern in community conversations, with respondents expressing concerns about screen time and limited social options outside of bars. Young adults and parents of young children reported challenges connecting with others outside of work, indicating a need for accessible and inclusive community spaces that support social interaction. **31% of Door County adults reported that they always, usually, or sometimes feel lonely**,<sup>3</sup> suggesting that social isolation affects multiple groups within the community.

# Community Profile

Spanning 492 square miles of land and over 300 miles of shoreline<sup>1</sup>, Door County is home to roughly 30,500 people<sup>2</sup>, largely centered around the City of Sturgeon Bay.

Door County is unique amongst Wisconsin counties due to its aging population and tourist economy. It is comprised of the following 19 municipalities<sup>3</sup>:

## Cities

Sturgeon Bay

## Villages

Egg Harbor

Ephraim

Forestville

Sister Bay

## Towns

Baileys Harbor

Brussels

Clay Banks

Egg Harbor

Forestville

Gardner

Gibraltar

Jacksonport

Liberty Grove

Nasewaupee

Sevastopol

Sturgeon Bay

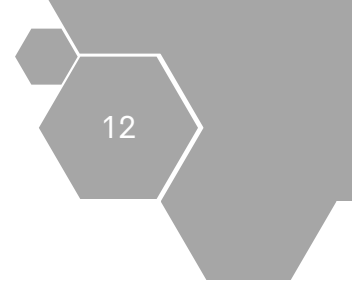
Union

Washington

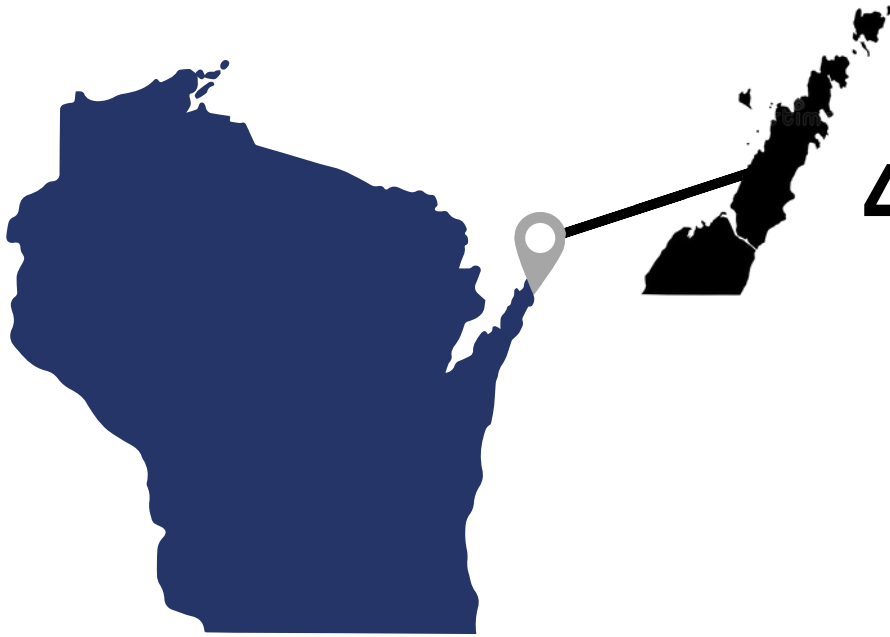
Over 2.5 million  
annual visitors

*according to Destination Door County's  
Stewardship Plan<sup>4</sup>*





# Community Profile



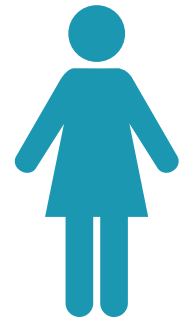
**492 SQUARE MILES**<sup>1</sup>



**30,512**  
**TOTAL POPULATION**<sup>5</sup>

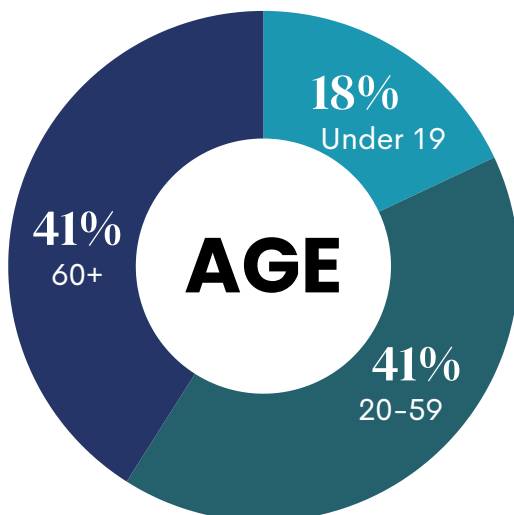


**49.4%**  
**MALE**



**50.6%**<sup>5</sup>  
**FEMALE**

**MEDIAN AGE**<sup>5</sup>  
**54.1**

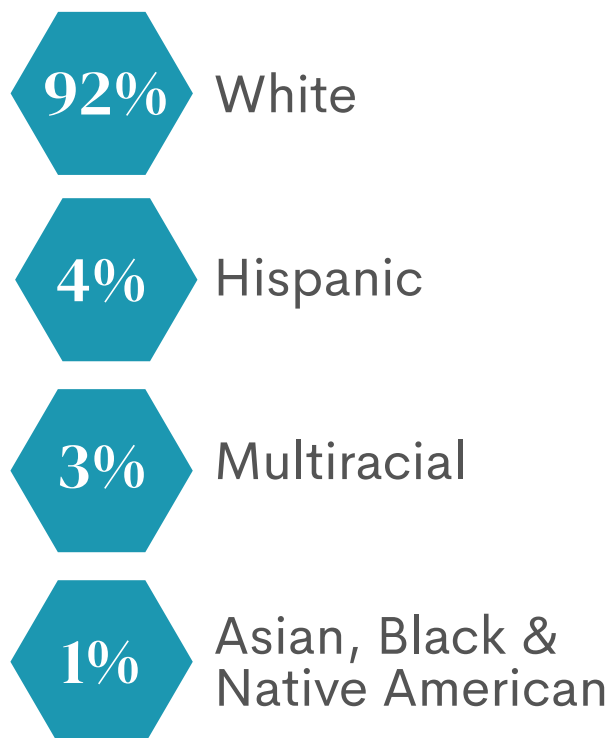


**ANNUAL BIRTHS**<sup>6</sup>

Year	Births
2024	207
2023	191
2022	191
2021	240
2020	192

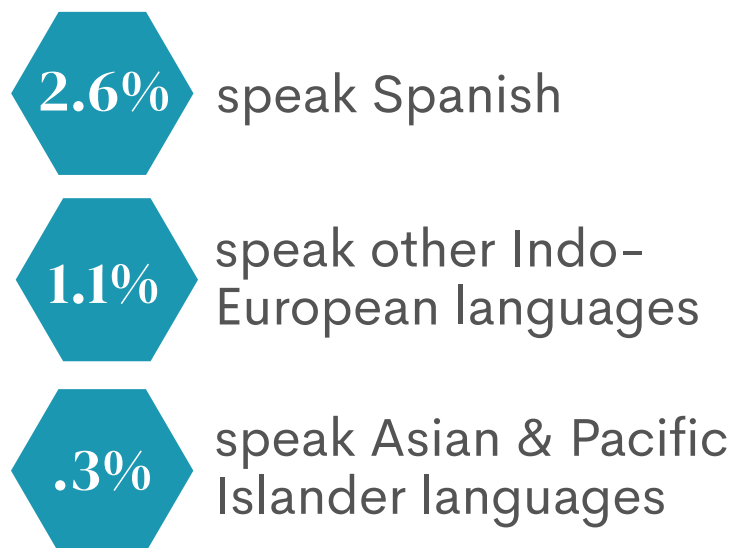
# Community Profile<sup>5</sup>

## RACE/ETHNICITY

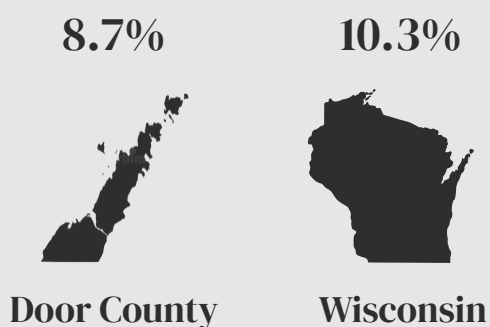


## LANGUAGE SPOKEN

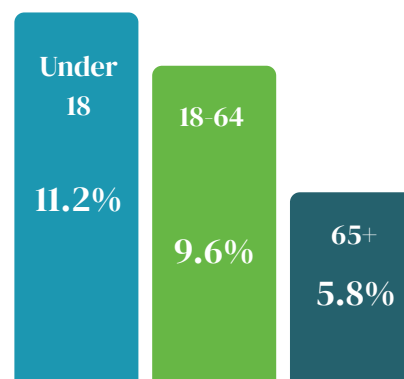
of 14,377 households in Door County



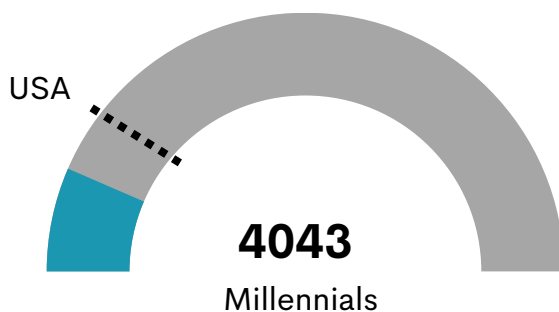
## POVERTY RATE



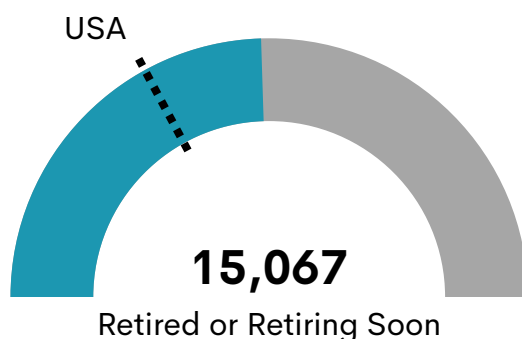
## POVERTY RATE BY AGE



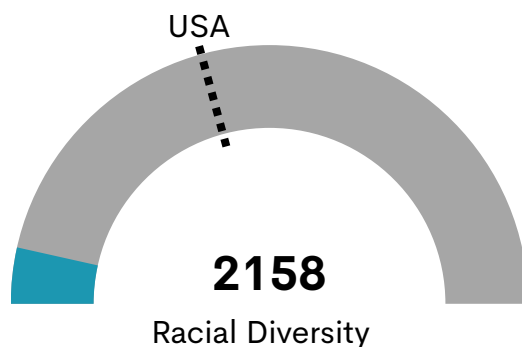
# Community Profile<sup>7</sup>



In 2023, Door County had 4043 millennials (ages 25–39). The national average for an area this size was 6207.



In 2023, Door County had 15,067 people 55 or older. The national average for an area this size was 9148.



In 2023, Door County had 2158 racially diverse people. The national average for an area this size was 12,554.



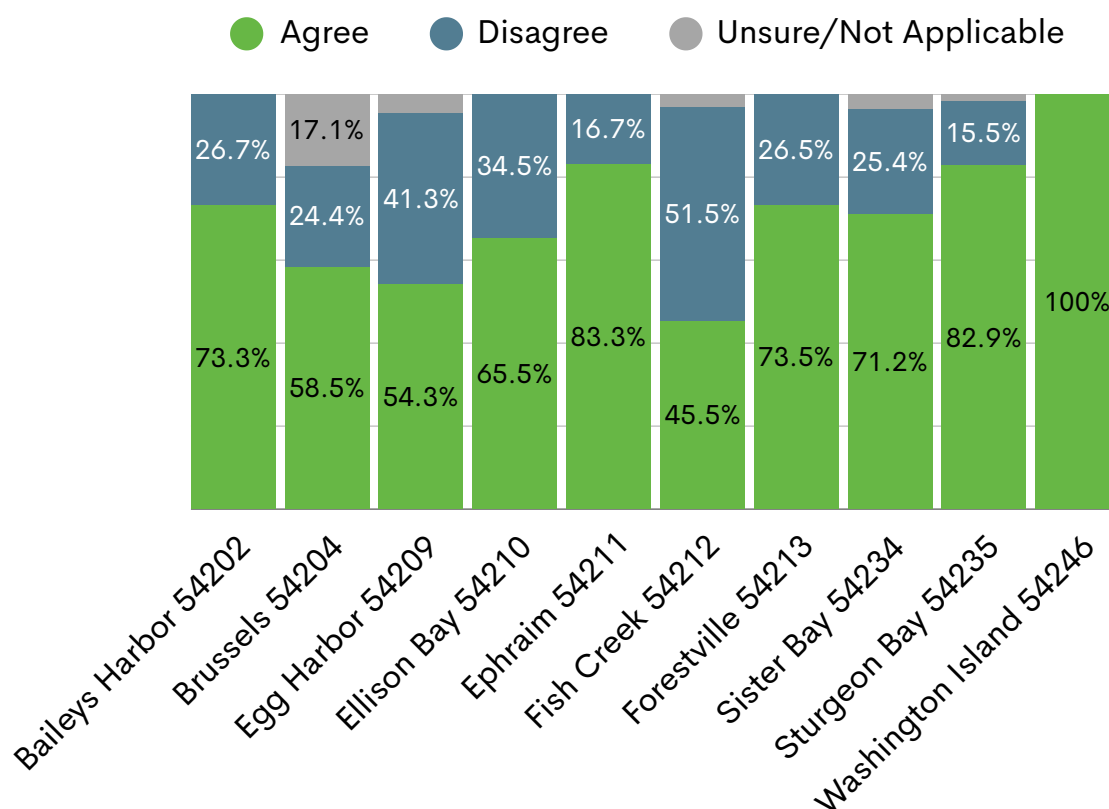
# Community Profile

## INTERNET ACCESS

Thanks to state and federal grants as well as local investment, Door County has received over \$31 million in funding to build out high-speed fiber broadband to thousands of locations across the County. That means faster, more reliable internet for families, students, workers and businesses.

Some areas have started construction already and others are getting ready to start soon. This large project is called FiberNet Door County, and it's helping make sure everyone, no matter where they live, can get online. If you have questions on what is happening in your area, please reach out the Broadband Coordinator, Jessica Hatch.<sup>8</sup>

The below values were response to "I have access to fast and reliable internet" on the Community Health Survey. **"Reliable Cell and Internet Service" was selected by 37% of survey respondents as a top area for improvement in the Physical Environment category.** (See Appendix D)



	54202	54204	54209	54210	54211	54212	54213	54234	54235	54246
Agree	22	24	25	19	10	15	25	42	481	15
Disagree	8	10	19	10	2	17	9	15	90	0
Unsure or N/A	0	7	2	0	0	1	0	2	9	0

# Community Profile

Respondents were asked to select their top three (3) favorite parts of the County. Of the 971 respondents who completed this question, over half (51%) selected "Access to parks, trails, and beaches."

## FAVORITE PARTS OF COUNTY

**Good place  
to raise a  
family  
(271)**

**Rural  
lifestyle  
(275)**

**Access to parks,  
trails, and  
beaches  
(493)**

**Safe  
community  
(391)**

**Near  
friends &  
family  
(311)**

**"Door County offers such a variety of things to do. We have a strong arts community that offer many hand on experiences ... There is music everywhere you find groups of people. The farmers markets and roadside stands offer something unique at each location along with the Door County Seed Library that offers learning and nutritional options for self-sustainability. Door County Land Trust, nature preserves and state parks offer hiking and learning opportunities."**

- Community Leader

# Economic Stability





# Employment & Income

In 2023, about **14,500 people were employed in Door County**. A defining feature of the local workforce is the county's median age of 54.1, significantly older than the national average of 38.7 and indicative of a large population nearing or entering retirement, an ongoing challenge for maintaining a stable labor force.<sup>1</sup>

While the county's median household income has risen, many positions in hospitality, retail, and service sectors continue to offer modest wages.

36%

of respondents selected "Jobs with Livable Wages and Benefits" as an area for improvement

39%

of respondents reported annual household income below \$60,000

## MEDIAN HOUSEHOLD INCOME<sup>2</sup>

\$71,785



Door County

\$77,488



Wisconsin



## Living Wage \$47.04

an annual salary of nearly \$98K for one adult with two children<sup>3</sup>

3.9X

In Door County, households with higher incomes had income 3.9 times that of households with lower incomes<sup>4</sup>

Median individual income differs by sex in Door County. **Males earn 1.3 times more** money than females in 2023<sup>5</sup>

\$37,911



Female

\$49,632

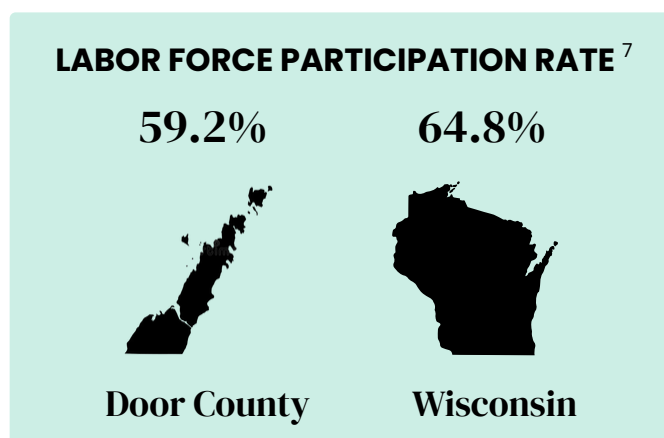


Male

# Employment & Income

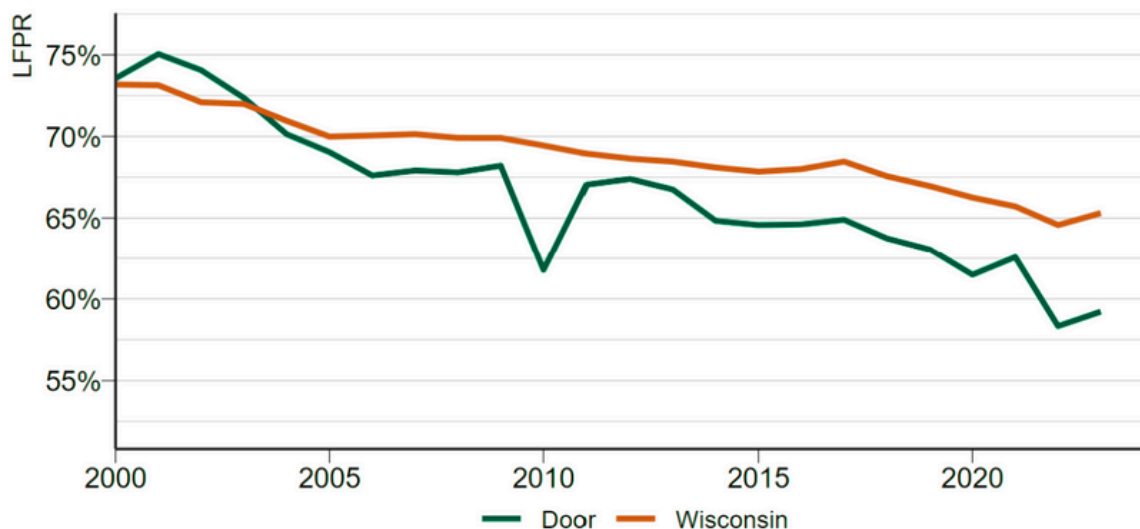
Unemployment in Door County remains low at 3%<sup>6</sup>, reflecting a strong local labor market. This rate is on par with the statewide unemployment rate of 3% and slightly below the national rate of 3.6%<sup>6</sup>. Historically, unemployment in the county has ranged between 5% and 7%<sup>6</sup>. The current percentage represents the **lowest unemployment Door County has experienced in the past 20 years**, highlighting sustained economic stability and a high level of workforce participation.

Like most counties in the state, Door County has experienced a notable decline in its labor force participation rate (LFPR) since 2000. The declining LFPR largely reflects the county's changing age composition and retiring baby boomers.<sup>7</sup>



Door County's **LFPR in 2023 was 59.2%, down 14.3%** compared to 2000.<sup>7</sup> The county's LFPR ranks 51<sup>st</sup> in the state and has been below the statewide rate since 2004.<sup>7</sup> Among other variables, this measure illustrates the longer-run workforce quantity challenges ahead.

From 2018 to 2023, jobs increased by 2.4% in Door County from 15,656 to 16,028. This change fell short of the national growth rate of 4.3%. As the number of jobs increased, the LFPR decreased from 60.7% to 54.6% between 2018 and 2023.<sup>8</sup>





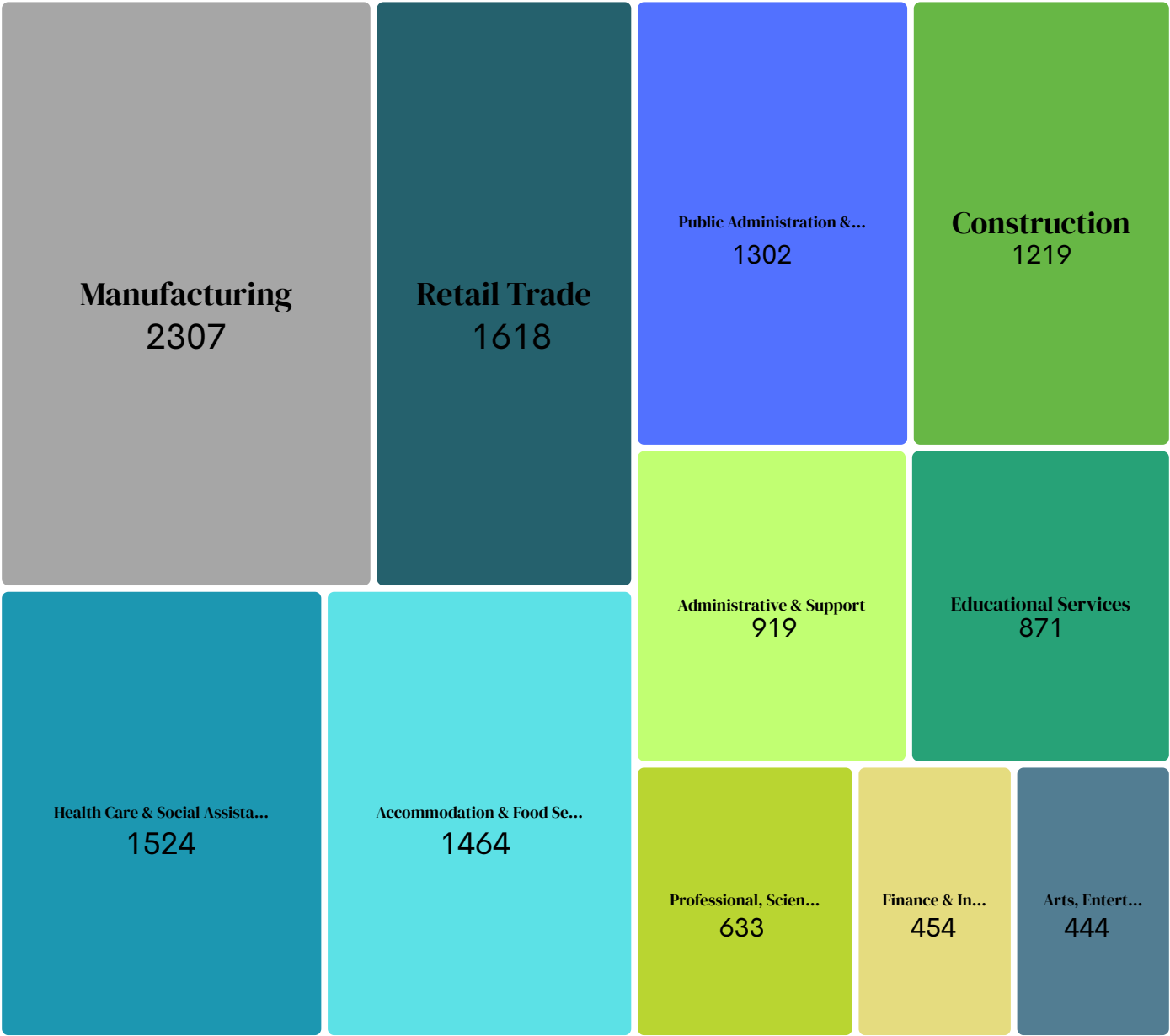


# Employment & Income

## LARGEST INDUSTRIES

Door County’s economy is shaped by a mix of tourism, services, and long-standing manufacturing and retail industries. In 2025, **Door County was host to 1292 employers.**<sup>9</sup>

The below table represents the number of jobs in each industry as of 2023.<sup>10</sup> (See Appendix F)





# Employment & Income

## TOP EMPLOYERS

Door County Economic Development Corporation surveyed major employers in November and December 2025 for **full-time employee count**.<sup>11</sup>

Employer	Current Full-Time Employee Count
Fincantieri Bay Shipbuilding	887
Door County Medical Center	600
Hatco Corporation	365
County of Door	325
Therma-Tron-X	270
Sturgeon Bay School District	230
N.E.W. Industries	206
Southern Door School District	200
Marine Travelift, Shuttlelift & ExacTech	170
Gibraltar School District	130



“Finding enough qualified employees willing to work full time, year-round. The surrounding area from which we are able to recruit is narrow and commute times quickly get long. We have found commutes beyond Green Bay are not sustainable long term.”

- Community Stakeholder



# Housing

**Nearly half (45.7%) of survey respondents selected “Safe and Affordable Housing”** as an area of improvement in Door County. In Door County, 13% of households spent half or more of their income on housing, compared to 11% in the state.<sup>1</sup>

In Door County, **27.1% of all households have burdensome housing costs.**<sup>2</sup> Burdensome housing is defined as spending 30% of your household income on housing. Renters face a significantly higher rate of burden than homeowners.

Burdensome housing costs were experienced by different groups at the following rates<sup>2</sup>:

- Renters: 38.6%
- Homeowners with mortgages: 30.4%
- Homeowners without mortgages: 17.2%

**Average  
Apartment Rent<sup>6</sup> in  
Door \$1489**

**Green Bay \$1091**

**Chicago \$3307**

**National Average \$1598**

According to Zillow.com, the **average home value in Door County in 2025 was \$418,951**, whereas the state average was \$331,195.<sup>3</sup>

Despite this higher average home value, Door County residents make less than the state average. In 2023, the median household income was \$71,785, whereas the state median is \$74,631.<sup>4</sup>

According to Door County Economic Development Corporation, the average worker in Door County earns \$44,202 (2024 Q2); the national average was \$70,857 (2024 Q1).<sup>5</sup>

“I left my former unit because I had no working shower or heat. My family had to use a space heater we bought during winter and shower at the YMCA. I moved into the first new unit I could find, and the cost difference is hefty.”

– Survey Respondent

“I’ve also noticed in the community the lack of affordable housing. They call it affordable, but I’m sorry, a two-bedroom for almost \$2,000 a month is not affordable.”

– Community Conversation Participant  
(Families with Young Children)



# Housing

"Safe and Affordable Housing" was the top response to the social and economic area for improvement and the number one area for overall improvement. (See Appendix D) 7.7% of survey respondents were worried about losing housing or did not have a reliable place to live. Families with children reported more vulnerability to affordability and space concerns.

Nearly 4 in 5 homes are owner-occupied<sup>7</sup> adding to the complexity of available rental units in the county. Further, more than **500 new short-term rental businesses** have been created in Door County since the start of 2018.<sup>8</sup>

## HOMEOWNERSHIP<sup>7</sup>

(% of owner-occupied housing units)

County: 79%

State: 68%

Nationally: 65%



## SEVERE HOUSING PROBLEMS<sup>7</sup>

*overcrowding, high costs, lack of kitchen/plumbing*

12%



Door County

12%



Wisconsin

17%



United States

## Community members said:

"The amount of short term rental properties, plus second home owners is taking up needed resources for full time residents. Second home owners are buying homes sight unseen and taking away opportunities for locals to afford something within their budget."

"The housing is not affordable ... Every time we get a raise our rent goes up and takes whatever extra we are earning. It is difficult to save money. If we didn't have a paycheck we would quickly be without a place to live."

"My family moved from unsafe housing (no working shower, landlord threats) to a new place that costs \$600 more per month. We were lucky to find housing but the increase means less money for food, gas, and necessities and I have had to skip my medication for months to afford it [rent]."

"There are a lot of very good families whose kids have moved out of the area that are looking to move back in the area, and they can't. Goes back to housing affordability or being able to buy just land."



# Food Access & Insecurity

24

Door County has relatively strong food access compared to state and national averages, earning a 9.0 out of 10 on the Food Environment Index<sup>1</sup>, yet food insecurity remains a concern for some residents. About **10% of people lack a reliable source of food**, and 4% experience limited access to healthy foods due to income or location.

Nutrition assistance programs such as FoodShare/SNAP supported over 1,000 households in December 2025, and local food pantries help address gaps, but rising costs for food, housing, and utilities continue to strain household budgets and threaten food security.

## LIMITED ACCESS TO HEALTHY FOODS<sup>1</sup> (low income, not close to grocery store)

County: 4%

State: 5%

Nationally: 6%



of children (1360) in Door County public schools were eligible for free or reduced price lunch.<sup>1</sup>

*Compared to 55% nationally*

“

The cost of living (food/utilities/rent) is dangerously close to income.

– Survey Respondent

”







# Food Access & Insecurity

25



**1,069 Door County households** or 7.4% received FoodShare (Supplemental Nutrition Assistance Program 'SNAP') benefits in December 2025<sup>2</sup>



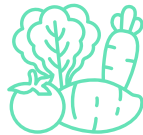
**\$277** a month is the average FoodShare allotment per household<sup>2</sup>



DOOR COUNTY

**455**

participants in 2025



The Special Supplemental Nutrition Program for Women, Infants and Children (WIC) provides nutrition education, breastfeeding education and support, supplemental nutritious foods, and connections to other community services. Door County Public Health oversees Door County WIC.

1. WICHP Food Pantry
2. Shepherd of the Bay
3. First Baptist Church
4. Door of Life
5. Stella Maris
6. Feed and Clothe My People
7. Lakeshore CAP
8. Holy Name of Mary Food Pantry
9. Sturgeon Bay Community Church
10. Bay View Food Pantry



Door County is fortunate to have **ten food pantries** from Maplewood to Washington Island, helping to meet food access needs across a geographically expansive and largely rural county.<sup>3</sup> The Door County Food Pantry Coalition plays a key role in coordinating efforts among these pantries. Despite this strong network, access challenges remain. Many food pantries operate with limited hours and days of service, which can pose a barrier for working individuals and those who must travel longer distances. Funding fluctuations, staffing constraints, and reliance on volunteers can further affect consistent access to food.

UW-Madison Extension created the **Northeast Wisconsin Food Access Map**<sup>4</sup> that outlines grocery stores, food pantries, and other food outlets in Northeast Wisconsin, including Door County.

# Education Access & Quality





# Education Overview

Door County has five public school districts to support the **3,213 students enrolled for the 2024-25 school year**.<sup>1</sup> Enrollment decreased 0.9% than the previous year, according to the Wisconsin Department of Public Instruction.<sup>2</sup> The national average student to teacher ratio is 15:1, while Wisconsin's public school ratio is 14:1.<sup>3</sup> Door County student to teacher ratios are listed below by school district.

Additionally, Door County has two parochial pre K-8th grade schools serving 228 students.<sup>4</sup> It is estimated that "over 70 families in Door County home educate" in 2025 according to Peninsula Roots, which organizes social and enrichment activities for homeschooled children.<sup>5</sup>



STURGEON BAY  
1013 Students  
Student to Teacher Ratio 11:1



SOUTHERN DOOR  
1001 Students  
Student to Teacher Ratio 11:1



SEVASTOPOL  
606 Students  
Student to Teacher Ratio 12:1



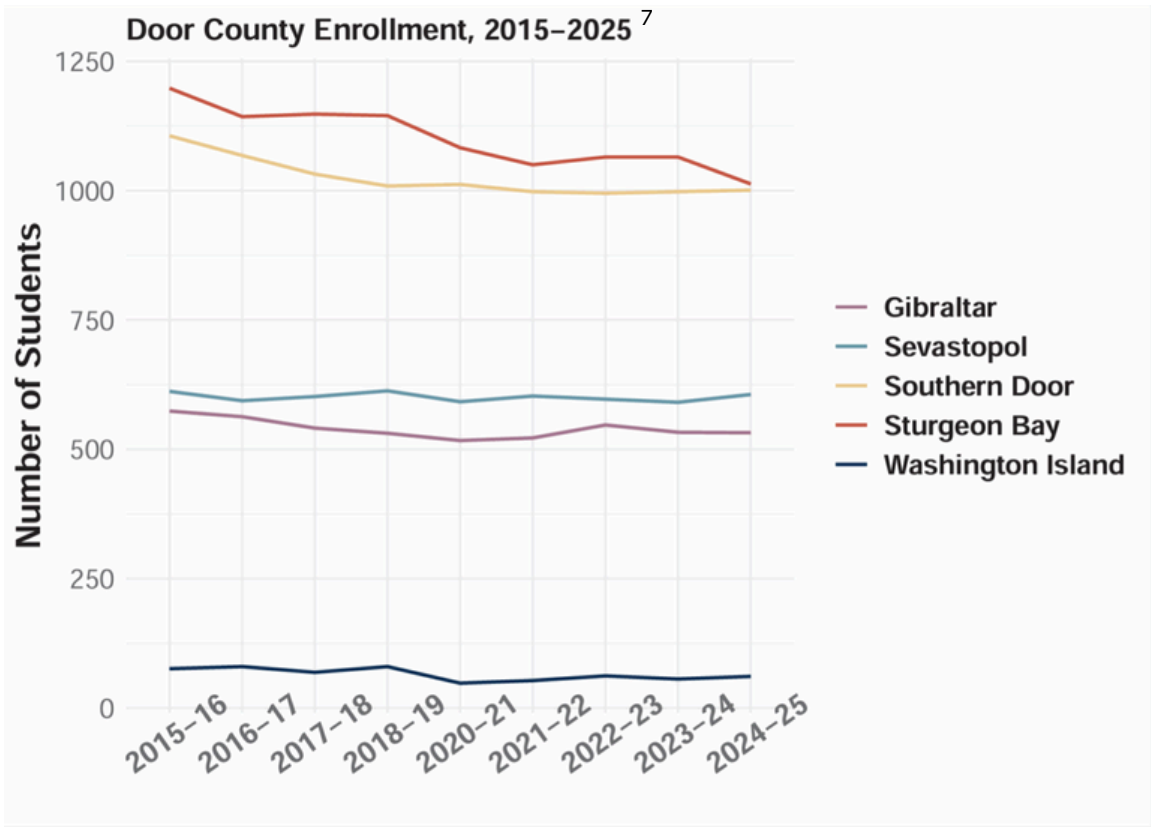
GIBRALTAR  
532 Students  
Student to Teacher Ratio 9:1



WASHINGTON ISLAND  
61 Students  
Student to Teacher Ratio 5.6:1



# Education Overview



All public schools in Door County performed at or above “exceeds expectations” per DPI’s annual report cards and improved scores from 2023-24 to 2024-25.<sup>7</sup> The average gap between actual and required **spending per student is \$8057 more** in Door County. Required spending is an estimate of dollars needed to achieve average US test scores.<sup>8</sup> Door has the second highest per-student spending in the state. (See Appendix E)

School	% Economically Disadvantaged 2024-25	% Students with Disabilities	English Learners <i>English as a Second Language</i>	DPI Report Card 2024-25 <sup>9</sup>
Gibraltar	26.9%	9.6%	3.4%	84.7
Sevastopol	30.2%	14.0%	7.3%	83.9
Southern Door	34.8%	16.4%	3.9%	75.4
Sturgeon Bay	46.3%	17.0%	7.4%	83.2
Washington Island	34.4%	13.1%	0.0%	83.5



# Graduation & Higher Education

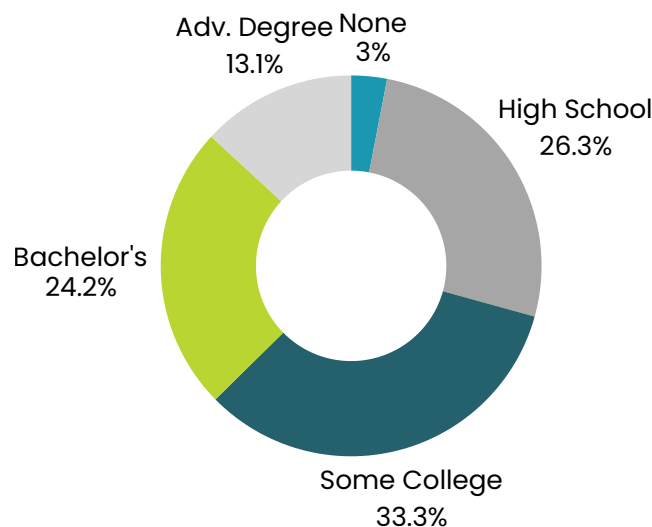
Door County has limited higher education options within the county, reflecting its rural geography and small population. However, residents do have access to postsecondary and workforce training through the NWTTC Sturgeon Bay campus, which offers a range of technical education, certificates, and continuing education programs.

The county also benefits from a strong youth apprenticeship program that connects high school students with local employers and career pathways. In addition, four-year universities and expanded degree options are available within commuting distance in Green Bay and surrounding communities, helping to broaden educational opportunities for Door County residents.

In Door County, **97% of adults (age 25 or older) had a high school degree or equivalent**, such as a GED, compared to 89% nationally. Further, 77% of adults (age 25-44) had completed some post-secondary education, including vocational/technical schools, junior colleges, or four-year colleges. This includes those who had and had not attained degrees.<sup>1</sup>

## BACHELOR'S DEGREE OR HIGHER (2023)<sup>1</sup>

County: 37.1% | State: 33.8%



“We don't have the resources to necessarily hire the teachers we need and places for them to live. It's hard for the teachers to be good mentors also, they don't have the resources. There's just too much that we're relying on from the school system in our community right now.”

- Community Conversation Participant (Rural)





# Child Care

Door County currently has two full-time licensed daycare centers—Doorway to Learning and Northern Door Children's Center.

Zion Early Childhood Center in Egg Harbor closed at the end of 2023 and Adventures Child Care in Brussels closed in early 2024, shortly before a new center in Sturgeon Bay, Children First, briefly opened its doors. To ensure long-term financial stability, Children First merged with Door Community (DOCO) Child Development Center on December 1, 2024, forming Doorway to Learning.

In fall of 2024, Washington Island Child Care opened offering licensed care Monday–Thursday. There is only one licensed in-home provider in the county and several unregulated providers.<sup>1</sup>

The Door County YMCA offers a preschool readiness program for 3–4 year-olds four days a week with the option for wrap-around care for all day coverage as well as before and after school care for children 4K through age 12.<sup>2</sup> The Boys & Girls Club offers after school care for ages 7–17.<sup>3</sup>

United Way of Door County manages a [Child Care Directory](#) outlining all options in the county.



Capacity: 146 children<sup>4</sup>



Capacity: 130 children<sup>5</sup>



Capacity: 10 children<sup>6</sup>

**1190 children** aged 4 and under in Door County<sup>7</sup>  
for approximately **300 licensed child care slots**

**“It's extremely hard as a young family trying to afford cost of living, especially throwing in costs for daycare needs. There is no way we would have been able to afford full time daycare, and as is, me being a part-time SAHM makes it very hard as I hardly get a paycheck after our higher cost of insurance is taken out. It's extremely disheartening.”**

– Survey Respondent





# Child Care

According to Molly Gary, Child Care Community Coordinator at United Way of Door County, "More than demand, the real issue is affordability. For many families, child care costs more than their mortgage or rent and health insurance combined. **While it's recommended that childcare not exceed 7% of a family budget, the reality is that it often is more than 30%.**"

**25%** of survey respondents ages 19-49 with child(ren) in the household said availability of child care impacted their ability to get, keep, or move up in a job.

**29%** the average household spent 29% of its income on child care for two children.<sup>8</sup>

**69%** of Northeastern Wisconsin child care providers reported having a waitlist.<sup>9</sup>

## CHILD CARE WORKFORCE

In Door County, hourly wages for childcare workers typically range from about \$15 to \$20 per hour, based on recent job postings for early childhood educators and childcare assistants.<sup>10</sup> These local wages are comparable to, and in some cases slightly higher than, the Wisconsin

statewide average, which generally falls in the mid-teens range (approximately \$14–\$16 per hour).<sup>11</sup>

Overall, childcare pay in Door County appears to be at or above the state average, particularly for positions requiring additional experience or credentials.

In 2021, Door County received a \$3.5M grant to support child care initiatives.<sup>12</sup> In addition to supporting a new facility in Sturgeon Bay and expanding the Northern Door Childcare Center, funds supported staff retention and family providers for the last three years. However, the funds have been spent and are no longer available. "Designated public funding will be essential to the long term viability of child care in Door County," Gary said.





# Health Care Access & Quality





# Access to Care

## Overview

33

Door County's healthcare landscape is anchored by Door County Medical Center (DCMC), a critical access hospital that has served the community for over 80 years. DCMC provides a full spectrum of services, including primary care, birthing center, specialty care, emergency medicine, and advanced diagnostics. With clinics in Sturgeon Bay, Sister Bay, Washington Island and Algoma, as well as visiting specialists, DCMC provides residents across the county access to care close to home.

Additionally, Aurora Health Care and Emplify Health (formerly Bellin) have clinics in Sturgeon Bay. Each host several family medicine providers as well as some specialty care providers. Prevea Health hosts specialists within the DCMC hospital campus.

At the beginning of 2025, DCMC transitioned its dental clinic to N.E.W. Community Clinic, a Federally Qualified Health Center. Oral health provider shortages continue to remain a challenge. No private dentists in Door County accept Medicaid.

83%

of respondents said they have  
**access to quality health care**  
in Door County

78%

of respondents said they **can**  
**get an appointment when**  
**they need it** in Door County

“The nearest hospital for  
emergency care is an  
hour drive away.”

- Survey Respondent

“Medical care in Sister Bay  
is a wonderful asset to our  
community.”

- Survey Respondent



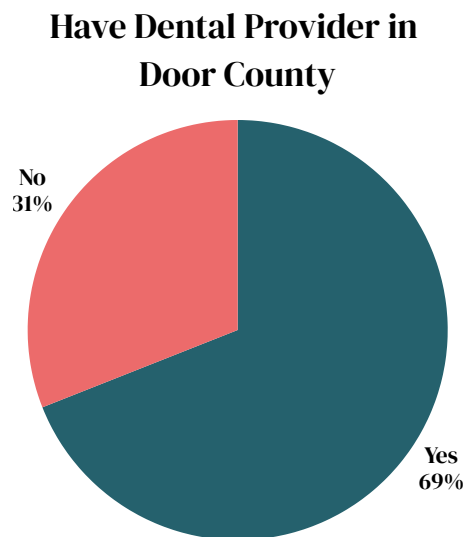
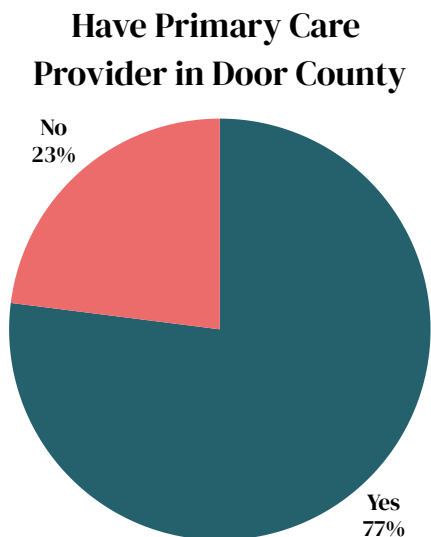
# Access to Care Providers

34

## PROVIDER AVAILABILITY IN DOOR COUNTY<sup>1</sup>

Ratio of population to provider

	Door County	Wisconsin
Primary Care Physicians	1610:1	1220:1
Mental Health Providers	710:1	350:1
Dentists	1610:1	1340:1



- CHA Survey Respondents

31%

of respondents **did not have access to specialty care** their family needed in Door County

“

Quality healthcare is a real concern because of the lack of urgent care and physicians in northern Door County. The new clinic isn't open on the weekends, and the hospital is an hour away from where I live.

- Survey Respondent

”



# Access to Care

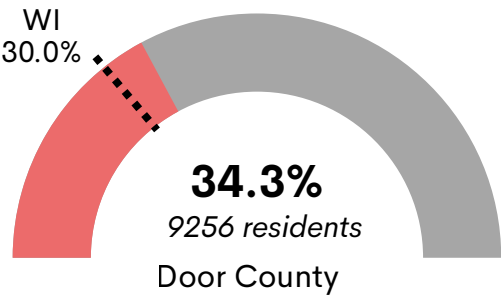
## Preventative

### VACCINATIONS<sup>1</sup>

Vaccines are essential for protecting populations from serious, preventable diseases. High coverage levels help shield entire communities through herd immunity. In recent years, however, vaccination rates have declined nationally. Door County Public Health provided 1203 vaccines in 2025.

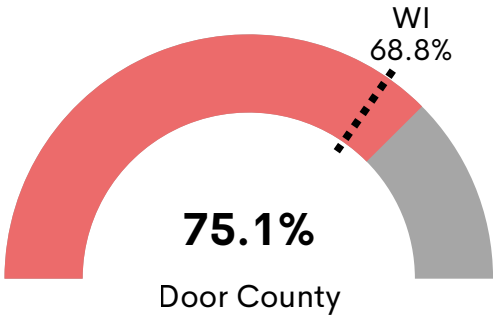
#### 2025 FLU VACCINATION RATES

Percent of residents who received at least one dose of flu vaccine



#### RECOMMENDED CHILDHOOD VACCINES (2024)

Percent of 24-month-olds who received all doses of the 4:3:1:3:3:1:4 series



#### VACCINATION COVERAGE OF CHILDREN BY AGE 24 MONTHS (2024)

Vaccine	Door County <sup>2</sup>	Wisconsin <sup>1</sup>
DTaP	78%	72%
Hep B	86%	83%
Hib	84%	80%
MMR	86%	81%
Pneumo	83%	78%
Polio	86%	83%
Varicella	84%	80%



# Access to Care

## Preventative

### SCREENINGS

While Door County exceeds state averages in flu and childhood vaccination rates, preventive care for adults shows room for improvement. Mammography and other cancer screenings lag behind, with only 52% of female Medicare enrollees receiving an annual mammogram.<sup>3</sup> Addressing these gaps is essential as the county's population continues to age.

At the same time, proactive efforts continue for younger residents—Door County Public Health, with support from the Lions Clubs, conducts vision and hearing screenings in schools and child care facilities to identify concerns early. These screenings help ensure children receive timely referrals for further evaluation.



**2650** Door County children screened for hearing and vision problems in 2025

### SCREENINGS & PROTECTIVE FACTORS<sup>4</sup>

Adults Up-to-Date  
on Colorectal  
Screening

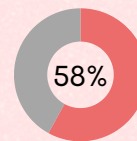
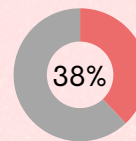
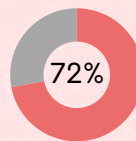
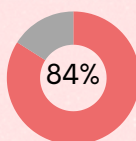
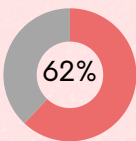
Women Up-to-Date  
on Cervical  
Screening

Women Up-to-Date  
on Mammograms

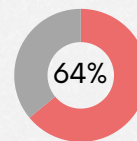
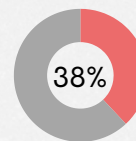
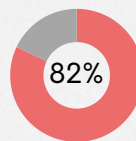
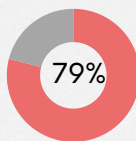
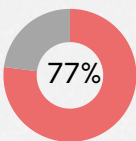
HPV Initiation  
(11-12 years old)

HPV Initiation  
(13-17 years old)

Door  
County



Wisconsin



“When I think about health as an adult, I think about fitness, nutrition, and local facilities to aid in that, and also mental health and facilities to aid with that. Being elderly, I would think, are there facilities to take care of us as elder people if we need?”

—Community Conversation Participant (Rural)



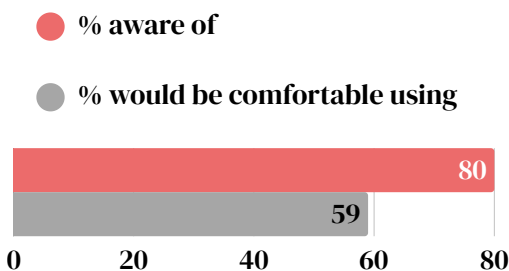
# Access to Care

## Mental Health & Substance Use

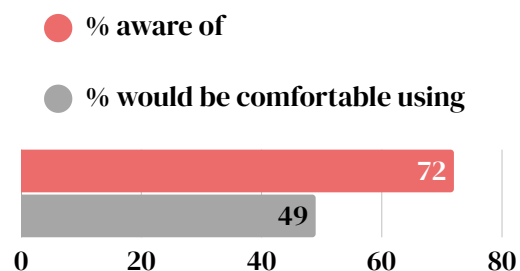
There was one mental health provider per 710 people in Door County, compared to 350:1 for the state and 290:1 for the country.<sup>1</sup> However, this year, DCMC significantly grew their provider team to 12 behavioral health professionals, including a psychiatrist, counselors, and a nurse practitioner. This increase in providers is expected to improve our provider ratio in future data. Both the County and DCMC have expanded their substance use treatment programs, with most therapists now being co-occurring licensed to address substance use and mental health concerns together.

CHA survey results show that awareness of mental health and substance use services in Door County is significantly higher than residents' comfort with using them. Although most respondents know these services exist, only about half feel comfortable accessing care, creating roughly a 20% gap for both service types. In a small, close-knit community, concerns about privacy, stigma, and confidentiality may contribute to this hesitation. These reasons also contribute to disproportionate suicide rates in rural communities, such as Door County.

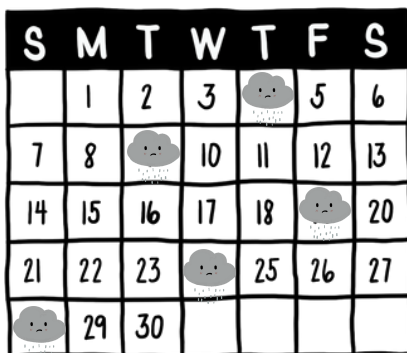
### MENTAL HEALTH SERVICES



### SUBSTANCE USE SERVICES



In Door County, adults reported that their mental health was not good on 5.1 of the previous 30 days.<sup>1</sup>



### DEATHS BY SUICIDE<sup>1</sup>

per 100,000 people



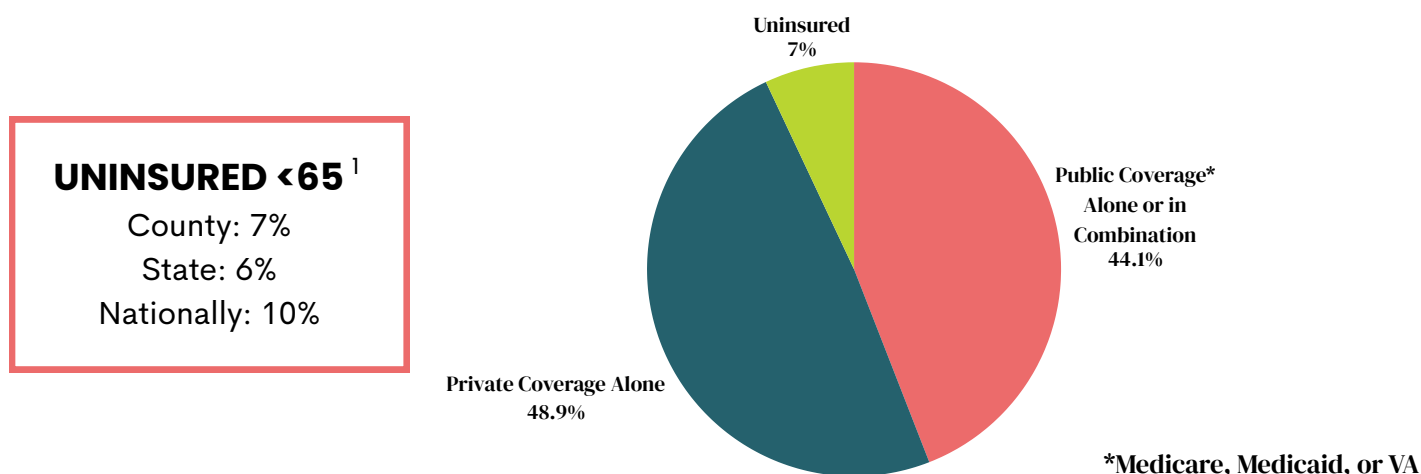
**Senior Life Solutions** is an intensive outpatient group therapy program at DCMC designed for individuals 65 and older, experiencing depression or anxiety related to life changes that are often associated with aging.



# Health Insurance

Health insurance coverage in Door County is comparable to state levels, with a relatively small share of adults under age 65 uninsured; however, the cost of health care and insurance remains a significant community concern. In the CHA survey, **residents ranked "Cost of Health Insurance" as the #1 area to improve related to Access to Care** and it ranked 5<sup>th</sup> overall. Community members highlighted barriers related to high deductibles, insurance restrictions, and the need to travel outside the county for care, all of which can delay or limit access to services. These concerns underscore that even with insurance, affordability and coverage limitations continue to impact residents' ability to obtain timely and appropriate care.

Over 44% of Door County residents are covered by public health insurance, primarily Medicare with nearly 10,000 covered. Over half of public health insurance recipients pay for additional private health insurance to cover gaps, such as prescription drugs.<sup>2</sup>



## Community members said:

“With health care moving to Green Bay, because of health insurance restrictions, it is difficult to get to and from Green Bay if you have a procedure.”

“There has to be good medical service for everyone, the elderly, and those who don't have insurance. For those that they can't go to the hospital, or are afraid to go to the hospital because of money.”

“I have had three emergency room visits in the last week due to my health condition just to get access to that medication.”

“High deductible insurance does not give adequate health care.”






# Injury & Mortality

Injury-related deaths in Door County occur at higher rates than state and national levels, with older adults experiencing a disproportionate impact. Emergency medical services are essential to responding to these incidents, and recent investments in emergency services' infrastructure aim to improve response times and access to care across the county. **84% of calls to Door County EMS in 2024 were from residents.**<sup>2</sup>

**LIFE EXPECTANCY<sup>1</sup>**  
County: 80.2  
State: 77.8  
Nationally: 77.1


**DEATHS DUE TO INJURY<sup>1</sup>**  
*homicides, suicides, motor vehicle crashes and poisonings per 100,000 people*  

113




Door County

97



Wisconsin

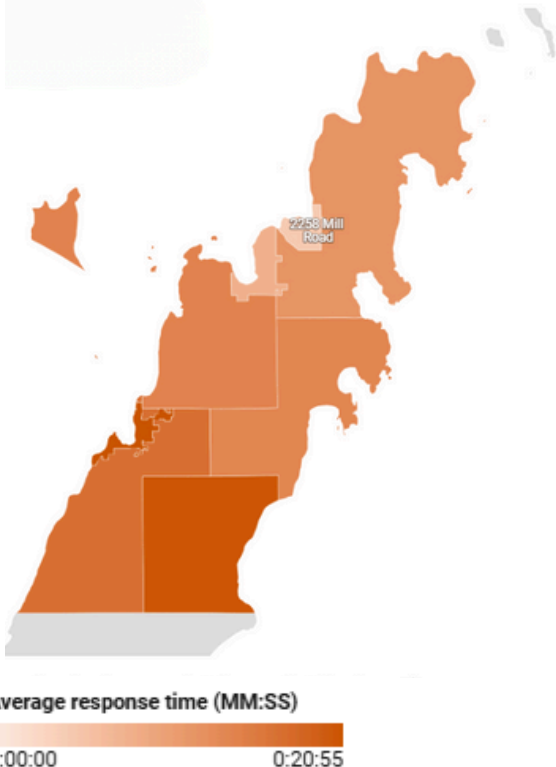
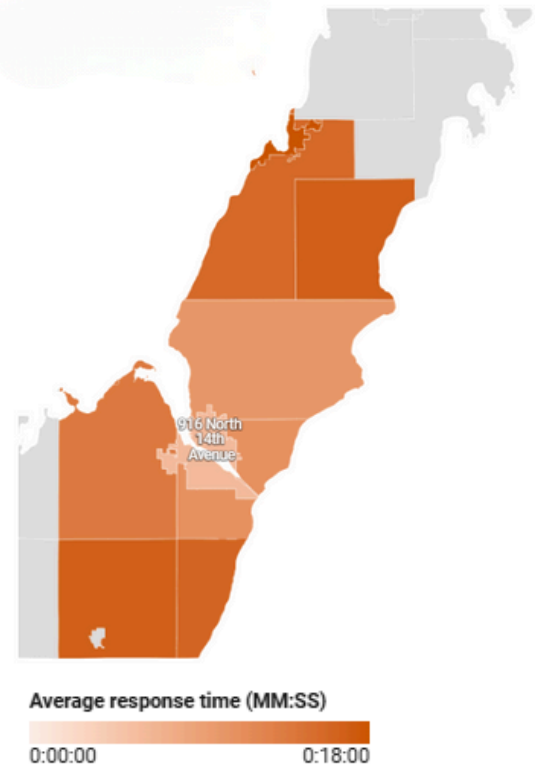
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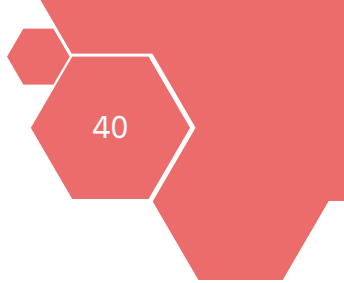


United States

## DOOR COUNTY EMERGENCY SERVICES AVERAGE RESPONSE TIMES<sup>2</sup>

In October 2025, the Door County Board of Supervisors voted in favor of adding a fifth Emergency Services station to improve response times in the county. The new station will be located in the Egg Harbor/Jacksonport area. In addition to the central and north stations shown below, there are also stations in Brussels and Washington Island. Current estimated response times are show below.





# Injury & Mortality

## FALLS

Falls were the #1 injury-related cause of death in 2023, more than car accidents or firearm deaths.<sup>3</sup> Door County Emergency Services launched the Community Paramedic Program in January 2025. The purpose of this initiative is to connect Door County residents with supportive in-home services that promote safety, comfort, and overall well-being. The program currently accepts referrals from 911 responses and various health systems. Ambulance crews help identify individuals at risk of falls as well as frequent users of the 911 system. Once identified, a home visit is scheduled to assess needs and discuss additional resources that may benefit the patient.



More than 1 in 4 calls to Door County EMS is for falls<sup>2</sup>

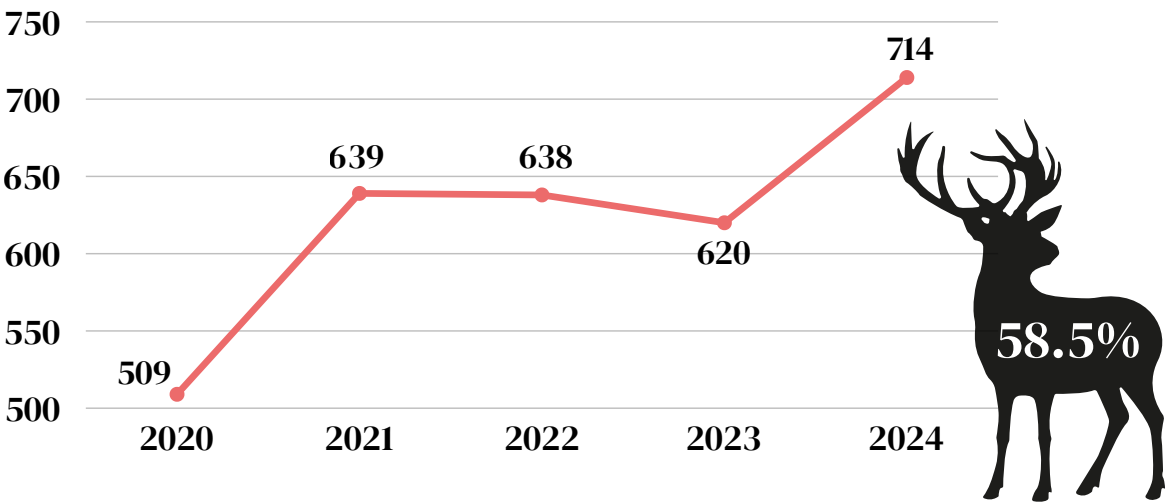
INJURY DEATHS CAUSED BY FALLS<sup>3</sup>

Year	Injury Deaths	Fall Death	%
2023	22	13	59%
2022	36	17	47%
2021	28	14	50%
2020	36	19	53%

## VEHICLE CRASHES

In Door County, there were 12 deaths from motor vehicle crashes per 100,000 people.<sup>1</sup> Deer hits caused 418 vehicle crashes, or 58.5%, in 2024.<sup>4</sup>

Door County Vehicle Crashes

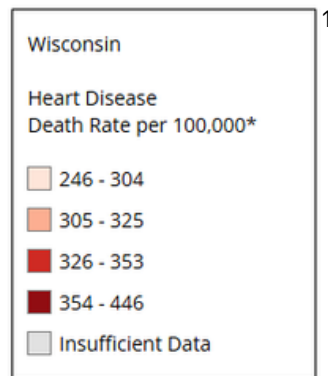
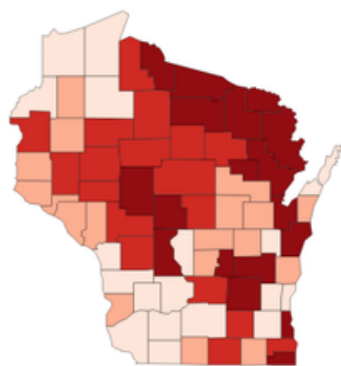




# Health Conditions

## Chronic Diseases

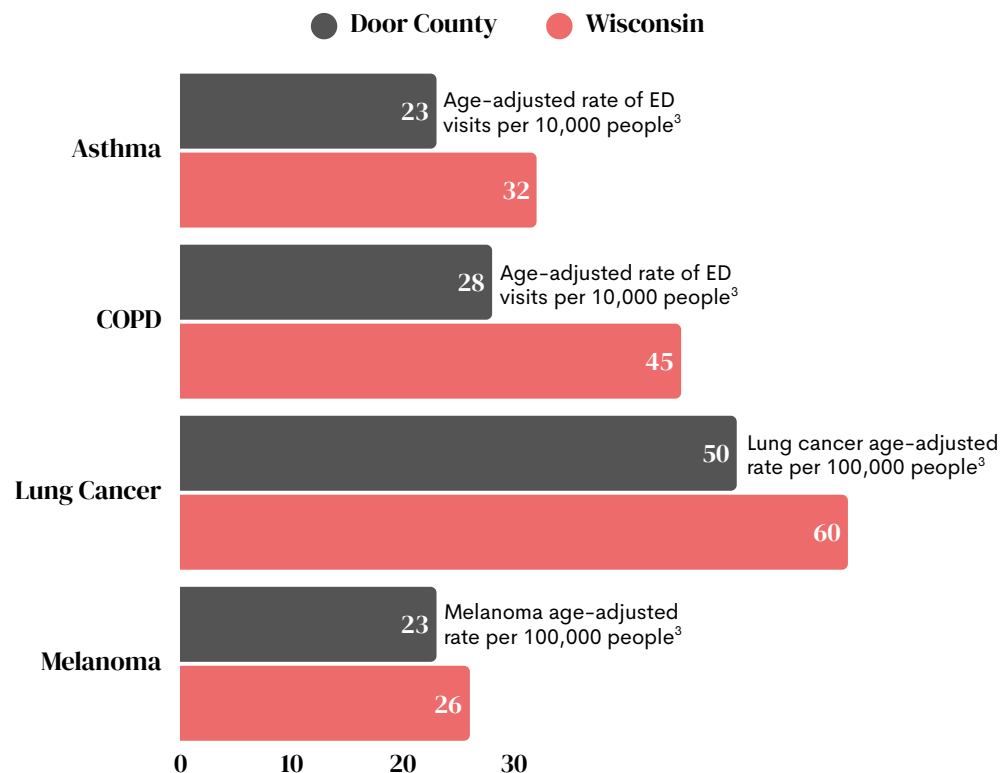
Chronic diseases continue to contribute significantly to illness and death in Door County. Heart disease is the leading cause of death, with a prevalence of 4.8%, which is lower than the national average; however, the death rate among adults ages 35 and older remains substantial at 305 deaths per 100,000.<sup>1</sup> Chronic conditions related to metabolic health are also common, with 9% of adults diagnosed with diabetes<sup>2</sup> and 37% having obesity<sup>2</sup>, both of which increase the risk for cardiovascular disease. Additional chronic conditions, including asthma, COPD, lung cancer, and melanoma, impact residents at varying levels compared to Wisconsin averages, highlighting the ongoing need for prevention, early detection, and chronic disease management efforts in Door County.



2

**37%** of adults had a BMI of 30 or higher

**9%** of adults were living with a diabetes diagnosis



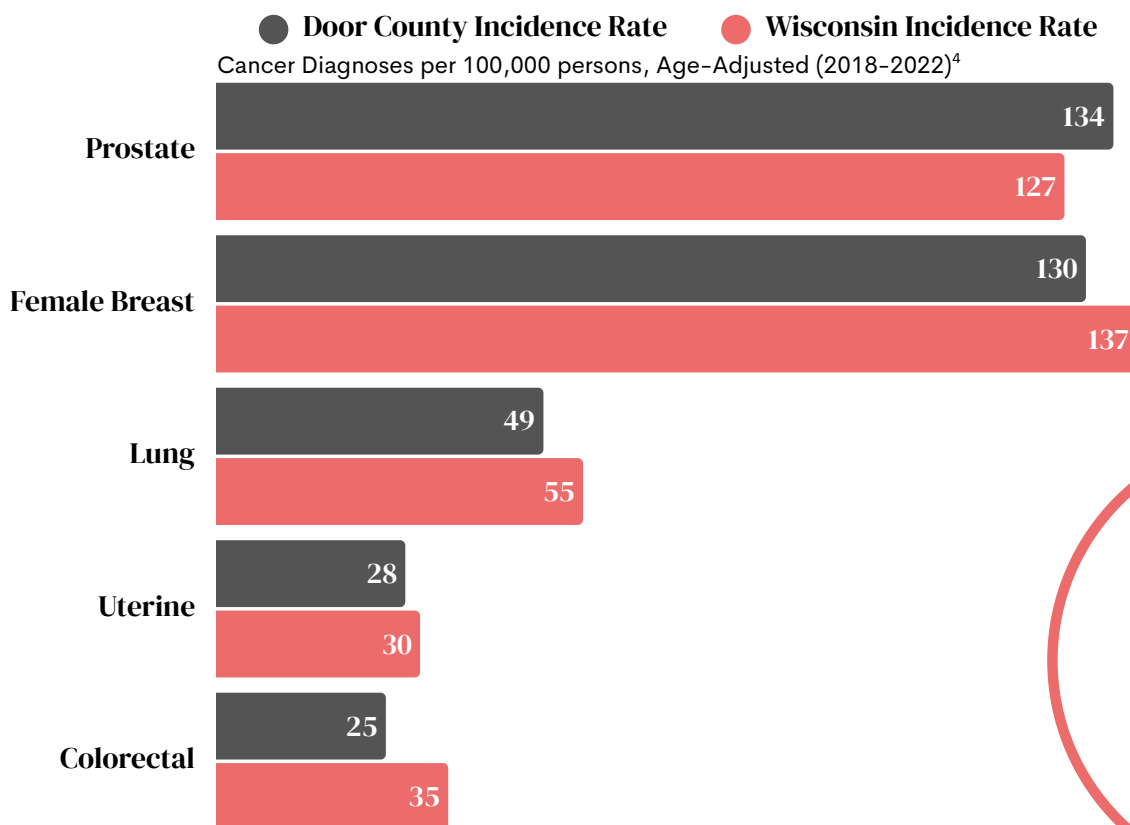


# Health Conditions

## Chronic Diseases

Cancer remains a chronic disease concern in Door County. From 2018–2022, the county averaged 251 new cancer cases per year, with an age-adjusted incidence rate of 448.2 per 100,000, comparable to the U.S. rate and slightly lower than Wisconsin overall.<sup>4</sup> Cancer incidence in Door County is trending downward. The most commonly diagnosed cancers are prostate and female breast, followed by lung, colorectal, and bladder.<sup>4</sup>

	Door	WI	US
Rate per 100K	448.2	466.3	444.4
Avg. Annual Count	251	35,045	1,744,459
Trend	Falling -0.9	Stable -0.1	Falling -0.5



### Top 5 Cancer Types in Door County<sup>4</sup>

1. Prostate
2. Breast
3. Lung
4. Colorectal
5. Bladder





# Health Conditions

## Communicable Diseases

The following table displays confirmed case counts of diseases reported through the Wisconsin Electronic Disease Surveillance System (WEDSS) for Door County residents.<sup>1</sup> Door County Public Health provides communicable disease follow-up, investigation, and education for most of these diseases. Communicable diseases with less than five cases over the past four years were omitted from this table.

*Note, only cases tested at a medical facility are reported through WEDSS. Actual virus counts are much higher.*

Disease Name	2022	2023	2024	2025
ANAPLASMOSIS	3	13	10	22
CHLAMYDIA	52	40	39	34
COVID-19	3661	614	196	69
CRYPTOSPORIDIOSIS	4	2	1	4
E-COLI	1	5	0	1
EHRlichiosis	1	1	4	1
GIARDIASIS	1	0	4	4
GONORRHEA	3	2	7	5
HEPATITIS C	9	5	3	5
INFLUENZA (FLU)	8	26	69	133
LYME*	45	87	51	110
MYCOBACTERIAL DISEASE (NON-TUBERCULOUS)	5	8	7	4
PERTUSSIS (WHOOPING COUGH)	---	---	21	2
RESPIRATORY SYNCYTIAL VIRUS (RSV)	---	---	11	17
SALMONELLOSIS	1	---	3	3
STREPTOCOCCAL DISEASE (A & B)	4	3	2	5
STREPTOCOCCUS PNEUMONIAE	---	1	5	5

*\*Lyme is reported as probable cases due to testing requirements for confirmed status.*

# Neighborhood & Built Environment







# Environmental Conditions

## Air Quality

Air quality is an important environmental factor influencing chronic disease risk in Door County. The Wisconsin Department of Natural Resources (DNR) monitors ozone levels at a site in Newport State Park. Air quality is increasingly affected by wildfire smoke, which can travel long distances and elevate pollution levels. Fine particulate matter (PM<sub>2.5</sub>), the primary pollutant of concern from wildfire smoke, has been measured at an annual average of 7.0 micrograms per cubic meter in Door County<sup>1</sup>, which is below the EPA's annual standard of 9.0.<sup>2</sup>

Poor air quality can worsen chronic conditions such as asthma, COPD, and cardiovascular disease, and increase the risk of respiratory symptoms and other health impacts, particularly among sensitive populations.

### AIR QUALITY INDEX REPORT (2024)<sup>3</sup>

# Days with AQI	# Days Good AQI 0-50	# Days Moderate AQI 51-100	# Days Unhealthy for Sensitive Groups AQI 101-150	# Days Unhealthy AQI 151-200	# Days Very Unhealthy AQI 201-300	# Days Hazardous AQI 300+	AQI Max	AQI Median
202	175	25	2	-	-	-	108	37

Air Quality Index is an indicator of overall air quality, because it takes into account all of the criteria air pollutants measured within a geographic area.

**Air pollution** can harm children and adults in many ways<sup>4</sup>

#### Respiratory

Wheezing and coughing  
Shortness of breath  
Asthma attacks  
Worsening COPD  
Lung cancer



#### Other

Premature death  
Susceptibility to infections  
Heart attacks and strokes  
Impaired cognitive functioning  
Metabolic disorders  
Preterm births and low birth weight







# Environmental Conditions

## Drinking Water

Groundwater in Door County is particularly vulnerable to contamination due to shallow bedrock, thin soils, and a high water table. These factors increase the risk of bacterial and chemical contamination in private wells. Potential sources include septic systems, agricultural runoff, surface spills, and naturally occurring elements such as arsenic.

The City of Sturgeon Bay, the Village of Sister Bay, and the Town of Forestville have municipal water.<sup>1</sup> In Sturgeon Bay, the **city's water system provides water to 9,700 residents**, using approximately 500 million gallons of water annually.<sup>2</sup> The city relies on five deep wells that access the Silurian Dolomite aquifer system, ensuring a reliable water supply.<sup>3</sup> Sturgeon Bay Utilities regularly monitors water quality and provides a [Consumer Confidence Water Quality Report](#)<sup>4</sup> to ensure safe drinking water for its residents. Sturgeon Bay Waterworks fluorinates their water system and reported levels of 0.6 mg/L on their 2024 report. The U.S. Department of Health and Human Services recommends a level of 0.7 milligrams per Liter (mg/L) of fluoride in your drinking water. This is the level that prevents tooth decay and promotes good oral health.<sup>5</sup>

There are approximately **8,000 private wells that supply water to around two-thirds of the population**.<sup>1</sup> Private well owners are responsible for testing and maintaining their well. It is recommended that wells are tested once a year for bacteria and nitrates and additional tests are available. Since 2019, the University of Wisconsin-Oshkosh (UWO) has provided discounted well monitoring in spring and fall. Additional [well testing options](#) are available.<sup>7</sup>



30%

In 2025, 30% of WellTAP tests administered by Door County Public Health were positive for coliform bacteria.



23%

In 2025, 23% of water samples taken during the UWO Door County Private Well Monitoring Program were elevated (2+ mg/L) for nitrate.<sup>6</sup>



8.5%

In 2025, 8.5% of water samples taken during the UWO Door County Private Well Monitoring Program were elevated (>0 MPN/100 mL) for coliform bacteria.<sup>6</sup>



# Environmental Conditions

## Beaches

Door County Public Health partners with the UWO to conduct comprehensive **beach monitoring at up to 55 public beach sites each summer**. From June through August, college students from around the state are contracted to test Door County beaches. Beaches are sampled one to four times per week based on their level of use, ensuring frequent surveillance of conditions where the public swims most. When bacteria levels exceed thresholds, Door County Public Health issues advisories or temporary closures to protect residents and visitors. This long-standing program, established in 2003 under the federal BEACH Act<sup>1</sup>, plays a key role in safeguarding the county's recreational waters.

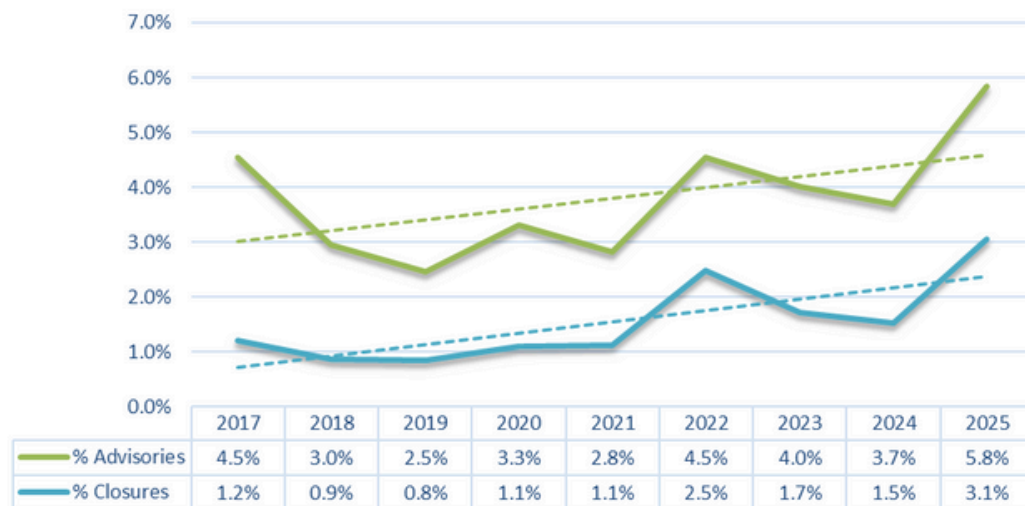


### Electronic beach signs are at the following locations:

- Baileys Harbor Ridges Park
- Egg Harbor
- Frank E Murphy Park
- Nicolet Beach
- Otumba Park
- Sister Bay Park
- Sunset Park
- Whitefish Dunes State Park (3)



### ADVISORIES AND CLOSURES FOR DOOR COUNTY BEACHES FROM 2017–2025<sup>2</sup>





# Housing Hazards

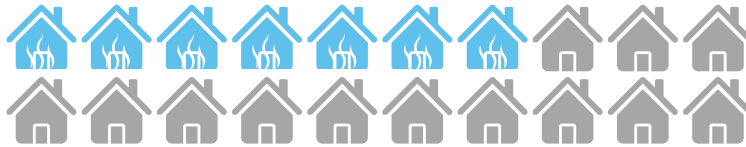
Door County's unique geology and housing characteristics contribute to elevated risks from several key home hazards, including radon, lead, and carbon monoxide. The county sits on dense limestone bedrock; a geological feature associated with higher radon potential because radon gases can move more easily through porous stone and into homes.

Carbon monoxide risks are also shaped by local conditions: many households rely on propane-fueled heating systems, and propane appliances can produce carbon monoxide when they malfunction or burn fuel incompletely, a concern heightened during long, cold winters when heating systems run continuously.

Lead exposure remains a hazard as well, particularly in older housing stock and in communities with historic shipbuilding and manufacturing activity. Together, these factors help explain why Door County's environmental health ratings for home hazards trend higher than in other regions.

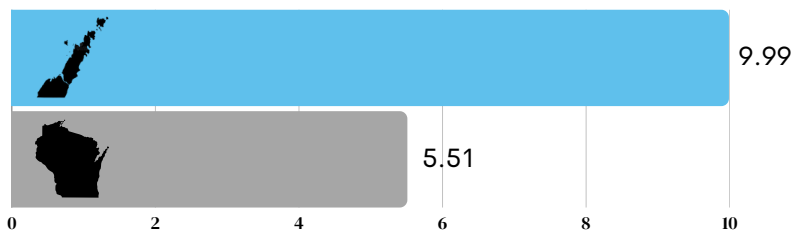
## RADON

Radon is the leading cause of lung cancer in non-smokers. **35% of radon tests done in Door County came back with elevated levels** of 4 pCi/L and above<sup>1</sup>



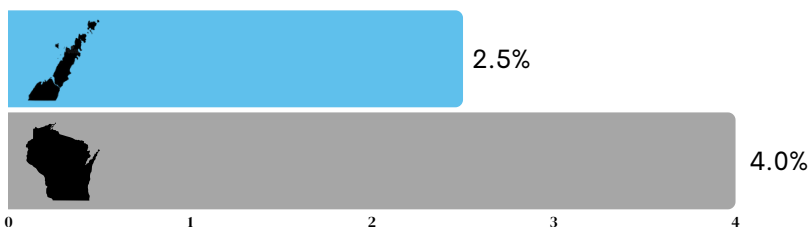
## CARBON MONOXIDE

Carbon monoxide is a colorless, odorless gas that can lead to death if inhaled in significant amounts. Below is the age-adjusted rate of ED visits per 100,000 people.<sup>2</sup>



## LEAD

Lead exposure can have permanent and harmful effects on a child's brain and nervous system. There is no safe level of lead in a child's blood. Below is the percent of tested children with blood lead greater than or equal to 5ug/dL.<sup>2</sup>



Child Blood Lead Tests  
in Door County<sup>3</sup>

Year	Blood Draws	Elevated Blood Lead Levels (>3.5)
2023	261	3
2024	266	14
2025	311	10



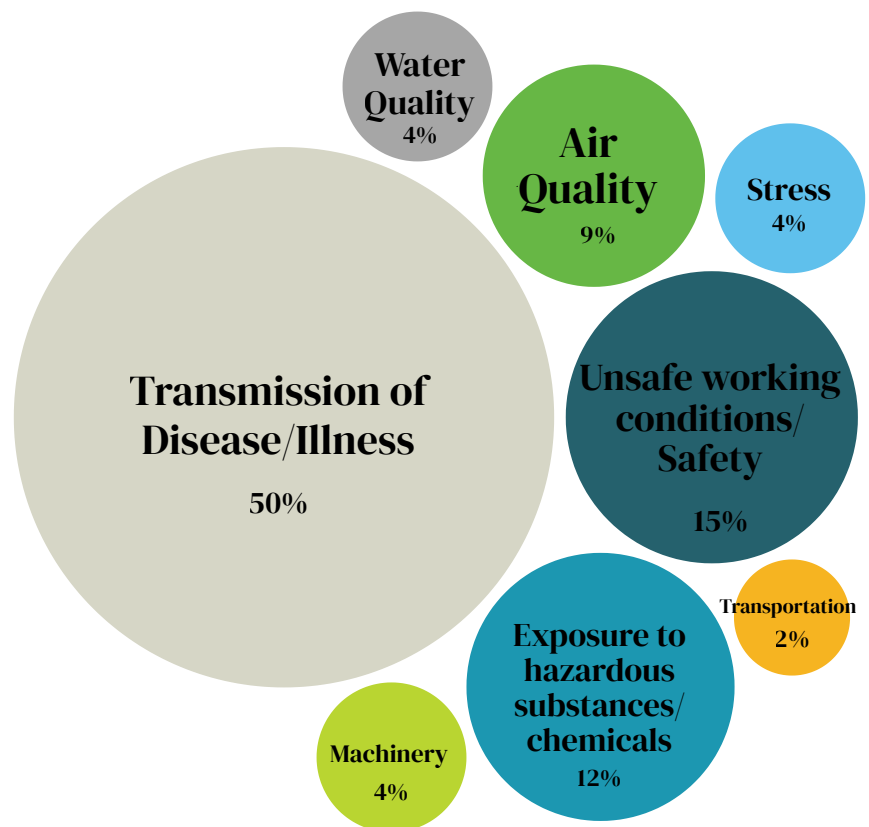
# Occupational Hazards

Door County's leading industries—farming, manufacturing, shipbuilding, and hospitality—bring distinct occupational hazards that shape workers' daily experiences. Agricultural employees face risks such as blastomycosis exposure and frequent animal contact, while manufacturing and shipyard workers may encounter lead hazards and other industrial contaminants. Hospitality workers experience their own challenges, including exposure to infectious illnesses from high visitor turnover and injuries in fast-paced environments. Seasonal extremes also pose risks across sectors, from heat stress in the summer to dangerous cold-weather conditions in winter. These challenges underscore how workers across very different sectors face shared vulnerabilities that deserve continued attention.

## OCCUPATIONAL HAZARDS REPORTED

*from survey*

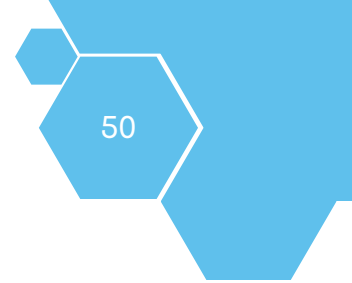
**12.5%**  
of survey participants reported they are worried about being exposed to things that can harm their health at work



**“Our biggest challenges are because we are a growing community, the needs for services and demands on our department continue to increase. We are asked to do more without increasing staff. This leads to more fatigue of staff, mental health and burn out.”**

– Community Leader  
(First Responder)





# Nutrition & Physical Activity

Door County's rural environment presents unique barriers to healthy eating and active living, from limited access to fresh, affordable foods to long distances between communities that make regular physical activity difficult to incorporate into daily routines.

Despite these challenges, the county is making meaningful progress toward a healthier future. The continued expansion of bike trails is creating safer, more accessible opportunities for residents and visitors to stay active, while the strong presence of the Door County YMCA provides year-round programs, facilities, and community support that help people of all ages build healthier habits. Together, these efforts reflect a growing commitment to improving nutrition and physical activity across the county.

## ACCESS TO EXERCISE OPPORTUNITIES<sup>1</sup>

*adequate access\* to park or recreation facility*

79%



Door County

84%



Wisconsin

84%



United States

\*for rural: reside in a census block that is within three miles of a recreational facility or that is within a half mile of a park

21%

of adults reported participating in no physical activity outside of work.<sup>1</sup>



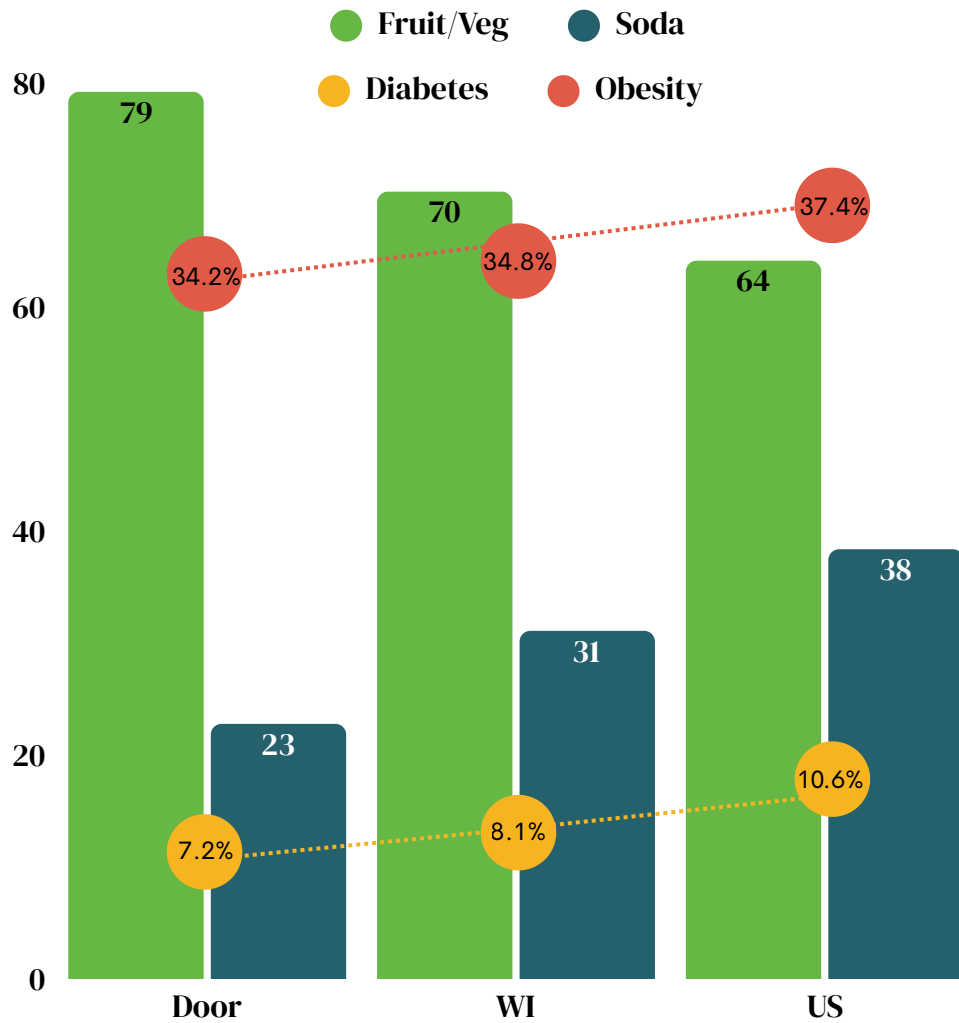
**“The small improvements for bike and pedestrian traffic are a good start; much more work is needed to reduce dependency on cars.”**

– Survey Respondent



# Nutrition & Physical Activity

The below is an index of fruit/vegetable and soda expenditures created by US News in collaboration with the University of Missouri. Higher levels of fruit and vegetable expenditure with lower levels of soda expenditure correlated to lower rates of diabetes and obesity. Door County performed better than the state and country in these indexes.<sup>2</sup>



	Door	WI	US
At-Home Fruit/Veg Expenditure	79.24	70.32	64.15
At-Home Soda Expenditure	22.77	31.08	38.37
Diabetes Prevalence	7.20%	8.10%	10.60%
Obesity Prevalence	34.20%	34.80%	37.40%



# Nutrition & Physical Activity

The walkability in Door County is highly localized, with Sturgeon Bay far more walkable than most other municipalities. While the county is known for hiking and other outdoor activities, walkability varies significantly between towns and rural areas. The Door County Trails initiative is working toward expanding trails to improve connectivity between municipalities and expand active transportation.<sup>3</sup> The following table shows the walkability and bikeability scores for various municipalities in Door County.<sup>4</sup>



<b>Baileys Harbor:</b>	<b>24</b>	<b>35</b>
<b>Brussels:</b>	<b>17</b>	<b>34</b>
<b>Egg Harbor:</b>	<b>14</b>	<b>15</b>
<b>Ellison Bay</b>	<b>38</b>	<b>33</b>
<b>Ephraim:</b>	<b>32</b>	<b>35</b>
<b>Fish Creek:</b>	<b>50</b>	<b>33</b>
<b>Forestville:</b>	<b>27</b>	<b>34</b>
<b>Sister Bay:</b>	<b>44</b>	<b>34</b>
<b>Sturgeon Bay:</b>	<b>73</b>	<b>50</b>
<b>Washington Island:</b>	<b>9</b>	<b>27</b>



I would like to bike to the grocery store but I don't feel safe sharing the road with cars and trucks.

- Survey Respondent







# Transportation

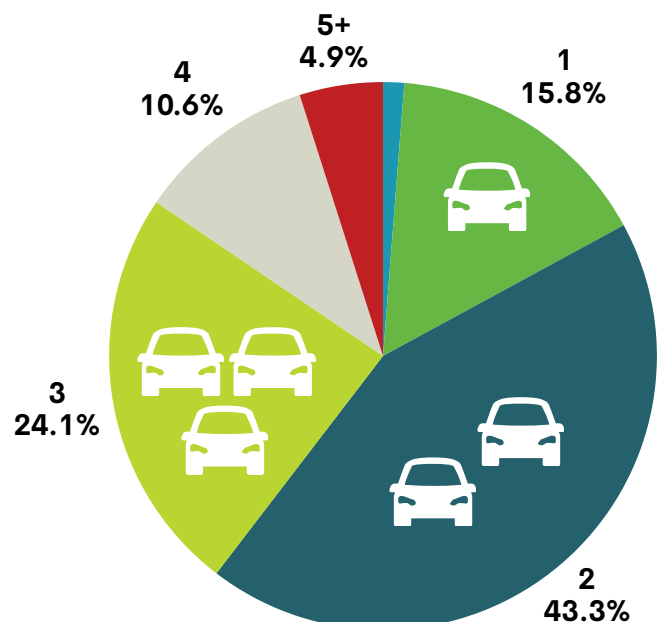
Door County's long, narrow peninsula—surrounded by water and including an island community—creates transportation challenges uncommon in many rural areas. Therefore the county is heavily vehicle-reliant, with roughly **99% of households owning at least one car**<sup>1</sup>. Although only a small portion of residents are without a vehicle, ensuring transportation access for everyone remains essential, especially as the county's aging population continues to grow and demand for services increases.

Public transit options are limited, but our county benefits from several established services. Door-2-Door Rides and Door County Connect provide accessible public transportation, while Door-Tran's programs, including its volunteer driver service, offer critical support for eligible riders. A small number of private taxi companies further expand mobility options.



Together, these resources give residents viable transportation choices to navigate the county's geographic complexity. However, they still fall short of meeting all community needs. Limited hours, advance scheduling requirements, higher costs for zones outside Sturgeon Bay<sup>2</sup>, and restricted out-of-county service create barriers that can make it difficult for people, especially those without personal vehicles or with unpredictable schedules, to reliably reach work, medical care, and other essential destinations.

## Vehicles per Household in Door County<sup>3</sup>



# 12.6%

of survey respondents said they **missed work or an appointment due to transportation.**

The top reason chosen (30%) was public transportation not available, followed by unreliable vehicle (17%).



# Transportation

	Door 2 Door Rides	Door County Connect	Door-Tran Volunteer Driver Program	Private Services
Operates Monday-Friday	✓	✓	✓	✓
Operates Saturday-Sunday	✓	✗	✗	✓
Available After 5 PM	✓	✗	✗	✓
Wheelchair Accessible	✓	✓	?	?
Out-of-County Travel	✗	✗	?	✓
Car Seat Compatible	✓	✓	?	?
Advance Notice Preferred	24 Hours	24 Hours	48 Hours	None



Yes



No

May be available,  
contact provider

***Additional transportation options may be available to you.  
For details, contact Door-Tran at (920) 743-9999 or visit [door-tran.org](https://door-tran.org)***

## Community members said:

“Transportation could become an issue as we age in place.”

“There is no true viable option for public transportation in Northern Door County. There never has been. Aside from the bus in Sister Bay there is no reasonable option for any sort of public transportation. There are very few Uber or Lyft Drivers here and because of this it is very hard to depend on them. You might be able to get a ride to your location, but not able to get a ride home.”

“It would be ideal to have improved public transportation in the area for those individuals who are unable to drive. Northern Door County has very limited reliable options.”

“...being almost an hour away from the medical center and two hours from Green Bay medical centers - the biggest factor that will force us to move is lack of transportation should we no longer be able to drive.”

# Social & Community Context





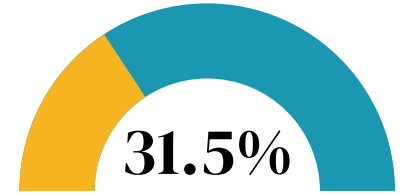
56

# Aging Population

Door County has one of the oldest age profiles in Wisconsin, with a **median age of 54.1**<sup>1</sup> and those 65+ making up nearly a third of the population.

We currently **rank third by concentration of population of 65+**, with Iron and Adams having slightly higher ratios. We are sixth out of 72 counties by median age, with Iron County being the oldest at 55.9.<sup>2</sup>

Our aging population reflects both long-term residents aging in place and the county's appeal as a retirement destination.



of Door County residents are 65+ compared to 18% in Wisconsin<sup>2</sup>

## MEDIAN AGE<sup>1</sup>

54.1



Door County

40.1



Wisconsin

38.7



United States

## LIFE EXPECTANCY<sup>3</sup>

80.2



Door County

77.8



Wisconsin

77.1



United States

“One of the most significant challenges we are facing is the growing aging population and the corresponding lack of adequate services and supports to meet their needs. Additionally, the high cost of housing makes it difficult for workers to live and remain in the area. While the demand for services continues to rise, available funding has not kept pace.”

- Community Leader  
(Local Government)

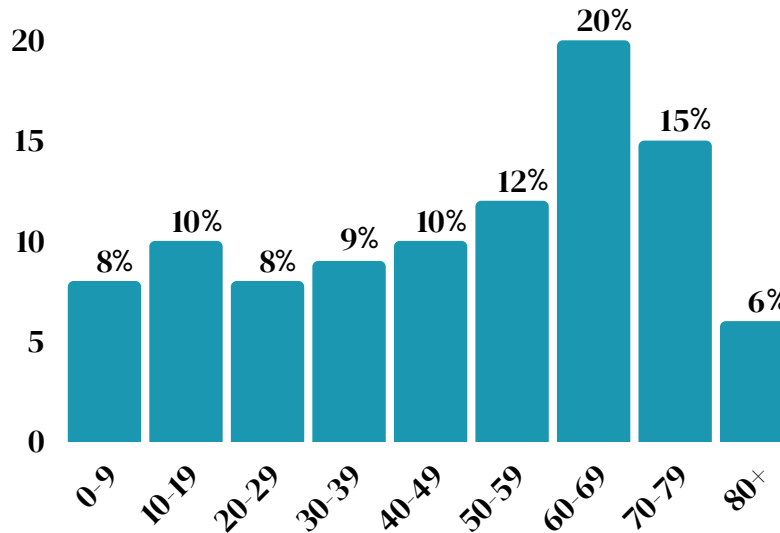
“Increasing affordability of resources could benefit the quality of life of the people that we serve. With an aging population, it will be important for our community to support the older population while still working diligently to attract younger families for our county's businesses and infrastructure.”

- Community Leader  
(Business)



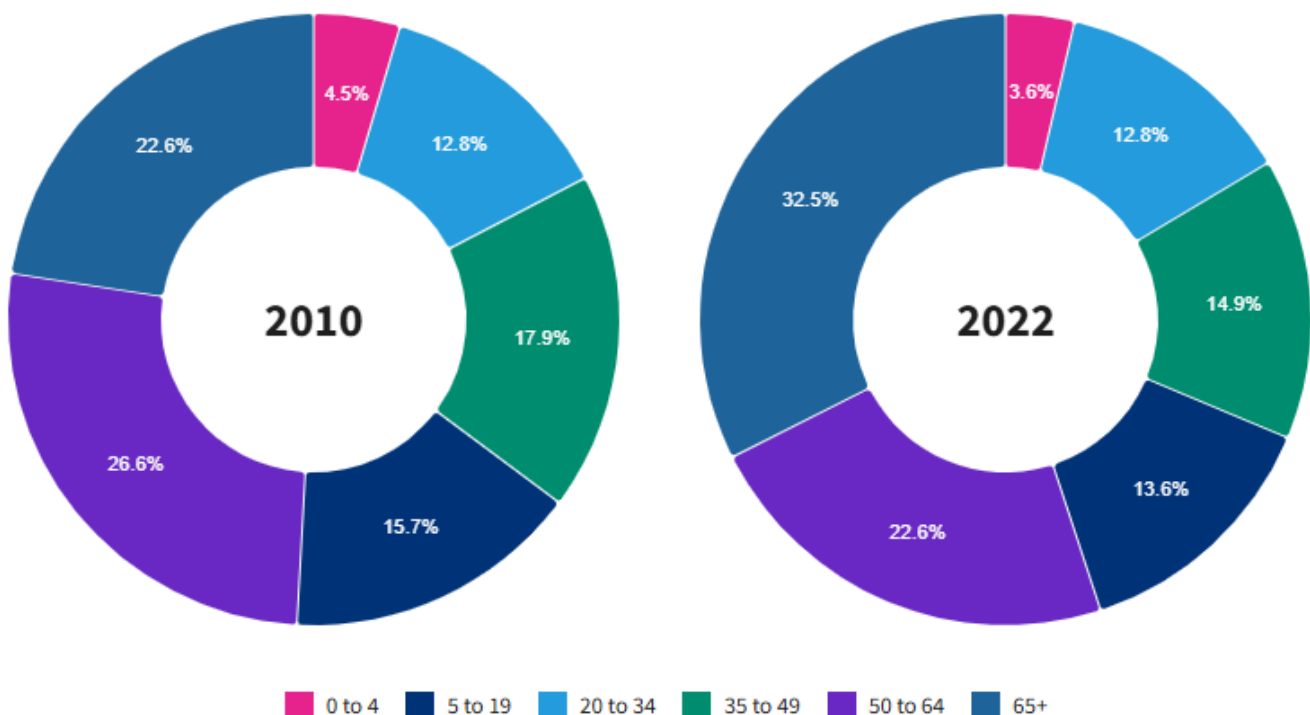
# Aging Population

## AGE MAKEUP OF DOOR COUNTY <sup>4</sup>



## CHANGING AGE MAKEUP <sup>5</sup>

The share of the population that is **65 and older increased from 22.6% in 2010 to 32.5% in 2022**. During that same time, the 0 to 4 population decreased from 4.5% to 3.6%. This aging trend has implications for healthcare demand, workforce availability, and social services, while also affecting local schools, housing needs, and community planning.



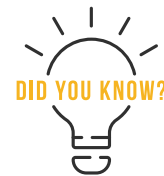


# Social Connection

Social connection is a vital component of community health, and in Door County, both young adults and older residents have expressed a strong desire for more opportunities to socialize, ranking it as the **second-highest concern in community conversations**. Despite this, the county demonstrates notable civic engagement: 88.3% of eligible residents voted in the 2020 presidential election, far surpassing state and national averages.<sup>1</sup> Civic participation is an indicator of belonging and shared responsibility. Door County also boasts a high rate of social associations, indicating strong infrastructure for clubs, organizations, and community groups. These civic spaces and networks not only foster participation and shared purpose but also serve as key venues for building relationships, reducing isolation, and strengthening the social fabric across generations.

## SOCIAL ASSOCIATIONS PER 10K PEOPLE<sup>1</sup>

County: 18.3  
State: 11.1  
Nationally: 9.1



Lacking social connection can increase the risk for premature death as much as smoking up to **15 cigarettes** a day.<sup>2</sup>

**23%** of Door County adults report that they sometimes, rarely, or never get the social and emotional support that they need.<sup>1</sup>

*This is slightly better than the state and national rate of 25%.*

“We’ve got a lot of great outdoor resources, but something I hear a lot is that people are looking for inside things to do that aren’t alcohol based.”

– Community Conversation Participant (Young Adult)

“I feel like for my mental health and some of the challenges I’m seeing really revolve around having some socialization time for myself, like time for myself, my ability to go out or hang out with other people where I don’t have to be a mom. And I don’t have my kids really has been a challenge.”

– Community Conversation Participant (Families with Young Children)





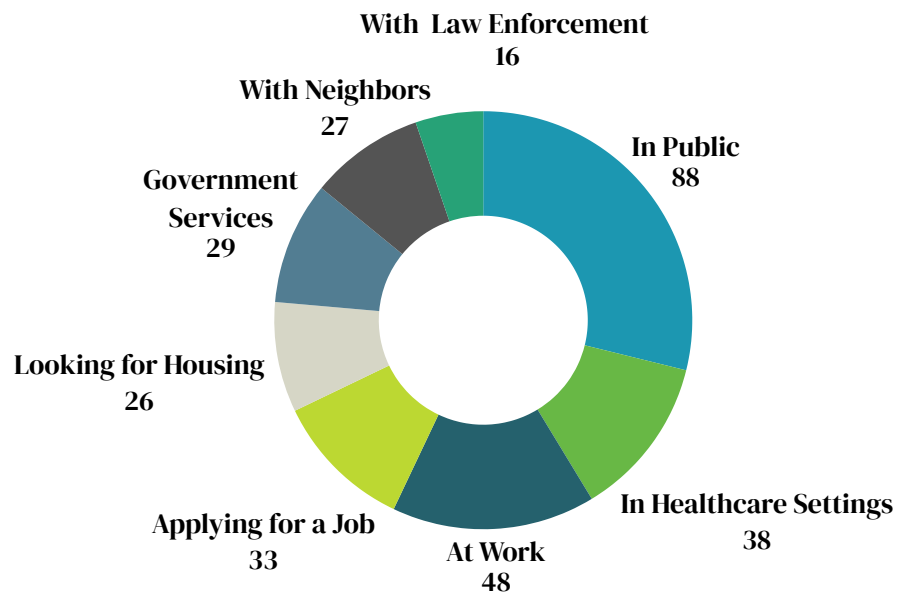
# Discrimination

Door County experiences several forms of social tension that can contribute to feelings of discrimination or exclusion. The county's limited racial and ethnic diversity, combined with a tense political climate and closely contested elections, can heighten polarization and strain community relationships. Friction also emerges between long-time rural residents and newer retirees, as well as between year-round and seasonal residents, each group bringing different expectations and priorities. These dynamics can create barriers to belonging and participation, underscoring the need for continued efforts to strengthen community cohesion and inclusivity.

**15%**

of survey participants reported they or someone in their household experienced discrimination in Door County.

## WHERE DISCRIMINATION WAS EXPERIENCED



## TYPES OF DISCRIMINATION REPORTED

Gender	73
Age	66
Income	41
Disability	38
Race	35
Sexuality	22

**“I know people here in Door County who have been discriminated in their work place, getting health care, trying to access buildings and events because of because of their sexual orientation, gender identity, race, and disability.”**

– Survey Respondent

**“We have to recognize that we have discrimination in our county before we can correct it. We have to realize that everyone does not feel safe here.”**

– Survey Respondent





# Alcohol & Drug Use

Door County is not immune to challenges related to alcohol and drug use. An alcohol-centric culture and rising concerns around opioids, fentanyl, and methamphetamine place pressure on local systems. Limited treatment capacity forces many residents to seek detox or residential care outside the county, contributing to increased strain on law enforcement, courts, and child-welfare services.

In response, the county is working to strengthen its continuum of care through initiatives such as Treatment Court, development of sober-living homes, and expanded access to co-occurring mental-health and substance-use treatment. These are critical steps toward improving community health and family stability.



25% of Door County residents binge drink  
*compared to 19% in the US<sup>1</sup>*

Binge drinking is defined as consuming 5 or more drinks on an occasion for men, or 4 or more drinks on an occasion for women.<sup>2</sup>

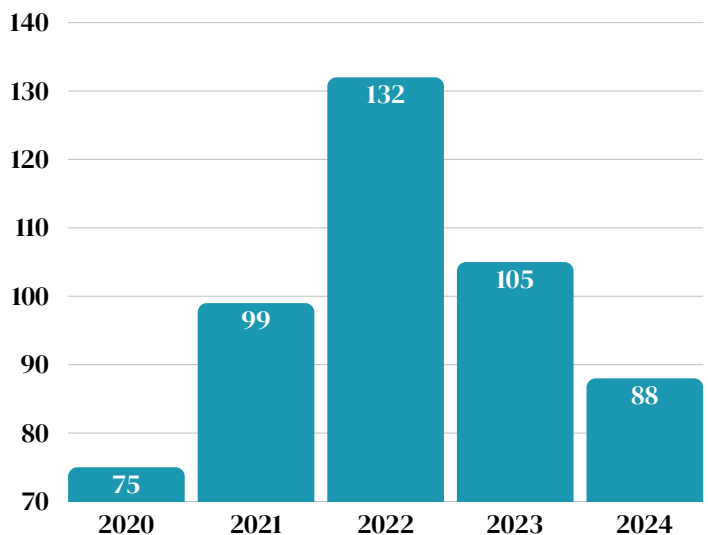
“Other than a bar, it’s  
hard to find something  
that’s open after five.”

– Community Conversation  
Participant (Young Adult)



35% of motor vehicle crash  
deaths involved alcohol.  
Compared to 31% at State  
and 26% in the US.<sup>4</sup>

**OWI Arrests<sub>3</sub>**  
**Door County Sheriff's Office**





# Alcohol & Drug Use

OPIOID OVERDOSE AMBULANCE RUNS AT-A-GLANCE <sup>5</sup>			
	County	NE WI	State
Count	9	529	3673
Rate (per 100,000)	32.2	46.9	70.8
% of total ambulance runs	0.3	0.5	0.7
Naloxone doses administered	25	577	3854

*\*Numbers as of October 2025*

**Over 80%**

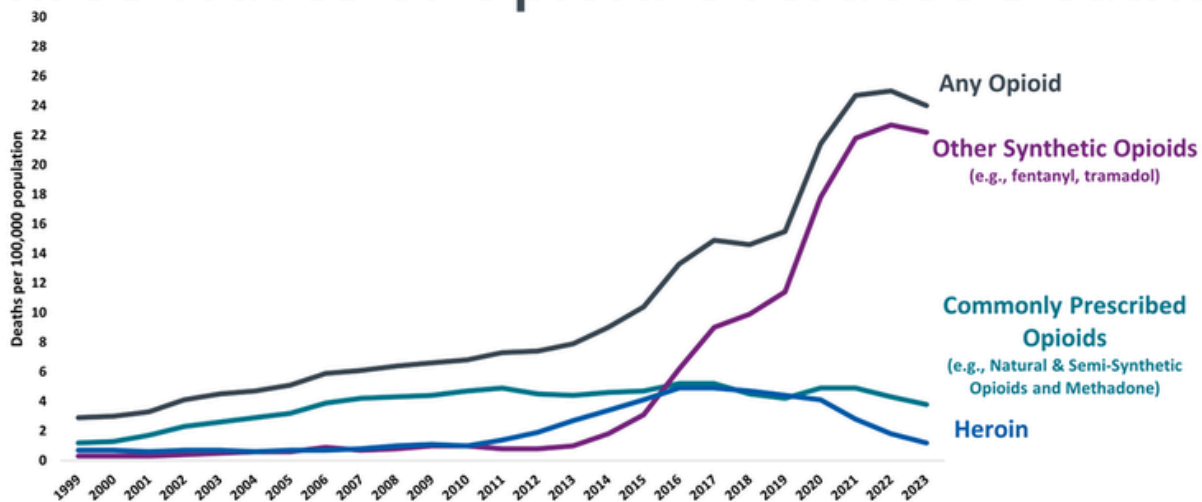
of overdose deaths in WI involved an opioid

In 2023, there were **1763 total drug overdose deaths in Wisconsin**—1415 of these involved an opioid.<sup>6</sup>

Nearly 108,000 people died in the US from drug overdose in 2022—approximately 82,000 (about 76%) involved opioids. 2023 was the first annual decrease in drug overdose deaths since 2018.<sup>7</sup>

Door County Public Health distributes free Narcan, an opioid reversal medication, and offers trainings on how to use it. The program is supported by state opioid settlement funds from pharmaceutical lawsuits.

## Three Waves of Opioid Overdose Deaths<sup>7</sup>



Wave 1: Rise in Prescription Opioid Overdose Deaths Started in the 1990s

Wave 2: Rise in Heroin Overdose Deaths Started in 2010

Wave 3: Rise in Synthetic Opioid Overdose Deaths Started in 2013

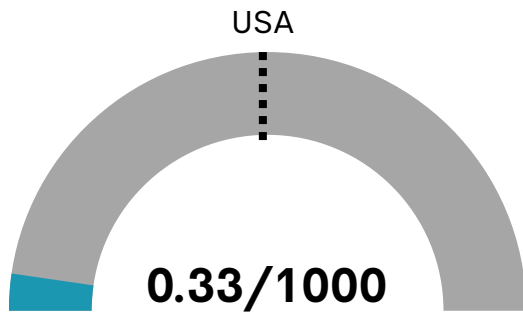
SOURCE: CDC/NCHS, National Vital Statistics System, Mortality. CDC WONDER, Atlanta, GA: US Department of Health and Human Services, CDC; 2024. <https://wonder.cdc.gov/>.





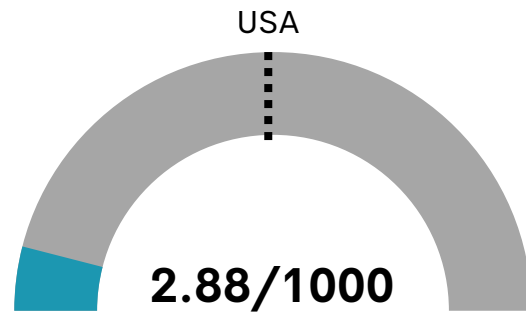
# Crime & Violence

**"Safe Community"** ranked as the **second most-favored** aspect of the county, with 40% of all respondents selecting it.



Violent Crimes

Door County has 0.33 violent crimes per 1,000 people. The national rate is 3.6 per 1,000 people.<sup>1</sup>



Property Crimes

Door County has 2.88 property crimes per 1,000 people. The national rate is 18.22 per 1,000 people.<sup>1</sup>

**55%**

From 2014 to 2023, **Wisconsin's overall gun-death rate increased by 55%**. According to a 2024 report, firearms were the second-leading cause of death among Wisconsin's youth (ages 1–17) in 2023, surpassing other causes such as motor vehicle accidents, overdoses, and many diseases.<sup>2</sup>

## FIREARM-RELATED DEATHS PER 100,000 PEOPLE<sup>3</sup>

Door	Wisconsin	US
12	13	14

# THANK YOU!

to the 973 residents who completed our survey, those who participated in a community conversation, and the community leaders who provided professional insights and content for this report.



## STAY CONNECTED

 [www.co.door.wi.gov/CHA\\_CHIP](http://www.co.door.wi.gov/CHA_CHIP)



**Public Health**  
Prevent. Promote. Protect.  
**Door County**



doorcountypublichealth



**Door County**  
**Medical Center**  
IN PARTNERSHIP WITH HOSPITAL SISTERS HEALTH SYSTEM



doorcountymedicalcenter

**Questions or comments?** Contact Shauna Blackledge at Door County Public Health  
sblackledge@co.door.wi.gov or 920-746-2233

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ChatGPT-5 and Microsoft Copilot (OpenAI, accessed 10/2025-1/2026) were used to synthesize key findings from the community health survey data and provided suggestions narrative content throughout the report. All AI-generated text was reviewed, verified for accuracy against original documents, and edited by report authors before inclusion.

# Appendix A: Community Conversation Guide and Questions

## 2025 COMMUNITY HEALTH ASSESSMENT

# COMMUNITY CONVERSATION GUIDE

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### TIPS FOR HOSTS:

- Familiarize yourself with the questions ahead of the conversation. Note the optional rephrase questions that can be used, if needed.
- Remain neutral in your role as facilitator.
- Be okay with silence in order to get people to talk.
- Make sure to give adequate time for people to process the question and formulate their thoughts/answers.
- Seek feedback from all participants and alternate the first to respond as best as possible.
- Use open-ended phrases such as “Tell me more,” to encourage additional contributions, if needed.
- Try to keep the conversation on track and discourage political commentary. Remind participants that there is a forum for those conversations, but it does not serve the purpose of this forum.

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### WELCOME/PURPOSE OF THE COMMUNITY CONVERSATION

Welcome and thank you so much for your time today! I am [Your Name], and I am [Your Role/Organization] and I will be facilitating this conversation today. We are here to have a crucial conversation about health, as part of a larger health assessment. This conversation helps local organizations, including Door County Public Health, Door County Medical Center, and many others identify and collaboratively address health issues, needs, and priorities. This helps guide our work and ultimately leads to better health outcomes and more effective programs and policies.

---

### EXPECTATIONS/INTRODUCTIONS

**Ground Rules:** We will listen respectfully to each other, share our perspectives openly, and focus on finding common ground to improve our community's health. We are here to talk about the state of health in Door County and its successes, failures, and impacts—and most importantly, your relationship with these successes, failures, and impacts. We want to ensure that the meeting remains productive, civil, and respectful.

**Expectations:** We'll start with introductions, then move into a facilitated discussion, and conclude with next steps. We will do our best to allow everyone a chance to respond to each question. If you do not want to respond to a specific question, you can pass. If we need to move on from a question before everyone has replied, you may use the provided note paper to share your input. The questions will ask about your personal experiences as well as broader community experiences. Does anyone have any questions about the process before we begin?

**Group Introductions:** Ask participants to share their first name and where they are from.

---

## QUESTIONS

1. What do you think about when you think about health? Think about **personal** health and **community** health.
2. What strengths does Door County have that contribute to health and quality of life?
3. What is the biggest challenge **you** face on a daily basis? Please choose just one to share.
  - a. Optional Rephrase: Think about barriers you experience.
4. What seems to be the **community's** biggest challenge or top issue?
  - a. Optional Rephrase: Think about barriers in our community.
5. What changes or improvements would enhance your overall health and quality of life?
  - a. Optional Rephrase: What are your hopes for the future for you and your family?
6. If we did everything right, what would a healthy community look like five years from now?

*If time allows, please ask the question below and/or offer participants to revisit an earlier topic or questions.*

7. Now that we are at the end, are there other areas related to improving health and quality of life that we haven't talked about and are important to you?

---

## THANK YOU AND NEXT STEPS

Thank you again for your time and participation! The insights gained from these community conversations are a vital part to the assessment process for Door County. A community survey will be available from June through August and you all are encouraged to participate in that as well. All of the information gathered will help shape the priority areas of many Door County agencies for the next five years.



# Appendix B: Stakeholder Questionnaire



## 2025 Community Health Assessment Stakeholder Questionnaire

Thank you for taking the time to complete this questionnaire. Your input is a valuable part of the 2025 Community Health Assessment (CHA), which helps identify health issues and opportunities in Door County. This assessment directly informs the 2026–2030 Community Health Improvement Plan (CHIP), which guides efforts to improve community health over the next five years.

The CHA and CHIP are required activities for both Door County Public Health and Door County Medical Center, and are widely used by local partners to align strategies, priorities, and resources. Your perspective as a stakeholder is essential to this process—we appreciate your contribution!

Name \*

First Name

Last Name

Email \*

example@example.com

Phone Number

Please enter a valid phone number.

Position/Title(s) \*

Name of Organization \*

How long have you worked and/or lived in Door County?

What strengths does Door County have that contribute to health and quality of life?



What are the biggest challenges your organization faces on a daily basis?

What are the community's biggest challenges or top issues?

What changes or improvements would enhance the overall health and quality of life of the staff at your organization, if applicable?

What changes or improvements would enhance the overall health and quality of life of the people you serve, if applicable?

If we did everything right, what would a healthy community look like five years from now?

# Appendix C: Community Health Survey



## 2025 Community Health Survey

This survey is for people ages 16+ who live and/or work in Door County. The survey is anonymous and should take approximately 10 minutes to complete. At the end of the survey, you will have the opportunity to enter a weekly drawing for a chance to win a \$25 Destination Door County gift certificate. This entry will not be tied to your survey in any way. If you have questions or concerns about this survey, please contact Shauna Blackledge at Door County Public Health, [sblackledge@co.door.wi.us](mailto:sblackledge@co.door.wi.us) or 920-746-2233.

### What are your connections to Door County?

Select all that apply.

- ☐ I live here full-time
- ☐ I live here part-time
- ☐ I work here
- ☐ I retired here
- ☐ I am a student of a school in Door County

### How long have you lived or worked in Door County?

- ☐ Less than a year
- ☐ 1-3 years
- ☐ 4-6 years
- ☐ 7-10 years
- ☐ 10-20 years
- ☐ 20+ years

### Only answer the following question if you do not live in Door County:

If you would like to live in Door County, but do not, what is the reason you don't? Select all that apply.

- ☐ Affordability
- ☐ Cost/Availability of Housing
- ☐ Family Reasons (i.e. distance, child care)
- ☐ Lack of Services/Amenities (i.e. healthcare, schools)
- ☐ Lack of Social Opportunities
- ☐ Willing to Commute
- ☐ I do not want to live in Door County
- ☐ Other:

### If you live in Door County part-time, how many months of the year do you typically live in Door County?

- ☐ 10+ months
- ☐ 6-9 months
- ☐ 2-5 months
- ☐ Less than 2 months
- ☐ I live in Door County during the week for work, but have a residence elsewhere
- ☐ I live in Door County full-time
- ☐ I do not live in Door County

What is the primary Door County ZIP code where you LIVE? Leave blank if not applicable.

What is the primary Door County ZIP code where you WORK? Leave blank if not applicable.

\_\_\_\_

\_\_\_\_

**Choose the option(s) that describe your current employment status. Select all that apply.**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Full-Time Employed                | <input type="checkbox"/> Stay at Home Parent     | <input type="checkbox"/> Part-Time Employed |
| <input type="checkbox"/> Caregiver for Adult Family Member | <input type="checkbox"/> Multiple Part-Time Jobs | <input type="checkbox"/> Unemployed         |
| <input type="checkbox"/> Seasonal Employment               | <input type="checkbox"/> Unable to Work          | <input type="checkbox"/> Work Remotely      |
| <input type="checkbox"/> Retired                           | <input type="checkbox"/> Student                 | <input type="checkbox"/> Other: _____       |
- 

**Only answer the following question if you currently work in Door County:**

**Are you worried about being exposed to things that harm your health at work?**

- ☐ Yes
- ☐ No
- ☐ Unsure

**Optional: Please explain any potential work hazards you are concerned about.**

**What are the best parts about Door County? Choose your top three (3).**

- |  |  |
|--|--|
| <input type="checkbox"/> Access to community amenities (i.e. grocery stores, healthcare facilities, childcare) | <input type="checkbox"/> Access to parks, trails, and beaches            |
| <input type="checkbox"/> Affordable cost of living   | <input type="checkbox"/> Comfortable climate/four seasons                |
| <input type="checkbox"/> Community events/festivals  | <input type="checkbox"/> Cultural attractions (i.e. art, theater, music) |
| <input type="checkbox"/> Food and beverage options (restaurants, bars, cafes, wineries)                        | <input type="checkbox"/> Good place to raise family                      |
| <input type="checkbox"/> High quality schools  | <input type="checkbox"/> Job opportunities/strong economy                |
| <input type="checkbox"/> Near family/friends   | <input type="checkbox"/> Rural lifestyle                                 |
| <input type="checkbox"/> Safe community  | <input type="checkbox"/> Size of community                               |
| <input type="checkbox"/> Welcoming community   | <input type="checkbox"/> Other: _____                                    |
- 

**If I was suddenly without income for three (3) months I would be able to cover all of my expenses?**

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Not applicable

**In the last 12 months, how often have you worried that you would run out of food before you had money to buy more?**

- ☐ Never
- ☐ Rarely (1-2 times)
- ☐ Sometimes (several times during the year)
- ☐ Often (monthly or almost every month)

**What are the main sources for food for your household? Select all that apply.**

- |   |  |
|---|--|
| <input type="checkbox"/> Grocery Stores           | <input type="checkbox"/> Convenience Stores/<br>Gas Stations |
| <input type="checkbox"/> Farmers Markets          | <input type="checkbox"/> Food Pantries                       |
| <input type="checkbox"/> Personal Garden/<br>Farm | <input type="checkbox"/> Restaurants/<br>Fast Food           |
| <input type="checkbox"/> Other:                   |  |

**Skip this page if you do not live in Door County:**

**What is your living situation in Door County today?**

- ☐ I have a reliable place to live.
- ☐ I have a place to live today, but I am worried about losing it.
- ☐ I do not have a reliable place to live. (i.e. temporarily staying with others, living in a vehicle or outside)
- ☐ I do not live in Door County.

**How many people, including yourself, live in your household? (e.g. 4)**

\_\_\_\_\_

**Who all lives in your household? Select all that apply.**

- ☐ Spouse/Partner
- ☐ My parent(s)
- ☐ My child(ren)
- ☐ My grandparent(s)
- ☐ Other children or youth relative(s)
- ☐ Other adult relative(s)
- ☐ Friend(s)/roommate(s)
- ☐ I live alone
- ☐ Other: \_\_\_\_\_

**Does your housing meet your needs? Please rank the following areas of your current housing.**

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
Affordable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enough room for everyone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe area/neighborhood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working electric and plumbing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working heat, air conditioning, or ventilation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Healthy environment (free of pests, mold, radon, & other hazards; safe drinking water)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Location to work, school, or community amenities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Do any of the following impact your ability to get, keep, or move up in your job? Select all that apply.**

- ☐ My ability to get job skills training
- ☐ Availability of child care
- ☐ Availability of reliable transportation
- ☐ Language barrier
- ☐ Lack of advancement opportunities
- ☐ My education level
- ☐ Availability of adult respite care
- ☐ Job accommodations for a disability
- ☐ No, I have a job I am satisfied with and not currently trying to advance
- ☐ Not applicable (i.e. retired or not able to work)

**In the past year, if you or someone in your household missed work, a medical appointment, or other important event because you didn't have transportation, which of the following caused your problem? Select all that apply.**

- ☐ No vehicle
- ☐ Couldn't afford gas/transportation cost
- ☐ Unable to drive
- ☐ Unreliable vehicle
- ☐ Public transport unavailable
- ☐ No one able to drive me
- ☐ Not applicable
- ☐ Other: \_\_\_\_\_

**Optional: Please share any comments on your responses from the previous page related to basic needs.**

**Please answer the following questions based on your experiences in Door County:**

	Agree	Disagree	Unsure or N/A
I feel safe in my community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel like I belong to my community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have at least one person I can talk to if I have a personal problem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are opportunities for people to gather in my community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have access to fast and reliable internet.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**I and/or someone in my household has been treated unfairly based on characteristics such as gender, age, race, ethnicity, income, etc. in Door County.**

☐ Yes                      ☐ No                      ☐ Unsure

**If "Yes" was chosen above, please select what type(s) of discrimination was experienced.**

*Select all that apply.*

- |   |  |
|---|--|
| <input type="checkbox"/> Race or ethnicity  | <input type="checkbox"/> Sexual orientation                |
| <input type="checkbox"/> Criminal history   | <input type="checkbox"/> Age                               |
| <input type="checkbox"/> Disability         | <input type="checkbox"/> Income/<br>socioeconomic status   |
| <input type="checkbox"/> Citizenship status | <input type="checkbox"/> Primary language<br>spoken/accent |
| <input type="checkbox"/> Gender             | <input type="checkbox"/> Place of birth                    |
| <input type="checkbox"/> Other: _____       |  |

**If "Yes" was chosen above, please select the situation(s) in which discrimination was experienced.**

*Select all that apply.*

- |  |  |
|--|--|
| <input type="checkbox"/> Applying for a job                  | <input type="checkbox"/> Looking for housing<br>to rent or buy   |
| <input type="checkbox"/> In healthcare<br>settings           | <input type="checkbox"/> In public                               |
| <input type="checkbox"/> At work                             | <input type="checkbox"/> Interacting with<br>government services |
| <input type="checkbox"/> Interacting with law<br>enforcement | <input type="checkbox"/> With neighbors                          |
| <input type="checkbox"/> At school                           | <input type="checkbox"/> At a place of worship                   |
| <input type="checkbox"/> Other: _____                        |  |

**How do you connect or socialize with others in Door County? Select all that apply.**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Aging and Disability Resource Center (ADRC) | <input type="checkbox"/> Church or Faith Based Groups                 | <input type="checkbox"/> Volunteerism          |
| <input type="checkbox"/> Community Events                            | <input type="checkbox"/> Fitness Classes/Groups (i.e. YMCA, CrossFit) | <input type="checkbox"/> Workplace             |
| <input type="checkbox"/> Food and Beverage Establishments            | <input type="checkbox"/> Hobby/Interest Clubs (i.e. Book Clubs)       | <input type="checkbox"/> I struggle to connect |
| <input type="checkbox"/> Music/Performing Arts                       | <input type="checkbox"/> School-Sponsored Activities/Sports           | <input type="checkbox"/> Other: _____          |
| <input type="checkbox"/> Service Groups (i.e. Lions Club, Rotary)    | <input type="checkbox"/> Sport Leagues                                |  |

	Yes	No	Unsure or N/A
I have access to quality healthcare in Door County.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can get an appointment for my health when needed in Door County.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have access to the specialty care I or my family needs in Door County.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am heard, seen, and listened to when I am receiving healthcare.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**I have a primary care provider (i.e. medical doctor) in Door County where I regularly go for check-ups.**

- ☐ Yes
- ☐ No

**I have a primary dental provider in Door County where I regularly go for check-ups.**

- ☐ Yes
- ☐ No

**I have a primary vision provider in Door County where I regularly go for check-ups.**

- ☐ Yes
- ☐ No

**I am aware of mental health services and resources in Door County.**

- ☐ Yes
- ☐ No

**If needed, I would feel comfortable accessing mental health services in Door County.**

- ☐ Yes
- ☐ No
- ☐ Unsure or N/A

**I am aware of substance use (drug or alcohol) services and resources in Door County.**

- ☐ Yes
- ☐ No

**If needed, I would feel comfortable accessing substance use services in Door County.**

- ☐ Yes
- ☐ No
- ☐ Unsure or N/A

**Optional: Please share any additional comments on your responses related to any of the above healthcare services questions.**



**What do you think are the most important areas to improve for Door County?** *Choose up to three (3) in each of the categories below.*

### Health Behaviors and Outcomes

- ☐ Chronic Health Conditions (i.e. Heart Disease, Diabetes, etc.)
- ☐ Dental/Oral Health
- ☐ Drug Use
- ☐ Excessive Alcohol Use
- ☐ Excessive Screen Time
- ☐ Mental Health
- ☐ Nutrition and Access to Healthy Foods
- ☐ Overweight/Obesity
- ☐ Physical Inactivity
- ☐ Tobacco/Vape Use
- ☐ None of these
- ☐ Other: \_\_\_\_\_

### Physical Environment

- ☐ Agricultural Pollution/Manure Contamination
- ☐ Air Pollution
- ☐ Clean Lakes and Beaches
- ☐ Drinking Water Quality
- ☐ Noise Pollution
- ☐ Public Transportation
- ☐ Reliable Cell Service and Internet
- ☐ Safe Places to Exercise or Play (i.e. parks, pools/splash pads, rec centers)
- ☐ Safe Streets for Biking and Walking
- ☐ None of these
- ☐ Other: \_\_\_\_\_

**REQUIRED:** From the selections you made above, please choose your top three (3) overall areas for improvement for Door County.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### Access to Care

- ☐ Aging and Support Resources
- ☐ Availability/Affordability of Dental Care
- ☐ Availability/Affordability of Medical Care
- ☐ Availability/Affordability of Mental Health Care
- ☐ Availability/Affordability of Substance Use Services (drug or alcohol)
- ☐ Cost of Health Insurance
- ☐ Culturally Appropriate Resources and Care
- ☐ Preventive Screening Usage (i.e. annual exams, mammograms, colonoscopies)
- ☐ Vaccination Rates
- ☐ None of these
- ☐ Other: \_\_\_\_\_

### Social and Economic Factors

- ☐ Child Care
- ☐ Discrimination
- ☐ Family Values/Support
- ☐ Jobs with Livable Wages and Benefits
- ☐ Off-Season Activities/Social Settings
- ☐ Opportunities for Meaningful Connections
- ☐ Quality Education
- ☐ Safe and Affordable Housing
- ☐ Screen Time/Social Media
- ☐ None of these
- ☐ Other: \_\_\_\_\_

**Optional:** Please share any additional comments on your selections above, including any ideas for improvement.

## Demographics

Age	Gender	Do you identify as transgender?	Sexual Orientation
<input type="checkbox"/> 16-18	<input type="checkbox"/> Woman	<input type="checkbox"/> Yes	<input type="checkbox"/> Heterosexual or Straight
<input type="checkbox"/> 19-24	<input type="checkbox"/> Man	<input type="checkbox"/> No	<input type="checkbox"/> Gay or Lesbian
<input type="checkbox"/> 25-34	<input type="checkbox"/> Non-Binary	<input type="checkbox"/> Prefer not to answer	<input type="checkbox"/> Bisexual
<input type="checkbox"/> 35-49	<input type="checkbox"/> Other		<input type="checkbox"/> Other
<input type="checkbox"/> 50-64	<input type="checkbox"/> Prefer not to answer		<input type="checkbox"/> Prefer not to answer
<input type="checkbox"/> 65-79			
<input type="checkbox"/> 80+			

**What race(s) and/or ethnicities do you identify as? *Select all that apply.***

- ☐ White/Caucasian
- ☐ Black/African American
- ☐ Hispanic/Latinx
- ☐ Asian/Pacific Islander
- ☐ American Indian/Alaskan Native
- ☐ Middle Eastern or North African
- ☐ Multiracial
- ☐ Other: \_\_\_\_\_

**What is your highest level of education completed?**

- ☐ Some high school
- ☐ High school or GED
- ☐ Some college
- ☐ Technical school/associate degree
- ☐ Bachelor's degree
- ☐ Advanced or professional degree  
(i.e. Master's, PhD, JD, MD)

**Annual Household Income**

- ☐ Less than \$25,000
- ☐ \$25,000-39,000
- ☐ \$40,000-59,000
- ☐ \$60,000-74,999
- ☐ \$75,000-99,999
- ☐ \$100,000-199,999
- ☐ \$200,000 or more
- ☐ Prefer not to answer

**What language(s) do you speak at home? *Select all that apply.***

- ☐ English
- ☐ Spanish
- ☐ Other: \_\_\_\_\_

**What health care coverage/insurance do you have? *Select all that apply.***

- |  |  |
|--|--|
| <input type="checkbox"/> Private insurance (i.e. through work) | <input type="checkbox"/> Marketplace/Affordable Care Act |
| <input type="checkbox"/> Medicaid/BadgerCare                   | <input type="checkbox"/> Medicare                        |
| <input type="checkbox"/> Indian Health Services                | <input type="checkbox"/> Veteran's Administration        |
| <input type="checkbox"/> COBRA                                 | <input type="checkbox"/> I do not have health insurance  |
| <input type="checkbox"/> Other: _____                          |  |

**Thank you for your time! Be sure to enter our weekly gift card drawing!**

Completed paper surveys must be returned to Door County Public Health or to the agency that provided the survey, which can route them accordingly.

**421 Nebraska Street, Sturgeon Bay, WI 54235**

# Appendix D: Community Health Survey Areas for Improvement

Survey respondents were asked to choose their top three areas for improvement in Door County in four categories. 960 respondents completed this section. The top three selections in each category are bold.

Health Behaviors and Outcomes	
Chronic Health Conditions	268
Dental/Oral Health	193
Drug Use	185
<b>Excessive Alcohol Use</b>	<b>311</b>
Excessive Screen Time	141
<b>Mental Health</b>	<b>435</b>
Nutrition/Healthy Food	205
<b>Overweight/Obesity</b>	<b>278</b>
Physical Inactivity	136
Tobacco/Vape Use	91
Other	1
None of These	76

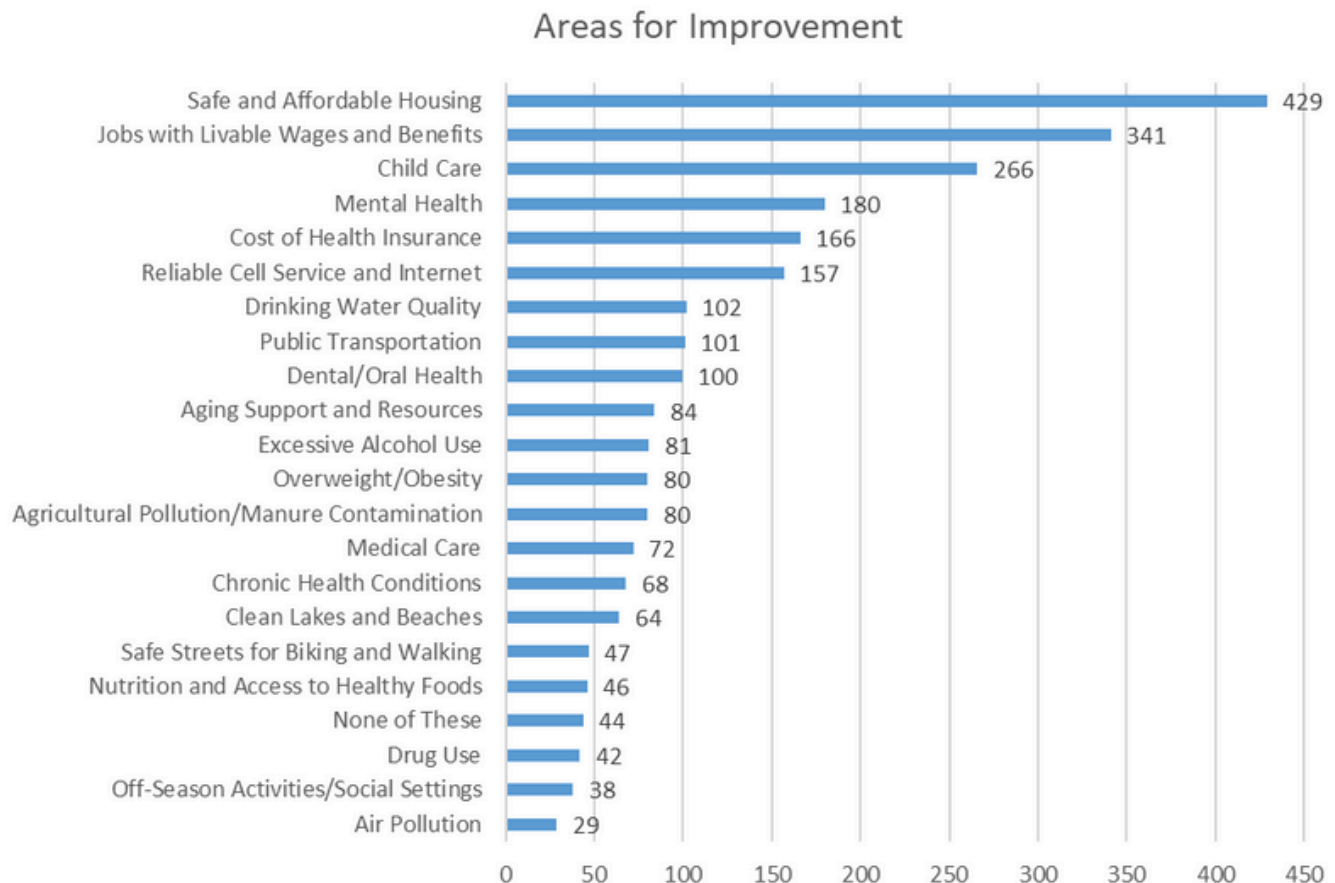
Physical Environment	
Agriculture Pollution/Manure	260
Air Pollution	135
<b>Clean Lakes/Beaches</b>	<b>303</b>
Drinking Water Quality	300
Noise Pollution	51
<b>Public Transportation</b>	<b>353</b>
<b>Reliable Cell/Internet</b>	<b>462</b>
Safe Places to Exercise/Play	99
Safe Streets to Walk/Bike	184
None of These	60

Access to Care	
Aging and Support	220
<b>Dental Care</b>	<b>319</b>
Medical Care	300
<b>Mental Health Care</b>	<b>341</b>
Substance Use Services	134
<b>Cost of Health Insurance</b>	<b>469</b>
Culturally Appropriate Care	70
Preventative Screenings	93
Vaccination Rates	75
Other	1
None of These	93

Social and Economic Factors	
<b>Child Care</b>	<b>501</b>
Discrimination	72
Family Values/Support	64
<b>Jobs with Livable Wages</b>	<b>610</b>
Off-Season Activities	155
Meaningful Connections	92
Quality Education	67
<b>Safe and Affordable Housing</b>	<b>615</b>
Screen Time	68
Other	1
None of These	59

From the selections made in the categories above, respondents were asked to choose their top three overall areas for improvement in Door County. 938 survey respondents completed this question. Below are the top areas chosen. Areas selected less than 25 times were omitted.

Rank	Area for Improvement	Total Responses	Percentage
#1	Safe and Affordable Housing	429	45.70%
#2	Jobs with Livable Wages and Benefits	341	36.40%
#3	Child Care	266	28.40%
#4	Mental Health	180	19.20%
#5	Cost of Health Insurance	166	17.70%
#6	Reliable Cell Service and Internet	157	16.70%
#7	Drinking Water Quality	102	10.90%
#8	Public Transportation	101	10.80%
#9	Dental/Oral Health	100	10.70%
#10	Aging Support and Resources	84	9.00%



# Appendix E: School Funding Adequacy

Source: County Health Rankings & Roadmaps

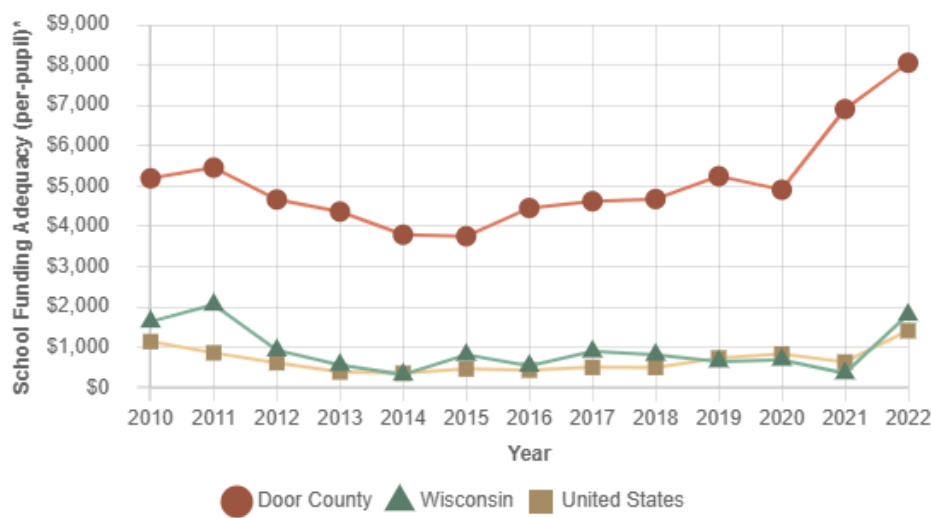
	Door County	Wisconsin	United States
School Funding Adequacy	\$8,057	\$1,807	\$1,411

In Door County, Wisconsin, on average, per-pupil spending among school districts was \$8,057 above the estimated amount needed to support students in achieving average US test scores.

**Definition:** The average gap in dollars between actual and required spending per pupil among public school districts. Required spending is an estimate of dollars needed to achieve U.S. average test scores in each district.

Years of data used: 2022

**School Funding Adequacy in Door County, WI**  
Additional information is needed to interpret the trend for this measure



Year	Door County	Wisconsin	United States
2010	\$5,191	\$1,635	\$1,141
2011	\$5,457	\$2,057	\$862
2012	\$4,665	\$924	\$617
2013	\$4,365	\$562	\$387
2014	\$3,792	\$322	\$355
2015	\$3,755	\$812	\$461
2016	\$4,454	\$540	\$432
2017	\$4,622	\$894	\$502
2018	\$4,678	\$815	\$500
2019	\$5,243	\$649	\$735
2020	\$4,908	\$690	\$836
2021	\$6,908	\$355	\$634
2022	\$8,057	\$1,807	\$1,411



\*School Funding Adequacy is the actual per-pupil spending compared with an estimated amount that would need to be spent to achieve U.S. average test scores in each school district. The county value is the cross-district average of the spending surplus or deficit.

# Appendix F: Jobs by Industry

Source: Data USA, 2023

INDUSTRY	WORKFORCE
Manufacturing	2307
Retail Trade	1618
Health Care & Social Assistance	1524
Accommodation & Food Services	1464
Public Administration & Other Services	1302
Construction	1219
Administrative & Support (Inc. Waste Management)	919
Educational Services	871
Professional, Scientific, & Technical Services	633
Finance & Insurance	454
Arts, Entertainment, & Recreation	444
Transportation & Warehousing	414
Agriculture, Forestry, Fishing & Hunting	408
Wholesale Trade	284
Information	249
Real Estate & Rental & Leasing	238
Utilities	153
Mining, Quarrying, & Oil & Gas Extraction	24
Management of Companies & Enterprises	16



The Community Health Improvement Plan to address the priority issues highlighted in this report will be developed in 2026.

Visit **[www.co.door.wi.gov/CHA\\_CHIP](http://www.co.door.wi.gov/CHA_CHIP)** for updates.



**Questions or comments?** Contact Shauna Blackledge at Door County Public Health  
sblackledge@co.door.wi.gov or 920-746-2233