

Lathrop North Council Meeting
12/1/21

Present:

Officers: Elly Rumelt, Jack Hjelt, Dale LaBonte, Judy Hyde

Lane Reps: Sarah Ismail, Ginny Biggie, Martha Cushman, Shelley, Schieffelin, Bob Buhner, Gary Fey, Jean Krogh

Staff: Liz Weissbach, Rob Olmsted, Sarah Gauger, Chris Hague, Kathi Brown, Donna King

Committee chairs: Chris Hjelt, Dave Morrissey, Peter Van Pelt

Comings and Goings

We noted the passing of Ann Hartman, and Peter Hensley in November.

Marjorie Ewing is in rehab at Linda Manor

Gratitudes

-Dave for Sunday movies

-Menorah lighting daily

-Claire for Thanksgiving potluck

-Donna King for all-round good service

-Music committee for a great concert

Program Committee for re-starting events in the meeting house and for a full December schedule

Jen for her new balance class

Minutes approved from November Association meeting

Treasurer's report

Balance 9/25 \$20,796.50

\$185 - for piano tuning

Balance 10/25 \$20,611.50

The chairs for the meeting house lobby will be delivered shortly to be paid for by the Lathrop credit card which will then be reimbursed with Association funds, so the balance will be decreased in the near future.

Management - Liz

-First covid infection identified in a staff person this week

-Following research on Omicron variant to see how we might need to alter our protocol

-Nov 8-10 six Kendal reps visited to make operational assessment; they issued a summary report with a full report in 2-3 weeks. One of primary findings: IT issues. A follow-up IT team to come here to help us improve. They found their visit here a very positive experience, especially with residents. They noted we have the highest occupancy rate of any Kendal facility. They found us in good financial shape. Communications have significantly improved. Follow-up report on communications with more suggestions will be forthcoming..

-Two new staff members. Maintenance position once filled by Dennis now filled by Sean Mathers; New cook- Jonathan Bilodeau

- More servers have been found.
 - Question raised about appliance replacements- Lathrop provides a standard mid-range model, but residents can pay the difference on higher end models.
 - Extending her office hours here to all day Friday.
 - Announcement of “Chat with Liz:” At 11:15 to 12:15 on December 10th at the Meeting House there will be an informal gathering for all residents to talk with Liz about interests and concerns
- Gary Fey asked the following questions:

To what extent will the deferred maintenance be taken care of in the coming year? What items will be attended to and what carried over? Is there a schedule? Will there be sufficient cash? Is there a roadmap for covering deferred maintenance?

Given the difficulties of getting workers, how difficult will it be to carry out maintenance plans? What have we been able to do, what haven't we?

Is the increase in fees to address normal expenses, or to what degree deferred maintenance?

Do we all pay the same for the same type of unit? As for the fee increase, we should all pay the same amount, varying only by the type of unit.

Liz: 12 major projects approved by the Board and funded. We have projected for 2022 a 6% increase in entry fees, which will yield about one million dollars. Bids have gone out for the new generator and chiller. We no longer have negative cash flow.

Chris Hague:

The chiller will be under 200 k. The generator 79K.

Hoping to get over to Northampton soon to do AC removal and painting. Trying to do this work on a scheduled basis. Going to take away our tent and speed bumps soon. Sean Mathers, the new maintenance supervisor, was introduced and welcomed. He will be working on both campuses

Kathi Brown:

Several unfilled positions, but now we are getting more applications.

Still need concierge, servers, LPN, CNA

Focusing on retention. Wage increases started 11/14. \$1,000 bonus to staff who bring in a new hire.

Rob Olmsted

The staff member who has covid is at home. All contact tracing with testing of close contacts has been done, but results are not yet in. If further infected staff or residents are found further contact tracing and testing will be necessary. Current CDC guideline is that vaccinated contacts do not have to quarantine, but Lathrop protocol (drawn up before vaccinations) does call for them to be quarantined. We may change that protocol but for now it is in place.

In our area the numbers of the infected and hospitalized are creeping up.

Committee Reports:

Board-Peter Van Pelt

The Board Search Committee met 11/17 with our search consultant, learning that there are 4 viable candidates. More candidates will be forthcoming. The Committee has requested a more

diverse pool of applicants. Not sure whether the final applicants will be named before the end of the year.

Program - Chris Hjelt

Committee is hoping to have maskless events. Meeting with Rob to decide. The committee is meeting next week and at that time will have a list of f upcoming events to put into the Lamp Post.

Question about having private groups in the Gathering room with all vaccinated and possibly entering from outside rather than through the mail room entrance. Chris invites feedback.

Safety Committee-Elly for Sally Ives: Meeting postponed until the 3rd.

Garden Committee- Elly for Sally Ives: Shed has been purchased. Fence has been chosen and next steps are in the hands of Chris Hague and Liz.

Old Business:

Patio- Jack Hjelt

There seems to be broad-based support from our community. Next step is to meet with Holly and Chris Hague, get estimates. The fact that covid and its cousins will be with us for a long time whets our interest in having a patio. It is hoped the Association and Lathrop will both contribute to its cost. An anonymous donor has contributed a significant amount to the cost although this person does not typically attend concerts. This contribution shows the character of our community.

By-Law change-Jack Hjelt

Consensus was reached to take the revised proposal re: process for selecting residents for Board membership to association.

New Business:

Whether to join the Kendal sustainability organization SSAFE- Elly

This is an organization which shares what different Kendal communities are doing for sustainability. It is free to join for any individual. The Easthampton association has voted to contribute \$250 to this organization. In order for Northampton to decide to join Easthampton in this support we need more information. Elly will send this information to all residents for lane discussion so that their representatives can bring back their opinions to Council

Mention of this organization led to a discussion of Lathrop's efforts towards sustainability. The need for a strategic plan for greening Lathrop was identified. How would this organization help towards this goal? For example, would they help us figure out how to use solar power? Do we need to focus on our own house first

Program committee had the idea of doing a program about various energy schemes, for private use.

A question has been raised. Should we have more frequent association meetings? We will take a survey of opinions on this question.

Lane concerns:

Dogwood: Ginny relayed a request that all flower beds on campus be cleaned up. Dale pointed out that people have different opinions about what's best. Council consensus was to keep the current plan of leaving public beds undisturbed. Any resident who wants their own garden bed cleaned up can put in a work order.

Crabapple: Shelley- Her lane had a question about how will Lathrop provide for any resident whose funds have been depleted and is worried about fee increase. She will bring this question back to lane for more precision.

A car driven by a resident came to a screeching halt at night to avoid hitting another resident. This is an on-going issue. Berkshire Design was contacted about traffic calming in 2019. There needs to be some way of enforcing speed limit and observing crosswalks. Some discussion about permanent speed bumps, which Judy spoke against. Elly requested more research about what works. Jean also had doubts about speed bumps. Liz said that Shallowbrook Road has always been a concern. She agrees with assessment and research. This is coming up this Friday, with the safety committee.

Goldenchain: Sarah- Any way we can have access to closed circuit TV like now in Easthampton? Sarah Gauger responded with what she found out a few years ago--very costly and complicated because we do not have the same cable supplier. There is a new app for the phone that KATHy O'connell is investigating that might give this resident some more programming and information.

Bob - Aspen congratulates Management and Board for taking advantage of what Kendal has to offer.

Announcements

Jack announced that Stan Moulton, our new Ward 1 representative to the City Council, will be meeting with Lathrop Northampton residents early in January. The program committee is working on final arrangements. He is aware of our concern about the dangers of fast traffic on Bridge.

Respectfully submitted,
Judy Hyde, Secretary

