

Lathrop Council Meeting September 21, 2022

Comings

We welcome Sonya and George Teter now residing at 68 Goldenchain.

Gratitudes

- Program committee for afternoon with Frances Perkins
- Rowena and committee for the afternoon of sharing, and program folks for the wine and cheese following
- The kitchen for our pre-Labor Day picnic
- Facilities for eye-catching new signs about the speed limits, and for removing old signs about mandatory masks
- Music committee for excellent concerts
- Cindy for organizing focus groups for strategic plan
- All residents who participated in survey and focus groups
- Dennie Brandt, now leaving our community, for his service as treasurer

Treasurer's report

Balance: 25-Aug -'22		\$ 9,885.85
Reimburse Lathrop for garden shed	\$ 2,500.00	7385.85
Janice Hanson One Woman show: "Women's Work:	\$ 150.00	7235.85
Balance - 18-Sept '22		\$ 7,235.85
Note: The fall fund drive raised \$7221.00 according to Heidi McGuire in the business office, however it is not yet recorded by the Florence bank as of 18 Sept, '22		
Ogden Brandt, Treasurer		

Jean Shackelford was appointed as the new treasurer.

Minutes of July Council minutes approved.

Lane Business

1. Patio

Construction is scheduled to begin. \$8,000 will be contributed by Lathrop. Resident pledges of \$6,000. The shortfall is \$5800. The bid was \$19,800. Another \$3900 needed. Jack said that the final cost, with electrical and unknowns may be \$24,000. The sense of the meeting was approval of \$6500 from our Association account.

Lane input: Hawthorne, Dogwood expressed a willingness to go forward and contribute as needed. An Aspen resident had many questions which the planning committee has taken into account as they did their work. Chris Hague invited that resident to bring the questions to him for answers. Will there be drainage? Chris did not think it would be a problem. No need for a railing.

2. Future of the Flagpole

Dogwood would like a pole attached to the Meeting House.

Firethorn wants no flag. Sell the flagpole.

Aspen did not reach consensus. Concern about trashing a previous gift.

Hawthorne -dominant view was no flags

Crabapple- 4 out of 19 were in favor of flagpole

Goldenchain- smaller pole on porch

Butternut - no flag

Chris Hjelt proposed creating a more beautiful memorial book, to honor gifts.

Elly summarized: the majority don't want the pole which will be donated to Lathrop Easthampton. Some feel strongly about having a flag displayed somehow. We will convene a small working group of those who want the flag and whose purpose would be to manage its display.

Chris Hjelt proposed having a fixture on the porch for a flag, and those who wish to have a flag take responsibility for displaying and removing it according to protocol.

Other Lane concerns:

Jean K. Do we have a policy for contractors posting their business signs on our property? Chis H. said he would remove the "Crack Man" sign now there.

Jean K. reported on Firethorn's thoughts on the new mask policy. This led to a discussion about whether the Covid advisory committee had been involved, with some lack of clarity about whether this more relaxed policy was compatible with the decision reached at the last advisory group meeting. Memories differed as to what that decision was. Elly regretted there was no record of that

meeting. Cindy said that all our Kendal affiliates have had masks optional for quite a while. This is a management decision. She suggested that a message be sent on North Neighbors encouraging general masking for the sake of our more vulnerable neighbors. Jean K said it's hard to encourage others to mask. Rob said that there won't be consensus on that. People are encouraged to make the choices that feel right to them.

Hawthorne: Concern about all the dumping - will be collected.

Dead trees - Spring Valley can't remove. Will have to get a tree service. It's on the calendar.

Desire to know what private groups are meeting in the Meeting House. There was some surprise at learning that all such groups are resident sponsored. It was suggested that anyone wishing to know who the sponsor is ask Donna, who keeps the record of Meeting House reservations.

Aspen: Please elaborate on Kendal at home sign up. Cindy: new model: assessment is \$500 or \$750 if 2 people. Assistance with managing care is \$125/hr payment directly to the care providers. Pay as you go. Rob elaborated more of the system for Geriatric care management and noted that some residents already have a different form of Kendal at Home that is more like a prepaid care insurance program with more restrictions on eligibility. Hopefully a Kendal at Home representative will come at the beginning of November to explain their services in more detail..

IT support questions. Aspen would like all meetings taped so that those who can't attend can know what's said. Dale said that this is a policy question, needs more discussion. It's a bigger issue that belongs to the program committee.

Committee Reports

Landscape - Dale

- Vision for the Bridge Road property. Sketch of proposed beds of native plants was circulated. Cindy said that the property may be used for a building some day.
- Land Conservation will meet Oct. 10th. Members will be coming here next week to walk around to check on invasives.

Program - Chris

Upcoming in October: Pioneer Valley Symphony, A number of programs concerning dementia, including one on end of life issues with Mark Peterson, Halloween costumed walk with refreshments; several other ideas pending.

Fitness - Sue

- Tai Chi and Yoga happening, organized by Joe Kulin
 - Jen's balance program is on-going and well attended.
- Sue is resigning as chair of the Fitness Committee. She invites anyone interested in taking over her position to let her know.

Safety - Virginia

New traffic-slowing signs on their way

Chris has got the generator installed, will include instructions on how to work in case of power failure.

Music- Jeff

It's going very well. 8 musicians have accepted invitations to perform in the upcoming months. Easthampton residents are welcome to outdoor concerts, and also to indoor, after Northampton people have had plenty of opportunity to sign up.

Handbook Update -Sarah Gauger.

It is in process. "Quick tips" section is completed.

Management

Cindy

- Strategic planning process- we are all partners. Great that you are going to a community conversation in the middle of October on the SWOT analysis. Elly clarified that the SWOT analysis done by consultant Diane Burfeildt will be in residents' cubbies soon. Our community conversation will be about that analysis and the other documents that have been distributed as part of the strategic planning process. A small group will be working on the framework for that conversation. Residents' will be receiving an announcement about it soon. Cindy expressed her wish to be transparent about this strategic plan. To that end she explained that the total cost of the process will be \$38,260. The great majority of that cost is for the consultant. There will be a retreat with 35 staff and residents to be held in November at the Garden House at Look Park. This will also contribute to the cost of the strategic plan but in a minor way.
- Ancillary Lathrop services fees reactivated after a pause during the pandemic.
- Prospective residents are now looking for different things in a retirement home. Nationwide, 97% are expressing interest in a place where they can learn, teach, grow, contribute, have fun. Elly pointed out that prospective residents seem to be looking for a community where they will have agency and opportunities to grow in this stage of their lives rather than safety.
- Movie "Gen Silent" about GLBTQ residents moving into a retirement community being brought here for staff. It will also be available for residents who are interested.
- DEIB work - virtual dementia tour for staff to experience a simulation of dementia and other disabilities.

- Leading Age conference to prepare our leaders on the management team in Denver: attending are Cindy, Rob and Kathi Brown, Larry Hunt, VP of the Lathrop Board.

Wellness - Rob

- Flu clinic coming up on our campus.
- CVS tentative agreement to do a COVID-19 bivalent booster clinic here October 10th.
- Kendal At Home relationship with Lathrop still being worked out.

Finance - Holly

- Modem problem in MH is improved. Paragus partnership is going well.
- September 22, 11:30 financial roundtable for both campuses.
- She's investigating a grant available through Northampton for keeping people safe during COVID-19. Might help with patio funding.
- Occupancy rate higher than budgeted; About \$100,000 less spent than expected by end of August. 12% operating margin, a major improvement. 80 days cash on hand. (127 with the line of credit)

Facilities - Chris

Staff - struggling to attract more staff.

30 Refurbishments this year - done by subcontractors now; final stage is too complicated for subcontractors and must be done by our staff. Holly added that using subcontractors is actually more economical than using our own staff.

- Staff shortage has made it difficult to keep up with work orders.
- Crack sealing done
- Hope to have patio done by October 5th.
- Painting on MH delayed
- Lamppost on GoldenChain. Contractor needs to be nudged.

Meeting adjourned 11:55.
Respectfully submitted,
Judy Hyde, Secretary