

Lathrop North Association

Minutes of meeting 11/3/21

Jack convened the meeting with a moment of silence. A time of silence to settle ourselves is not just a Quaker practice. Many indigenous groups use this practice for prayer and meditation.

Management - Liz Weissbach, interim director

Her major activity since August has been identifying issues from residents and staff, such as

- deferred maintenance
- Easthampton expansion
- financial status

She has held many meetings with residents, including leadership, with more planned and individual meetings with all levels of management. She has been attending Council and Association meetings, and an informal meeting with the Council in Easthampton. Plans are underway for an informal monthly meeting with Northampton residents.

Planned are an all staff meeting in November and a holiday party in December.

Liz is seeing better cooperation at all levels.

Deferred maintenance projects are underway, the list shared at Council meetings. Total cost of \$2 million. The most important to residents is the repair and painting of houses.

Sufficient funds are being set aside to pay for deferred projects through next year.

Expansion: discussed for 7 years, cost 1 million. She and Holly are reviewing the estimates. Have found that some are too high.

There is no unanimity around whether expansion should occur.

Financial status: anxiety was stirred up by the American Inn question.

Detailed financials are now being presented to residents. Seems that the anxiety is now somewhat abated.

All of these concerns were addressed at October 14 town hall. These town halls will continue since they were well received.

She and Holly are committed to providing residents with continuing communication and information.

Highlights: all staff vaccinated. 6 visitors from Kendal coming 11/8-10th. They will be assessing many areas of operation.

Still very difficult to hire workers in all departments. New candidates coming next week.

Cathie Brown has prepared a table of typical wages and benefits in our geographic area for all areas of staffing to guide their offers to candidates.

Working on assessment of street lighting situation, will continue home repairs as long as weather permits.

Kudos to Sally Ives for shepherding the garden fencing and shed project.

Comings and goings

Rebecca is now convalescing at home. John and Richard are back on campus

Gratitudes

Interim Director Liz & the Board for their active efforts to improve communication. Resident Board representatives Joan Wofford & Peter Van Pelt for their untiring work on our behalf. Shelley Schieffelin for facilitating many candidate forums. Donna for her patient survival skills & Hot Cider Afternoon. The Lathrop crew for maintenance progress. Our artistes for their inspirational work in the Meeting House. Residents for support of refugees. Judy Hyde for organizing/facilitating story swap.

Treasurer's report

\$7885 income from the Association fund has brought our cash balance to a little over \$20,000. \$14,200 will be left after furniture paid for

Lathrop Finances- Holly

We are moving in the right direction.

- 96% occupancy
- YTD: \$190,000 more brought in YTD than budgeting
- Director of Marketing position eliminated
- Cash on hand: 58 days cash on hand, without taking line of credit into account.
- We are paying down \$200,000 a year on loans.
- Wants to have conversations with the presidents on the reserve fund.

Questions:

In answer to Gary Roodman:

*Vanguard fund includes a bond fund and a stock fund.

*Days of cash on hand (includes what's in the stock market) is based on current market value of assets in stock market.

In answer to Gary Fey

*Total return percentages and how they adjust for inflation

Holly for Chris

Another maintenance person left, for medical reasons.

Gary Fey suggested opening this to women part-time? Be more creative in our outreach.
Answer: the one full-time maintenance person left is a woman.

Jean Shackelford - are we including our cleaning person in that? Yes.

Wellness - Rob

Rob outlined the two areas of his responsibilities and requested help from residents in defining how he should be carrying them out.

1) Lathrop community health. This has been very focused on the pandemic. Low-moderate risk of transmission in our area. We all need to reset around what we think the risk is and how do we want to navigate this? Covid is now endemic, it won't go away. Collectively, we are in a place of chronic inflammation. Our ability to make choices is impacted by things like media fear. We are once again at low covid risk.

Vaccinated people who get covid just tend to have symptoms like a bad cold.. How do we go forward now? What would be helpful from the Wellness office? Would like feedback. 35% participation rate of people to his annual letter to meet with him.

2)Care coordination is the second part of his job. Many find other routes to manage their care. Wonders how he can be of more help. Welcomes hearing requests.

Jack wanted assurance that air filters in Meeting House's large system are taken care of on a regular basis.

Pamela likes the idea of people self-sorting for participation levels. Likes to hear the question about how much to help neighbors with their care.

Rob: you have done a great job as a community to find appropriate boundaries. Not clear on how to help with solutions for the challenges of aging.

Maintenance - Chris

Power washing will continue here as long as weather permits.

Has been talking with Dale about leaves staying put on common garden areas.

If you want leaves to remain in your own garden, let Chris know.

Board - Joan

So many residents' ideas have been accepted by the Board. Profiles of Board members will be appearing in Lamp Post. Board members have expressed willingness to attend lane, and Council meetings. Board has also signaled its agreement to have residents participate on committees.

Peter- no update on search for ED. Search firm is impressed with the level of resident engagement. They are very familiar with Kendal and see how we are different. Will get a list of 6-8 semifinalists; finalists will come on campus for a day or two. Might have a new director in January.

Elly - Would have liked to see the search go outside of the senior living world. Is it too late to ask them to look outside that community? Peter will ask.

Sarah Ismail would like the link to the zoom session with the search firm.

Ruth would hope that Inn residents, with enhanced care, get equal attention in this search. I Hope Liz will be part of the transition. Joan and Arlene are in no hurry to lose Liz.

Fitness - Sue

- new fitness class led by Jen called “Balance Barre for All” to begin on Nov. 16, 2021. Sessions of this class will be held on Tuesdays at 1:00 and Thursdays at 10:00 until the end of the year.
- Alexander Technique (good health in conjunction with good posture) classes begin on January 25, 2022 from 3:00-4:30

Land conservation - Dale

Presented two policy proposals for approval.

1. Not naming natural features after people
2. Management of plants in undeveloped area
3. Leave the leaves issue - Donna will be asked to make signs for our beds
Would like to have hedgerows more natural, ie, leave leaves there rather than imported wood chips

Jean Miller - concern about a worrisome oak tree behind her house. Wonders about tree evaluation scheduled for last summer. Jack assured her they will follow up with Chris Hague

Program - Chris Hjelt

Increasing activities in the meeting room. Thanksgiving dinner, holiday decoration party coming up this month. Sunday movies are ongoing. Concert November 21. The big monthly calendar going forward will include more of our programs.

Virginia wondered if North will be able to order Thanksgiving dinners without having to be on the meal plan? Yes, maybe. Have requested this,

Rob: The Inn is not open to guests for dining

Garden - Sally

Proposal for the fence and the shed \$12,095 total cost. We are requesting \$2,500 from the Association. The rest of the money has been donated by residents. Request approved.

Safety - Sally

- New speed bumps sought in the spring
- Street lighting on the deferred maintenance plan-to be replaced by downward facing
- Sealer planned for each lane in spring

Jack- will take up the possibility of safety issues at Bridge Rd. crosswalk with new councilman.

Patio- Dale

The drawing shown at this meeting will be passed along to Chris Hague. \$5,000 anonymous donation has been pledged toward what should be an \$8,000 project. Assuming Lathrop will pay the rest. Flagpole will be relocated.

Jean: size? Bigger than the area now under the tent.

Gary: What about the downward slope of the lawn? There will have to be some leveling.

Alex: Where will trash containers go? Chris Hjelt: These are positioned as far away as possible from the performance area by staff.

By-law draft concerning formation of pool of residents interested in serving on the Board

It will be submitted to Council and then brought to the next Association mtg for approval.

Music - Jeff

November 21 concert with Sarah Briggs, violin, and Gregory Hayes, piano. More concerts for the rest of the season being planned.

Meeting adjourned at 12:10pm

Respectfully submitted,
Judith Hyde, secretary