

ASSOCIATION FOR THE RELIEF OF AGED WOMEN Board Meeting | May 12, 2022 | 9:30 am

Wamsutta Club | County Street | New Bedford | Zoom option

Packet contents to be reviewed prior to the meeting:

April Minutes; May FLO Newsletter & BA Report; April activity sheet; April Financials; May Beneficiary Recommendations; Committee Materials: Finance, Governance, Legacy

- Moment of Silence
 - ♥ Lorraine Perry
 - ♥ Jean Bennett (past board member)
- Reflective Moment Debbie Brooke
- Call to Order President Jane Stankiewicz
 - ✓ Recommendation to authorize the Office Administrator to take meeting minutes for review, approval and distribution by the Clerk. VOTE
- Roll Call Gale Beaton
- President's Report
 - ✓ Recommendation to approve April 2022 Board meeting minutes, as distributed with post-President approval amendments – VOTE
 - → Discussion on Annual Meeting format
- → Goals for upcoming tenure

- → Meetings with new chairs
- Executive Director's Update see packet
 - → Thank you for Annual Meeting
 - → FLO Newsletter & BA report
 - → Questions: activity sheet
 - → Volunteer opportunity

- → Referral process
- → Community Engagement
- → CPG updates
- → Beneficiary highlight

- Finance Review see packet
 - Finance Committee meeting update 4/12/22
 - ✓ Recommendation to accept April finance report, as distributed VOTE
- Committee Reports
 - → Visiting see packet for upcoming birthdays
 - May Visiting reports 3 minutes each
 - * Jane Stankiewicz
 - Reporting in June: Roseanne O'Connell

- → Beneficiary see packet
 - ✓ Recommendation to accept decisions of beneficiary committee, as distributed VOTE
 - Highlight a new beneficiary
- → Governance see packet
 - Governance Committee meeting update 4/26/22
 - Introduction of Board prospect Helen Montague
- \rightarrow Grants
 - Nothing to report
- \rightarrow Legacy
 - Nothing to report
- → Personnel *see packet*
 - Personnel Committee meeting update 4/15/22
- Other business to be brought before the Board
- Executive Session, if needed

ANNOUNCEMENTS/MEETINGS – ALL INVITED TO ATTEND AND AUDIT WHENEVER INTERESTED:

Thursday, May 12th | Board Meeting | Wamsutta/Zoom | 9:30 am

Friday, May 13th | BOA 101 | 9:30 am

Friday, May 20th | Personnel Committee | 9:30 am

Tuesday, May 24th | Governance Committee | 9:30 am

Wednesday, June 1st | Beneficiary Committee | 9:30 am

Thursday, June 9th | Regular Board Meeting | 9:30 am

Women helping Women

Happy Birthday!!

Gale 6/6

Association for the Relief of Aged Women Minutes of the Regular Monthly Meeting, April 14, 2022

<u>Moment of Silence:</u> All present had a moment of silence for the beneficiary who we lost since our last meeting: Dorothy Alfonso. Also, past board member Elizabeth Brinkerhoff.

<u>Reflective Moment</u>: Roseanne O'Connell read a brief history of ARAW written by Florence Davenport in 2008 which included an address from Rachel Howland on the occasion of the ARAW's 10th anniversary.

President Rosemary Saber called the meeting to order at 9:40 AM.

A motion was made to authorize the Office Administrator to take meeting minutes for review, approval and distribution by the President. **SO VOTED**

<u>Members in Attendance:</u> Bachman, Beaulieu, deSa, Ellis, LaFlamme, Mayall, McKnight, Natho, O'Connell, Saber, Stankiewicz.

Executive Director Clare Healy Foley and Office Administrator Jenny Costa also present.

Members excused: Beaton, Brooke, Doyle.

The minutes of the March 10, 2022 board meeting were approved as written. SO VOTED

Report of President: President Rosemary Saber reported:

- 1. Attended FLO luncheon last month women have wonderful time, encouraged board members to attend
- 2. Annual Meeting format and reports
 - a. Less than 5 minutes for each report
 - b. Learning opportunity on both sides: ARAW and Community Partners
- 3. Thank you and look back
 - a. Covid created loss of interpersonal connection
 - b. Thanks to staff and board members for efficiency in carrying out meetings on Zoom
 - c. Loss of Sharon 14 year relationship with ARAW
 - d. Has been a full year with much accomplished
 - e. Will do written report of 2 year tenure share highlights at Annual Meeting
 - f. Noted by Mary Rosemary has done a remarkable job in Presidency

Report of Executive Director: Executive Director Clare Healy Foley reported:

- 1. FLO Newsletter
 - a. Many board members expressed Sharon's remarks were beautiful
 - b. New Bedford Art Museum Field Trip
 - i. 3 signed up
 - ii. Walking concerns limited participation
 - iii. Board members can attend-good opportunity to engage with beneficiaries
 - c. Zeiterion shows
 - i. South Pacific very popular

- ii. Young at Heart additional programming in May
- 2. BA Report: asked if helpful board members learn, full of fun facts, continue!
- 3. Activity Sheet: outstanding, board members impressed by amount of work
- 4. Office reconfiguration
 - a. Making current space work until new space found
 - b. Conference room area for committee meetings now open
- 5. Thank you to Rosemary, Mary and Cathy for hosting March Wamsutta luncheon
- 6. Volunteer opportunities
 - a. Wamsutta luncheon April 22nd looking for hostesses
 - b. Delivery of raffle items in April
- 7. Policy statements & CORI
 - a. Signed and return policy statements annually
 - b. CORI check every 3 years (Best practice)
 - c. Current bylaws state \$1 dues
- 8. Visiting reports let office know if you would like to add beneficiaries to or remove from your list
- 9. CPG updates
 - a. Coastal Neighbors Network (CNN)
 - i. Clare gave presentation to 20 members about ARAW and its history
 - ii. CNN has evolved and grown over time organization for everybody regardless of financial
 - iii. CNN working on press release and flyer for FLO newsletter
 - b. New Bedford Art Museum (NBAM)
 - i. Field trip this Friday
 - ii. Art kit deliveries going strong
 - 1. 30 participants
 - 2. Positive feedback about kits and Devin who is doing deliveries
 - c. New Bedford Fishing Heritage Center
 - i. Clare had meeting with coordinator
 - d. New Bedford Police Department
 - i. Clare has had 3 meetings
 - ii. New to grants
 - iii. Working on checklist to create consistency in visits
 - iv. Training with officers in May educate what ARAW does
 - v. Do not want to be duplicative with ARAW or other community programs work
 - e. New Bedford Symphony Orchestra
 - i. Clare meeting tomorrow with executive director and program coordinator
 - ii. Will play music at May Wamsutta luncheon featured in FLO newsletter
 - f. YWCA
 - i. ARAW was featured in Widows' Program newsletter
 - g. Dartmouth Council on Aging
 - i. Ongoing issues

- ii. Partnership ending at end of May
- iii. Any questions/comments in the community refer to office
- h. Fairhaven Council on Aging
 - i. Parted on good terms
 - ii. Letter sent to Lucille and Carolyn thank you for dedication over the years
 - iii. Beneficiaries are understanding transition calls coming to ARAW office
- i. Sangha Yoga Studio
 - i. Located in Olympia Tower
 - ii. Clare met with Nanci and Jeff (owner)
 - iii. Will be pursuing CPG next year
 - iv. Opportunity for Chair Yoga will be featured in FLO newsletter
- j. Thank you to Sharon
 - i. Missing her already
 - ii. Learned so much from her over the past few years
 - iii. Cards sent to office will be given to her
- k. Welcome Leonora
 - i. Jumped right in
 - ii. Working Mon, Tues, Thurs and Fri 9-2

Report of Finance Committee: Chair Mary Ellis reported:

- Motion made to accept March finance report, with changes to over/under colors. <u>SO</u> VOTED
- 2. Portfolio did fantastic last year
- 3. Finance Committee meeting with Bank of America (BOA) & Investment Advisory Comm (IAC) 4/12/22
 - a. Introduction of Sarah Clark (BOA)
 - b. IAC will review IPS and BOA recommendations in May
 - c. Kathleen offered to meet with Finance Committee to explain

Report of Visiting Committee: Chair Shannon Bachman reported:

- 1. Will be meeting in May to discuss how things are going and plan for moving forward
- 2. Visiting reports: Shannon Bachman
 - a. Lillian Pacheco
 - i. Healthy and well
 - ii. Loves the Red Sox
 - iii. Talks about grandbaby in Florida
 - b. Susan Perry
 - i. Has MS, ARAW gave lift chair
 - ii. Making move to handicap unit she's excited
 - iii. Always in a great mood in spite of her obstacles
 - c. Lucille Fredette
 - i. Visits daughter with special needs every Tuesday with son
 - 1. Highlight of Lucille's week

- ii. Son cooks for her
- d. Next month Jane Stankiewicz
- e. Roseanne volunteered for June

Report of Beneficiary Committee: Chair Diane Laflamme reported:

- 1. A motion was made to accept recommendations from the Beneficiary Committee. \underline{SO} \underline{VOTED}
 - a. 29 requests, 10 new
- 2. New Beneficiary Highlight Patricia Rose
 - a. Very active took up geocaching
 - b. Friends lost zeal for life looking for more active friends
 - c. Hearing difficulties was wearing friend's hearing aids
 - d. ARAW awarded gift of hearing aids
- 3. Sandy Fogg Award
 - a. Started in honor of board member Sandy Fogg's 35 years of service
 - b. Given for needs beyond a normal request
 - c. Kathleen Jennings is this year's recipient
 - i. Cancer diagnosis in 2018
 - ii. Lives in old house in north end of New Bedford house being sold
 - iii. Neighbors who help but also take advantage
 - iv. No family or support
 - v. Old landlord reached out to new owner to ensure she's taken care of for 1 year
 - vi. Award is to help with moving costs
 - vii. Previously was not open to help but is now accepting success story

Report of Governance Committee: Mary Ellis reported for Chair Debbie Brooke:

- 1. Reminder to read reports and come prepared with questions
- 2. Potential board member candidate Susan Perry mutually agreed was not right fit, looking for systemic/policy work rather than individual
- 3. Potential board member Leah Macomber
 - a. Involved in community (Husband part of Coast Neighbors' Network)
 - b. Background in fundraising for Rhode Island hospitals/Foundation
 - c. One week to bring concerns to Debbie or office

Report of Legacy Committee: Chair Roseanne O'Connell reported:

- 1. Viewed ARAW archives (restricted from public viewing) documents held at NBWM
- 2. Discovered that discarding of some documents and notebooks occurred in the 1970's
- 3. Anticipate viewing ARAW stored documents for retention or discard purposes

Report of Personnel Committee: Chair Pam McKnight reported:

- 1. Meeting tomorrow will discuss:
 - a. Covid vaccination policy
 - b. Bereavement policy
 - c. Juneteenth

Other Business:

1. Wamsutta luncheon following board meeting – opportunity for socialization with fellow board members, pay on your own

The meeting was adjourned at 11:24 am.

Recorded by Jenny Costa, Office Administrator

May 2022



GOING WITH THE FLO

Friendship Lunches & Outings (FLO)
Newsletter

On Thursday, April 28th ARAW celebrated another incredible year of Women helping Women and friendship at our 155th Annual Meeting.

We are so glad YOU were part of our 333 women strong ARAW family this past year. On behalf of the staff

at ARAW, the ARAW Board members and all of ARAW's Community Partners, thank you for being our friend! We are very lucky. We hope you enjoy this issue of our newsletter, it is bursting with of all sorts of exciting opportunities. We look forward to hearing from you!







Thursday, May 26th | at the Wamsutta Club

12:15 pm to 1 pm *Enjoy pre-lunch music and interaction with the musicians*

1 pm to 2:30 pm Enjoy lunch with ARAW friends!

Call ARAW to register | (508) 717-0400 | Participants chosen by lottery





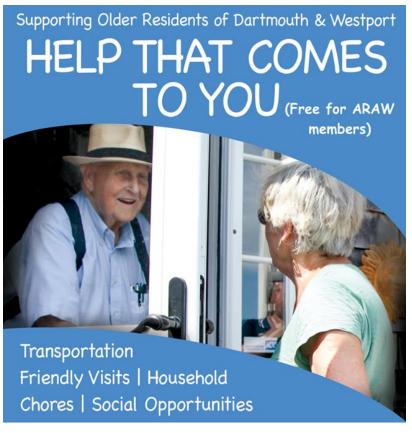
A Celebration of Young@Heart Lunch at The Zeiterion Performing Arts Center

Friday, May 27th | 12pm-2pm

RSVP to amoore@zeiterion.org by 5/20/22

Young@Heart, an ensemble of senior citizens performing classic and contemporary hits, has been celebrated worldwide as a truly inspirational force, especially during these challenging times. Their energy and charisma show fans that it's possible to grow old without growing boring. Unwilling to be shut away in nursing homes, Young@Heart had been touring the world since 1982, performing sold out concerts, and singing unexpected interpretations of popular music from The Clash, Jimi Hendrix, Sonic Youth, and Coldplay. Join us to watch behind the scenes footage recorded during the Covid-19 Pandemic and enjoy a lunch and conversation with members of the Zeiterion Staff.







A nonprofit, membership-based organization helping seniors stay safe, independent and connected in the communities they love

Want to Join? Volunteer? Call 508-556-4004 www.coastalneighborsnetwork.org





FREE TICKETS

New Bedford Symphony Orchestra performs *Prohibition*Saturday, May 14th | 7:30 PM | at the Zeiterion

New Bedford Symphony Orchestra performs *Irresistible*Saturday, June 18th | 7:30 PM | at the Zeiterion
Southeastern Massachusetts Youth Orchestras
Sunday, May 22nd | 3 PM (location TBA)

Call NBSO (508) 999-6276 or ARAW (508) 717-0400

for tickets or more details!



Designed for beginners and advanced creatives, follow along with Devin for step-by-step instruction in NBAM's studio space.

Topics include: color theory and mixing, brush techniques, creating a successful composition...and more!

Classes are FREE and all materials are included!

Registration required. Contact the ARAW office at 508-717-0400

10 am to 12 pm Sundays, June 12 - July 10 New Bedford Art Museum 608 Pleasant Street New Bedford, MA 02740

Creative Care is an art program for seniors presented by the New Bedford Art Museum/ArtWorks!.

This class is made possible through a grant from the Association for the Relief of Aged Women.

A Bristol/Plymouth Celebration of Seniors







9 a.m. to 12 p.m. Friday, June 17, 2022 at White's of Westport

Save the Date

Join us for a FREE breakfast, resource fair, and presentations on issues important to seniors.

More information to come.

presented by:









ALL ABOARD!

Join New Bedford Fishing Heritage Center as we launch *Herstory*



Herstory is a year-long project that will include FREE performances, films, walking tours, cooking classes, museum visits, and more!

In addition, we are looking for women with ties to the fishing industry to share stories as part of an intergenerational oral history project led by local high school and college aged women. The resulting oral histories will become part of the Fishing Heritage Center's archive and will be shared through a digital exhibit and culminating reception.

- Do you come from a fishing family?
- Did you ever work in the fishing industry (in a settlement house, seafood processing plant or other business)?
 - → We'd love to hear *your* story!
- Are you interested in learning about the history of New Bedford's fishing community and the local seafood industry?
 - → We would love to share *our* story!

We are excited to engage the ARAW community in all of these ways!

If you might be interested in participating, please contact the Center at 508-993-8894 or by emailing herstory@fishingheritagecenter.org.



















Age my way!



OLDER
AMERICANS
MONTH

AGE MY WAY: MAY 2022

Date	Beneficiary	Туре	Notes
4/1/2022	Mendonca, Shirley	Email	To AR, help w/phone, Dave request?
4/1/2022	Sousa, Isabel	Phone Call	To reg for raffle, Wamsutta luncheon
4/1/2022	Silveira, Marie Lorraine	Phone Call	To reg for raffle, Wamsutta luncheon
4/1/2022	Chytrus, Leslie	Phone Call	To reg for raffle, Wamsutta luncheon
4/1/2022	Chaput, Vanessa	Phone Call	To reg for Spring raffle and Wamsutta luncheon
4/1/2022	Vieira, Rose Marie	Phone Call	To reg for Wamsutta luncheon, South Pacific
4/1/2022	Monteith, Judith	Phone Call	To reg for raffle: Seeds
4/1/2022	Flaherty, Eileen	Phone Call	To reg for NBAM field trip(nds trans): Reg for OSJL raffle: "ARAW is a wonderful organization. TY all."
4/1/2022	Fisher, Laura	Phone Call	To reg for raffles> Birdfeeder & Luncheon: S.Pacific tix: "I love S.Pacific. This is so exciting! TY"
4/1/2022	Tuite, Janice	Phone Call	To reg for raffles> OSJL & Luncheon: S. Pacific tix: "I can't wait to see my favorite show. Music is great."
4/1/2022	Ponte, Marion	Phone Call	To reg for raffle: birdfeeder: Unable to go out d/t Inc b&b: "I wish I could attend all the lovely programs"
4/1/2022	Blais, Linda	Phone Call	To reg for raffle: OSJL
4/1/2022	Cole, Carol	Phone Call	To reg for raffle, Wamsutta luncheon, S. Pacific, enjoyed Wamsutta luncheon on 31st
4/1/2022	Simard, Agnes	Phone Call	To register for raffles: "I am doing well. I will be sending a card to Sharon. I will miss her."
4/1/2022	Fernandes, Sharon	Phone Call	To inq.re: assist w/repair of WC lift &/or ramp: Info for CEDAC: To get written estimate & CB: CESCM notif
4/1/2022	Mello, Eleanor	Phone Call	To reg for raffle: Bird feeder: "Sharon is a wonderful caring person. She will be missed. Wish her the best"
4/1/2022	Furness, Betty	Phone Call	To reg: OSJL raffle: Luncheon: S.Pacific tix: "I felt like a kid coming out of a toy store after the WamLunch"
4/1/2022	Wetherell, Mary	Phone Call	To reg for OSJL raffle
4/1/2022	Lamontagne, June	Phone Call	To reg for raffles: Luncheon & seeds
4/1/2022	Fernandes, Sharon	Phone Call	Contact given out on leave, left message, not sure of next steps, PM to f/u
4/1/2022	Yousif, Theresa	Phone Call	To reg for raffle, Wamsutta luncheon
4/1/2022	Polek, Regina	Phone Call	To register for Z shows & raffle for Regina & Sister; sad to say goodbye to Sharon pass along KUDOS!
4/4/2022	Perry, Susan	Phone Call	To register for raffle
4/4/2022	DeMendonca, Theresa	Phone Call	To register for raffle, Wamsutta, Small Island Big Song
4/4/2022	Castello, Janice	Phone Call	Concerned support would end, assured Comcast bill will continue to be pd & update to be done Dec
4/4/2022	Dann, Donna	Phone Call	Questions about request for chair; CHF discussed MH – no need for lift; PM to f/u
4/4/2022	Cory, Frances	Phone Call	Register for Z shows and raffle; feeling better after pneumonia but not up for lunch or field trip
4/4/2022	Collins, Donna	Phone Call	Register for Z show – South Pacific & raffle
4/4/2022	Liberatore, Gertrude	Phone Call	To register for raffle & Wamsutta
4/4/2022	Almeida, Mildred	Phone Call	To register for raffle & Wamsutta
4/4/2022	Vieira, Nancy	Phone Call	To register for raffle & South Pacific
4/4/2022	Burke, Shauneen	Phone Call	To register for raffle, Wamsutta & Small Island Big Song
4/4/2022	Smith, Debra	Phone Call	Receiving calls & EM from Geico & AT&T, adv Geico ck sent, contact AR to EM AT&T invoice
4/4/2022	Santos, Laura	Phone Call	Looking for PM, adv back in office tomorrow, EM to PM to f/u
4/4/2022	Devlin, Frances	Phone Call	VM again for help w/gas & electric, recliner from Fresh Start does not recline, PM to f/u
4/4/2022	Correia, Patricia	Phone Call	To register for Wamsutta, South Pacific
4/4/2022	Letourneau, Diane	Phone Call	To register for Wamsutta, South Pacific

Date	Beneficiary	Туре	Notes
4/4/2022	Sousa, Rae	Phone Call	To register for South Pacific/Young at Heart
4/4/2022	Horne, Donna	Phone Call	To register for Wamsutta, Z shows, raffle
4/4/2022	McNamara, Theresa	Phone Call	To register for Wamsutta, Z shows, raffle
4/4/2022	Pacheco, Lillian	Phone Call	VM from daughter, moving to Whaler's Cove & need to return EPERS, CB w/A1 phone number
4/4/2022	Delaney, Kathleen	Phone Call	VM to register for raffle; CHF f/u call message left
4/4/2022	Belanger, Elizabeth	Phone Call	VM to register for raffle; CHF f/u call – still interested in Z program; f/u to Z
4/4/2022	Quirini, Sandy	Phone Call	Registered for raffle; enjoyed lunch and meeting Clare (it was actually Jenny!)
4/4/2022	Mendonca, Shirley	Phone Call	Register for raffle; enjoyed lunch on the 31st
4/4/2022	Spooner, Sandra	Email	From DL, does not answer - remove from FV list
4/5/2022	Almas, Irene	In Home Visit	Completed with IA & niece: Overdue H2O bill: Neice to send missing info for app
4/5/2022	Pratt, Julie	Phone Call	To reg for raffle OSJL: Will call Z box office for One Mother tix
4/5/2022	Francis, Eileen	Phone Call	To reg for raffle OSJL: Will call Z box office for One Mother tix
4/5/2022	Cournoyer, Marilyn	Phone Call	To reg for raffle OSJL
4/5/2022	Simard, Agnes	Phone Call	To req copy of BCBS payment for rent review/recert: EM to Bayberry K. Pypec
4/5/2022	Jennings, Kathleen	Phone Call	Rent & move: Concerns re: lease: PM to CB Wed 4/6 am to discuss further
4/5/2022	Miranda, Barbara	Phone Call	Penpal status: In good spirits: Has HMK assisting w/cleaning "old papers" in apt
4/5/2022	Ventura, Natalina	Phone Call	To register for raffle
4/5/2022	Metivier, Claire	Phone Call	To register for raffle
4/5/2022	Galipeau, Beverly	Phone Call	Confirmed WC Medical would bill us for sleeves per Patrick; Asked Beverly to call to place order
4/5/2022	Livesley, Virginia	Phone Call	F/u re: spay request; reviewed other options; will f/u once comm makes decision
4/5/2022	Benoit, Susan	Phone Call	To reg for Spring raffle: OSJL
4/5/2022	Ponte, Karyn	Phone Call	To reg for Spring raffle: OSJL
4/5/2022	Miranda, Leah	Phone Call	To reg for raffle: ROE completed: New phone & contact #: Updated info to JC for record update
4/5/2022	Chytrus, Leslie	Phone Call	To introduce neighbor to ARAW to screen for services
4/5/2022	Morris, Lorraine	Phone Call	Over income, lives w/dgt& LM pays rent as dgt "helps her children\$\$", has lived in NB since July 2021
4/5/2022	Kirklewski, Beatrice	Phone Call	Received letter, advised of process & BA will reach out next week
4/5/2022	Ventura, Natalina	Phone Call	To register for raffle
4/5/2022	Ortiz, Maria	Phone Call	F/u attended beach boys – wonderful! Sign up for Z shows & raffle
4/5/2022	Simard, Agnes	Phone Call	Need health insurance documentation for housing certification; PGM to contact Bayberry to send
4/6/2022	Jennings, Kathleen	Phone Call	To confirm agreeance w/req for rent increase: She is in agreeance: Reg for OSJL raffle
4/6/2022	Bachand, Frances	Phone Call	VM left req CB re: Health insurance info
4/6/2022	Croffut, Veronica	Phone Call	To CESI GSSC Debra Emond re: status of VC as unable to contact VC
4/6/2022	Carvalho, Patricia	Phone Call	From CES CM: PC sent to SLH x3 (4/3,4,5) DX: Kidney & yeast infections: NO VNA as "no skill"
4/6/2022	Devlin, Frances	Phone Call	Referred to MMP
4/6/2022	Santos, Laura	Phone Call	To confirm delivery of Voltaren: "Thank you ARAW for all you do for me." PCP appt 4/7
4/6/2022	Kirklewski, Beatrice	Phone Call	Hearing aid estimate: info provided for 3 local vendors (SCENT, Hear Better Now, Duncan)
4/6/2022	O'Brien, Joan	Phone Call	To obtain info re: request for FLO participation

Date	Beneficiary	Туре	Notes
4/6/2022	Alfonso, Dorothy	Email	Notification from CES Casey Miller RSC Stephanie Gibson: DA passed away March 16
4/6/2022	Carvalho, Patricia	Note to File	BES Not filed by SLH: CES to provide laundry & PC 1hr 2x wk, SDC 3x wk: HV sched for 4/7 @ 1pm
4/7/2022	Huezo-Mendoza, Sonia	Note to File	OV to Req assist w/April rent:Refuse BA to call housing: Declined SCCLS: To discuss w/ED
4/7/2022	Carvalho, Patricia	In Home Visit	Attempted: Not home: SLHER: TC to ER RN Brooks to report neighbor concern Tonya: VMEM to CES CM
4/7/2022	Silva, Mary Theresa	Phone Call	To sched annual update: Not feeling well: Fibromyalgia: HV sched for 4/21
4/7/2022	Greenwood, Dorothy	Phone Call	To sched annual update: HV sched for 4/20: "Thanks to ARAW for all they do for me."
4/7/2022	Adesso, Dolores	Phone Call	From Chris Rider, DA @ Brandon Woods, fell and hurt hip: Card mailed to BW
4/7/2022	Horne, Donna	Phone Call	To confirm reg for Wamsutta luncheon: Obtained tix for One Funny MOther
4/7/2022	Bachand, Frances	Phone Call	Health insurance: Agreeable to SHINE appt: VMM to Peggy SHINE: Verbal consent to share phone #
4/7/2022	Beaubian, Joan	Phone Call	COMCAST shut off: Bill ppd3/17&Clrd3/24:
4/7/2022	Godinet, Muriel	Phone Call	To report change in address: Remaining in same complex with new apartment: APT 5D: JC notified
4/7/2022	Gordon, Melba	Phone Call	Attempt to connect w/dgt re: COMCAST & dentures: VMM full: will cont to attempt to connect
4/8/2022	Vileia, Linda	Phone Call	INACTIVE status
4/8/2022	Dann, Donna	Phone Call	To notify of award: "THANK YOU": Began Proj Ind ADH Tues & Thurs: DOB 1/15/1958
4/8/2022	Gordon, Melba	Phone Call	VM left on dgt's phone req CB re: COMCAST and dentures; Awaiting return call
4/8/2022	Miranda, Barbara	Phone Call	Re: Z: Obtained 2 tix for One Funny Mother: Has a new PCA: Found divorce papers and faxed
4/8/2022	Simard, Agnes	Phone Call	To req "cancelled check/bank statement" for BCBS payment: Housing wants "proof she pays bill" F/u ED
4/8/2022	Guy, Nancy	Phone Call	To inquire about SRTA on demand tix: Book to be mailed this month: Notified of BM FV RS
4/8/2022	Bachand, Frances	Phone Call	From SHINE: Will need Permission to share and appt w/counselor
4/8/2022	Dann, Donna	Phone Call	To Regal re; Payment: Invoice to be EM: VMM left with DD req CB to ARAW re: award
4/8/2022	Croffut, Veronica	Phone Call	To CES: @ The Royal for rehab: Card mailed and BM RS notified
4/8/2022	Benoit, Ruth	In Home Visit	To complete NEW request application: She will obtain estimate and have forward to admin
4/8/2022	Devlin, Frances	Note to File	INACTIVE status
4/11/2022	Adesso, Dolores	Phone Call	From MSW CR: Due for visit with DA; FX hip: was at SLH now BW Dart: New xray sched 4/13
4/11/2022	Grace, Barbara	Phone Call	To sign up for raffle OSJL: Wamsutta Luncheon will need trans w/BB:Vax & consent form mailed
4/11/2022	Perry, Lorraine	Email	From BM RS: BA In-pt SLH due to fall: Knee Surgery 4/11: Carmens meals on hold:Notified by EM
	Simard, Agnes	Phone Call	VM re: BCBS health insurance
4/11/2022	Livesley, Virginia	Phone Call	To inform of Board decision re: spay: Has Spay Waggin: CC will be used: Will call if other needs
4/11/2022	Lawrence, Gail	Phone Call	To confirm HV for 4/12 @ 11am: Confirmed
4/11/2022	DeMendonca, Theresa	Phone Call	To confirm HV for 4/12 @ 12:30pm: Confirmed
4/11/2022	Santos, Laura	Phone Call	To report PCP visit: pleased w/MD findings: Will begin Outpt PT next week
4/11/2022	Monteith, Judith	Phone Call	Negotiated Comcast bill down; also changed insurance SWH to Fallon (old Dr back); looking for kitten or dog
4/11/2022	Silveira, Marie Lorraine	Phone Call	To check on raffle prizes she reg for: Change to umbrella
4/11/2022	Mello, Eleanor	Phone Call	Req SRTA on demand tix monthly: Increased travel: Sched HV for 4/21 Annual update (V. sad re: SOM)
4/11/2022	Huezo-Mendoza, Sonia	Phone Call	To f/u w/rent: States she "is all set: Friends gave me money." Denies need for future assist w/rent
4/11/2022	Shea, Joan	Phone Call	Re: H20 in crawl space: TC to Rock Plumb: To eval & send estimate to ARAW
4/11/2022	Benoit, Ruth	Phone Call	Tavares movers to be utilized: EM sent for estimate to be sent to ARAW

Date	Beneficiary	Туре	Notes
4/11/2022	Bachand, Frances	Phone Call	VM re: health insurance
4/12/2022	DeMendonca, Theresa	Phone Call	Completed for Annual update & review: Exception req for OI: "I look forward to social events. TY
4/12/2022	Carvalho, Patricia	Phone Call	From SDC: PC home w/SCVNA: CES CM to beg Hmk/lau: CES RN top eval for PC: EDDF for chux & wipes
4/12/2022	Gordon, Melba	Phone Call	From Dgt: MG @ Hathaway Manor for rehabs/COVID & comorbities: Dgt to mail comcast & to get dentures
4/12/2022	Bonneau, Maria	Phone Call	To reg for raffle: Seeds and on waitlist for South Pacific: "Thank you to ARAW"
4/12/2022	Yousif, Theresa	Phone Call	Wondering if last week of art kit delivery, given NBAM phone number
4/12/2022	Chytrus, Leslie	Phone Call	Looking for fax machine; directed to staples
4/12/2022	Carvalho, Patricia	Phone Call	From Karen @NBSD, EM to PM to CB
4/12/2022	Gordon, Melba	Phone Call	From dtr Kathy Smith, EM to PM to CB
4/12/2022	Medeiros, Margaret	Phone Call	To register for Wamsutta luncheon
4/12/2022	Medeiros, Margaret	Phone Call	To register for Wamsutta luncheon
4/12/2022	Simard, Agnes	Phone Call	Potential need for assist with Prolia inj: AS to call MD who is seeking prior auth: AS to CB ARAW
4/12/2022	Bachand, Frances	Phone Call	Verbal approval rcvd to share Medicare info w/SHINE to check insurance coverage
4/12/2022	Lawrence, Gail	In Home Visit	Completed for Annual update & review: "Feeling well;4>chemorx:"TY to ARAW for helping me w/my car"
4/12/2022	Bissonnette, Alice	Phone Call	Sending card to SOM; confirming details of FCOA transition
4/13/2022	Rocha, Margaret	Phone Call	BM f/u – received new cable box, EM to AR to f/u
4/13/2022	Shea, Joan	Phone Call	From Steve @Rock Plumbing, PM to f/u
4/13/2022	Miranda, Barbara	Phone Call	Checking on status of pen pal, will CB tomorrow afternoon
4/13/2022	Ramos, Phyllis	Phone Call	VM left for PR with CB info for ARAW
4/13/2022	Comeau, June	In Home Visit	For NEW request: numerous financial issues: MMP referral to CES: ref to SCCLS, SNAP
4/13/2022	Correia, Fatima	Email	To Jennifer Lopes @ IAC re; status of referral: Documents needed for application
4/13/2022	DaSouza, Maria	Email	To Jennifer Lopes @ IAC re: status of referral: On Hold per IAC eff 12/2021
4/13/2022	Letourneau, Diane	Phone Call	Well wishes for SOMs retirement "She deserves it"
4/13/2022	Somers, Linda	Phone Call	BB taxi unresponsive for p/u last nite: LS Will sched SRTA ride for Fri: Telehealth appt today
4/13/2022	Simard, Agnes	Phone Call	Prolia: In Prior Auth status d/t dx: osteopenia vs osteoporosis: AS will CB ARAW after MD calls her
4/13/2022	Chaput, Vanessa	Phone Call	To report FEW medical eval completed by CES RN Anita 4/12:
4/13/2022	Moore, Carolyn	Phone Call	From Boston: Sched parathyroid surgery: Plans to attend NBAM field trip and spoke with Devon
4/14/2022	Guadalupe, Cecilia	Phone Call	To dgt to inform of award: "Thanks to the Board."
4/14/2022	Almeida, Laura	Phone Call	To reg for raffle: Seed/soil/plant pot: "I am homebound but when I am not, I will go to a luncheon."
4/14/2022	Desautels, Louise	Phone Call	To notify of award: "Oh my goodness. This is unbelievable. I am beyond thrilled. TY ARAW!!"
4/14/2022	Tavares, Maria	Phone Call	VM left re: award for glasses and BCBS: awaiting CB
4/14/2022	Perry, Susan	Phone Call	To notify of award: No move in date yet: "I am so grateful to the ARAW for all they have done."
	Medeiros, Ann	Phone Call	Attempt to notify of award: CES CM reports at Carvalho SNF 3/18: Phone not working: card mailed
4/14/2022	Miranda, Barbara	Phone Call	To inform of Penpal: "I am so happy. What a great birthday present!" to send card to SOM
4/14/2022	Ramos, Phyllis	Phone Call	VM left w/CB info for ARAW: EMM to AM @ WC re: challenge of connecting with PR
4/14/2022	Correia, Julia	Phone Call	Requesting entry into raffle for the Ocean State Job Lot gift card
4/14/2022	Cole, Carol	Phone Call	VM left re: BB taxi pickup time for NBAM field trip: Confirmation received; "Thank to ARAW."

Date	Beneficiary	Туре	Notes
4/14/2022	DeSouza, Joanne	Phone Call	Looking for Cathy to chat, EM to CM
4/14/2022	Shea, Joan	In Home Visit	For annual update and NEW request: Sump pump: Awaiting plumbing estimate
4/14/2022	DeCosta, Cynthia	Email	BM f/u – questions about moving, LR to f/u
4/14/2022	Gormley, Marilyn	Email	From AC @ WCALF: "Mrs. Gormley is no longer a resident at WCALF." No additional info provided
4/14/2022	Jennings, Kathleen	Phone Call	To inform of Sandra Fogg award: "Tell the Board Thank You. This eases my mind."
4/14/2022	Shea, Joan	Phone Call	From Rock Plumbing: Sump pump needs replacement: To send estimate to ARAW:HV to be sched for update
4/14/2022	Monteith, Judith	Phone Call	To sched HV for annual update: 5/3 @ 9am: To be penpal w/ barb m
4/15/2022	Vieira, Rose Marie	Phone Call	Left V/M with information for Zeiterion
4/15/2022	Ventor, Rosalie	Phone Call	To call FCOA re: prescription request. Beneficiary stated she had called ARAW "by mistake."
4/15/2022	DeCosta, Cynthia	Phone Call	Information for time of move. She was informed to call ARAW with date of move.
4/15/2022	Greenwood, Dorothy	Phone Call	BM f/u – meeting with someone on Wednesday, PGM to f/u
4/15/2022	Morin, Jacqueline	Phone Call	Beneficiary re: her dental exam being paid. She was informed to send credit card bill to ARAW.
4/15/2022	Kukstis, Ingrid	Phone Call	ARAW granting payment of medical bill from Advanced Eye Care. "Thank you so much."
4/15/2022	Letourneau, Diane	Phone Call	Requesting tickets to South Pacific at Zeiterion Theatre. Telephone number of ZT given to caller.
4/15/2022	Fisher, Laura	Phone Call	With information to call ZT for tickets to South Pacific. ZT number given to beneficiary.
4/15/2022	Tuite, Janice	Phone Call	To inform of call needed to ZT for tickets to South Pacific. ZT number given.
4/15/2022	Furness, Betty	Phone Call	To inform of call needed to ZT for tickets to South Pacific. Phone number given for ZT.
4/15/2022	Cole, Carol	Phone Call	To beneficiary re: calling ZT for tickets to South Pacific. Number given to another person.
4/19/2022	Benevides, Maria	In Home Visit	W/dgt as interpreter: MCB to meet w/SHINE @ IAC 4/21 re: health insurance
4/19/2022	Simard, Agnes	Phone Call	To confirm her attendance to Wamsutta Club Friday
4/19/2022	Ponte, Marion	Phone Call	VM re: letter/United Ins info: EM to WCOA SR re:f/u w/ MP
4/19/2022	Tavares, Maria	Phone Call	Award: will change billing address for BCBS: "May God bless you all @ the ARAW!"
4/19/2022	Cory, Frances	Phone Call	Z tix p/u @ box office: "THANKS to ARAW for ALL you do for me!"
4/19/2022	Greenwood, Dorothy	Phone Call	To confirm HV Wed 4/20: "I am excited to have company!"
4/19/2022	Bachand, Frances	Phone Call	VM left re: medicare dates
4/19/2022	Sousa, Isabel	Phone Call	To confirm attendance to Wamsutta luncheon and need for ride: Conf p/u @ 12pm BB taxi 4/22
4/19/2022	Drayton, Gail	Phone Call	To attend Wamsutta luncheon on 4/22/2022 and also to enter Spring Raffle for the umbrella.
4/19/2022	Ramos, Phyllis	Phone Call	VM left w/ARAW CB info: EM to AC @ WCALF
4/19/2022	Horne, Donna	Phone Call	Wamsutta Luncheon 4/22: DH will attend, drive and bring DL
4/19/2022	Letourneau, Diane	Phone Call	Wamsutta Luncheon 4/22: DL will travel w/DH
4/19/2022	Mills, Eleanor	Note to File	Referral from Marisol RSC @ Boa Vista: "I will call you when I get over this cold."
4/20/2022	Curado, Alzira	Phone Call	To neighbor re: Award: Tina to bring auto Ins invoice: Encouraged MMP
4/20/2022	Gadomski, Marion	Phone Call	To remind of HP invoice to be mailed to ARAW
4/20/2022	Chytrus, Leslie	Phone Call	Wamsutta Luncheon and transportation: She Will sched SRTA for drop off 12:20 and p/u 2:30pm
4/20/2022	Kirklewski, Beatrice	Phone Call	Hearing aid estimate: To speak w/SCENT on Friday 4/22 and sched appt for eval
4/20/2022	Waite, Cynthia	Phone Call	VM left w/ CW and SWH GSSC Tara re: status of chair
4/20/2022	Somers, Linda	Phone Call	Award of increased taxi voucher to 2/month and one MSW visit

Date	Beneficiary	Туре	Notes
4/20/2022	Chaput, Vanessa	Phone Call	Wamsutta Luncheon: Will drive: "Thank you. I am so excited!"
4/20/2022	Correia, Patricia	Phone Call	VM left re: Wamsutta Luncheon
4/20/2022	Ventura, Natalina	Phone Call	Missed call from BM: EM to BM by JC
4/20/2022	Silva, Mary Theresa	Phone Call	VM to confirm HV Thurs 4/21 @ 11am
4/20/2022	Mello, Eleanor	Phone Call	To confirm HV Thurs 4/21 @ 1pm
4/20/2022	Somers, Linda	Phone Call	VM left re: Award
4/20/2022	Bachand, Frances	Phone Call	W/info re: Medicare
4/20/2022	Greenwood, Dorothy	In Home Visit	Update completed: Visual changes left eye: DG to call CESI for PC services
4/20/2022	Conway, Isidora	Phone Call	VM left re: BB taxi pickup time for NBAM field trip
4/21/2022	Perry, Lorraine	Phone Call	To CESI sup to learn of LP current location: LP at SLH ER this morning: Unknown which rehab/SNF
4/21/2022	Ramos, Anna	Phone Call	VM left re: sched annual update & review
4/21/2022	Souza, Ethel	Phone Call	To sched Annual update & review: Appt sched for 5/4 HV
4/21/2022	Chytrus, Leslie	Phone Call	To sched Annual update & review: Appt sched for 5/10 @ 1pm HV
4/21/2022	Silva, Mary Theresa	In Home Visit	For Annual update & review:
4/21/2022	Mello, Eleanor	In Home Visit	For Annual update & reveiw
4/21/2022	Comeau, June	Phone Call	From neighbor: JC inpat at SLH as of 4/20: Found unresponsive in home: ? Stroke?
4/21/2022	Tuite, Janice	Phone Call	To sched annual update & review: HV sched for 5/20 @ 1pm
4/21/2022	Okpara, Priscilia	Phone Call	Wamsutta Luncheon: would like to attend: BB taxi trans sched w/p/u @ 12:15pm
4/22/2022	Ponte, Karyn	Phone Call	Auto insurance: to mail updated invoice
4/22/2022	Tavares, Maria	Phone Call	To report she will pay May invoice BCBS: Son to change billing address this weekend
4/22/2022	Grace, Barbara	Phone Call	To sched annual update: reports d/c from SLH s/p dbl pneumonia: has VNA: will CB ARAW next week
4/22/2022	Dillon, Sherry	Phone Call	Req assist w/medical costs: ARAW info provided to SD by Marisol RSC Boa Vista: Will CB w/estimat
4/22/2022	DeLuise, Susan	Phone Call	Req assist w/move: To call fresh Start and CB to ARAW
4/22/2022	Dann, Donna	Phone Call	To beneficiary to ask if lift chair was delivered. V/M box was full. PGM aware.
4/22/2022	Correia, Maria Luisa	Phone Call	To dtr., Rita Vieira for set up of visit. L/M.
4/22/2022	Miranda, Barbara	Note to File	Penpal packet mailed
4/22/2022	Desautels, Louise	Phone Call	Award for hearing aids: Will call Duncan to sched appt: Duncan to EM invoice to ARAW
	Perry, Lorraine	Phone Call	To SLH: LP in patient
4/22/2022	Monteith, Judith	Phone Call	Penpal program: Packet in mail
4/25/2022	Larrabee, Regina	Phone Call	From ref source: MSW who is on med.leave: RL to complete addl housing apps & call ARAW in future
4/25/2022	Gadomski, Marion	Phone Call	VM left re: current HP invoice needed to pay monthly premium
4/25/2022	Perry, Lorraine	Email	From CESI CM E. Ortiz: LP in pt @ SLH w/pneumonia since Thurs 4/21/22: Admin notified
4/25/2022	Adesso, Dolores	Email	From CNHC MSW re:4/11 visit w/DA@BWDart:nds >rehab before returning home: MSW to visit in May
4/25/2022	Kirklewski, Beatrice	Phone Call	To report FCOA OW is assisting w/SCENT appt & trans: BK will call with appt date once scheduled
4/25/2022	Conway, Isidora	Phone Call	To register for raffle: OSJL card is her choice
4/25/2022	Benevides, Maria	Phone Call	VM to dgt re: SHINE meeting @ IAC and remind of COMCAST invoice & deadline for May Board meeting
4/25/2022	Ramos, Anna	Phone Call	VM and EM sent to AR and granddgt re: Annual update and need to sched HV

Date	Beneficiary	Туре	Notes
4/25/2022	Ramos, Phyllis	Phone Call	From dgt: Informed of inability to connect w/PR: "Phone not working:" To get income & savings & CB
4/25/2022	Jennings, Kathleen	Phone Call	Bldg. sold: former Landlord to call ARAW w/details of new owner: KJ w/new MD & pulm MD
4/25/2022	Costa, Maria	Phone Call	To Maria this a.m. to confirm COVID vaccination. She has had vaccines.
4/26/2022	Ponte, Karyn	Phone Call	Inquiring about SHINE reps: KP to call CESI for SHINE: Concerned about ill dgt
4/26/2022	Gadomski, Marion	Phone Call	To report she hurt left arm: having difficulty finding papers: Enc to ask family to assist
4/26/2022	Waite, Cynthia	Phone Call	From CW re: status of SWH approval for chair: TC to SWHCM Tarawho will f/u w/SWH DME coordinator
4/26/2022	Kirklewski, Beatrice	Phone Call	Upcoming visit w/PCP: BK will request hearing eval and f/u w/ARAW
4/26/2022	Rodriguez, Luz	Phone Call	To son: LZ age 64 w/DOB 2/3/1958:EMM sent to Amanda WCALF
4/26/2022	Croffut, Veronica	Phone Call	To Royal Fairhaven: VC remains at Royal
4/26/2022	Duarte, Bernice	Phone Call	To Royal Fairhaven: BD remains at Royal
4/26/2022	Battcher, Barbara	Phone Call	CNN ARAW collaboration: OI & OA: to call CNN
4/26/2022	Curado, Alzira	Phone Call	From Tina, M&T received payment, adv ARAW has not received Apr statement
4/26/2022	Tavares, Maria	Phone Call	To report BCBS billing address has been changed to ARAW County St: She pd May invoice: "TY ARAW"
4/26/2022	Ramos, Phyllis	In Home Visit	Sched for Wed 4/27: WCALF notified of appt
4/27/2022	Ramos, Phyllis	In Home Visit	Incomplete financial info: Unable to finish app: EM to Amanda @ WCALF:
4/27/2022	Adesso, Dolores	Phone Call	W/msg for BM: EMM sent by JC to BM: @BWDart: Walking short distances: No D/C dates yet
4/27/2022		Email	Brochure & referral form EM to Anna Tinoco GSSC SWH
4/27/2022	Ramos, Phyllis	Phone Call	From son Dennis w/financial info: "TY for trying to help my mom."
4/27/2022	Perry, Lorraine	Phone Call	From Kathy Mailloux: Lorraine passed away @ SLH Tues 4/27:No services per Lorraine's wishes: BMRS not
4/28/2022	Correia, Maria Luisa	Email	To dtr. Rita Vieira this morning Re: Annual Visit needing to be done to continue services.
4/28/2022	Bachand, Frances	Email	From SHINE reg Director: TC to FB to relay info: Needs SHINE consult
4/28/2022	Monteith, Judith	Phone Call	To report receipt of penpal packet: JM mailed card to BM her new penpal
4/29/2022	Mendes, Darlene	Phone Call	To DM to schedule an annual visit for 05/05/2022.
4/29/2022	Edwards, Diane	Phone Call	To Ms. Mendes for HV on May 6, 2022 for new referral
4/29/2022	Cory, Frances	Phone Call	To rep. ill w/bronchitis: Home w/meds: Denies needs: family supportive: NO dental needs at present
4/29/2022	Almeida, Mildred	Phone Call	VM re: Award of OSJL gift card: To be mailed to MA
4/29/2022	Mello, Eleanor	Phone Call	To Ms. Mello to verify rent, S.S. and OTC expenses.



April 2022: Beneficiary Advocate Patrícia Midurski

REFERRALS:

Eight referrals were received in April. Three of the referrals are pending supportive documentation (estimates). One was screened out as over income, over asset and living with daughter. She opted not to share financial information of daughter. One

screened out due to age (64). One family has not provided income information. One woman has been diagnosed with COVID and will call back once recovered. One woman has not called back since her initial self-referral. (A referral was called in on 4/29. Leonora completed intake and scheduled a home visit for Friday May 6th. Referral source is FCOA)

Referrals were received from: Whaler's Cove ALF (2): IAC (1): Manomet Place (1): Boa Vista (2):

ARAW beneficiary (1): Self-referred (1)

Requests include: Assistance with medical bills, moving costs, rent, repair of chair lift/ramp, FLO

UPDATES & REQUESTS:

Five beneficiary updates were processed and completed. Requests include health insurance, personal care items, laundry services, EPERS

One FLO update

INACTIVE STATUS: Seven: One Death Ms. Lorraine Perry

Referrals made to: CESI, SHINE, Fresh Start, Westport Apothecary

Thoughtful moment:

The retirement of our beloved Sharon left a void in the ARAW, with the beneficiaries and office staff alike. Her in-depth knowledge of beneficiaries was always helpful and beneficial on numerous levels. Knowing I could turn to her to learn history and details of a beneficiary enhanced my knowledge base. Sharon will forever hold a special place in my heart.

The newest addition to our office, Leonora, is a welcome addition who will make her own footprints in ARAW history. Knowing another advocate is available to assist with beneficiary needs is reassuring as referrals continue to flourish as do the needs of our beneficiaries.

As always, I am proud to be a member of the ARAW and to work alongside a remarkable group of dedicated and caring women.

ED Note:

Since 4/11/22, Pat has also been spending a great deal of her time training and mentoring Leonora. We are so fortunate to have someone like Pat who has the ability to teach and share best practices, while still maintaining her own responsibilities. She is an exceptional team member and is willing to jump in and help at every turn. - CHF

Name	Birth Date	Age	Board Member
Greenwood, Dorothy	5/15/1929	93	Jo-Ann Beaulieu
Mendes, Darlene	5/16/1950	72	Cathy Mayall
Chytrus, Leslie	5/19/1946	76	Gale Beaton
Vieira, Germaine	5/20/1937	85	Jo-Ann Beaulieu
Alves-Freire, Karen	5/21/1954	68	Cathy Mayall
Harrington, Diane	5/21/1954	68	Mary Ellis
Costa, Maria	5/23/1941	81	Gloria deSa
Pacheco, Lillian	5/23/1933	89	Shannon Bachman
Sharples, Mary	5/28/1938	84	Roseanne O'Connell
Oliveira, Maria	5/30/1947	75	Office
Wetherell, Mary	5/31/1937	85	Mary Ellis
Mello, Jeanne	6/1/1946	76	Office
Galley, Margaret	6/2/1937	85	Office
DaRosa, Priscilla	6/3/1938	84	Rosemary Saber
Silva, Mary Theresa	6/8/1930	92	Rosemary Saber
Silva, Yvonne	6/8/1941	81	Shannon Bachman

Finance Committee Meeting Minutes April 12, 2022 11:30 AM

Present: S Bachman, J Doyle, P McKnight, R O'Connell, R Saber, C Foley, MCE. Absent: C Mayall

This was a joint meeting with the Investment Advisory Committee (K McQuiggan, K O'Connell. Absent: H Ziegler) and Bank of America (S Clark, M Bennett, E Greene)

The purpose of the meeting was to allow introductions with the arrival of Sarah Clark, our new Portfolio Investment Manager at Bank of America. She replaces Jason Hantman who is no longer with BofA. The meeting also served as a chance to review recent portfolio performance and discuss possibilities for future adjustments to respond to current and projected financial trends.

First Quarter (Calendar Year 2022) as Fourth Quarter (Fiscal Year 2023) Review

After previous quarters of strong growth, the market was shaken by continued supply chain issues and the onset of the war in Ukraine. Interest rates have begun their climb with uncertainty of their cap. Likewise, there is attention given to the possibility of a recession, although it is felt that, should one occur, it will not be in this calendar year.

FY 23 Going Forward

BofA has reviewed our investment position under the guidance of our draft Investment Policy Statement and suggests, while staying in our stated ranges, equities will be a better option over fixed income. Further, emphasis should be on short rather than long term fixed and on US equities rather than developing markets.

Performance Effect on ARAW

As inflation continues to rise and returns are expected to be in the single digits, we need to manage our performance expectations and possibly employ some defensive strategies. This could involve swapping some current holdings and realizing one-time taxable gains. It may also mean adjusting our spending to protect our wealth.

What's Next?

After questions and dialogue between IAC members and the BofA team, Sarah was tasked with developing a pro forma for our review. This will give us a straw man of how our portfolio and financial standing would look after incorporating some of the BofA defensive strategies for our longevity in the current financial climate. She hopes to have something for our review and discussion later in May.

In the meantime...

Following the meeting, Kathleen McQuiggan reached out to the Finance Committee to offer her services as 'translator' to the topics of this meeting. This is in the process of being scheduled. It will only be with this tutorial (and additional discussion) that we will find ourselves somewhat capable of making changes and decisions to the management of our portfolio. Obviously, a lot of learning!

Sincere thanks to the Committee and the IAC for their willingness to work through an important issue that is (in scope, complexity and future impact) unlike any we have taken on in the past.

Next regular meeting of the committee is May 17 at 9:30 AM. The meeting of Finance and IAC will be communicated once determined.

Mary Ellis, Treasurer January 21, 2022

April 2022 ARAW Financial Report									
	FY23 Budget	YTD Budget	YTD Actual	APR Budgeted	APR Actual	NOTES			
Direct Support*	\$500,000	\$39,000.00	\$30,462.20	\$39,000.00	\$30,462.20				
Grants	\$225,000	\$112,500.00	\$96,755.00	\$112,500.00	\$96,755.00	All 1st paymet grants except NBPD			
Administration	\$30,000	\$2,500.00	\$3,556.77	\$2,500.00	\$3,556.77	including office set up - computer, desk; no Bill from Wamsutta yet			
Professional Dev	\$0	\$0.00	\$0.00	\$0.00	\$0.00				
Accounting	\$25,000	\$2,083.34	\$0.00	\$2,083.34	\$0.00	No April bill from B&L			
Staffing Costs	\$388,309	\$29,869.92	\$24,434.75	\$29,869.92	\$24,434.75	PT BA as of 4/11/22			
Rent	\$16,000	\$1,333.33	\$1,210.00	\$1,333.33	\$1,210.00				
Utilities	\$6,000	\$500.00	\$522.24	\$500.00	\$522.24	Electric \$71.22; Gas \$104.24; Phone/internet \$346.78			
BOA Fees	\$90,000	\$7,500.00	\$7,161.44	\$7,500.00	\$7,161.44				
Federal Taxes	\$30,000	\$0.00	\$0.00	\$0.00	\$0.00				
Outreach/Comm Engage	utreach/Comm Engage \$2,000 \$166.67		\$338.45	\$166.67	\$338.45	Annual Meeting TY gifts			
Legal/Professional Fees	\$5,000	\$416.66	\$0.00	\$416.66	\$0.00				
FLO Program	\$12,000	\$708.00	\$364.54	\$708.00	\$364.54	Admin \$223.97; Giveaway (Raffle) \$140.57; Food & Trans no WC or BB bills			
TOTAL	\$1,329,309	\$196,577.92	\$164,805.39	\$196,577.92	\$164,805.39				

April 2022 Direct Support Elements									
Reoccuring	Apr \$\$	April NOTES	YTD \$\$	YTD Notes					
Health Insurance	\$10,149.67		\$10,149.67						
Social Day	\$0.00	No bill from NB or Westport yet	\$0.00						
Personal Care	\$1,408.39		\$1,408.39						
Nutrition	\$1,085.22		\$1,085.22						
Cable/Phone/Internet	\$7,844.30	Charbonneau, Beaubian, Benoit, Prata, Sharples, Smith	\$7,844.30						
EPERS	\$1,563.30		\$1,563.30						
Rent	\$700.00		\$700.00						
Transportation	\$475.09	No Bluebird bill yet	\$475.09						
Gift Cards	\$120.00		\$120.00						
Other reoccuring	\$497.03	No Electric, Laundry yet	\$497.03						
Monthly TOTAL	\$23,843.00	YTD TOTAL	\$23,843.00						

Gifts	Apr \$\$	Apri	NOTES	YTD \$\$	YTD Notes	
Holiday Gifts	\$0.00			\$0.00		
Social Day	\$0.00			\$0.00		
Social Worker	\$0.00	No CNHC bill yet		\$0.00		
Dental	\$173.00	Morin, Cory		\$173.00		
Hearing Aids	\$0.00			\$0.00		
Glasses	\$303.00	Tavares		\$303.00		
Car Bills	\$743.29	Curado loan/insura	nce	\$743.29		
Sandra Fogg	\$0.00			\$0.00		
Home Payments	\$2,839.00	Whaler's Cove Gua	dalupe; Spearin	\$2,839.00		
Health Bills	\$980.92	Kukstis eye; Galipea	au sleeve	\$980.92		
Credit Card	\$0.00			\$0.00		
Furniture	\$1,229.99	Lift chair Dann		\$1,229.99		
Appliances	\$0.00			\$0.00	New category added for F	Y23
EDDF	\$350.00	see summary		\$350.00		
Other gifts	\$0.00			\$0.00		
Monthly TOTAL	\$6,619.20		YTD TOTAL	\$6,619.20		

Change in Account Value

Ending Value + Accrued

Accrued Income

Income



Account Summary

Apr. 01, 2022 through Apr. 30, 2022

Account: 80-02-202-2363364 ASSOC RELIEF AGED WOMEN-COMB

-1,457,884.67

\$19,996,067.15

12,255.20

Market Value \$19,983,811.95

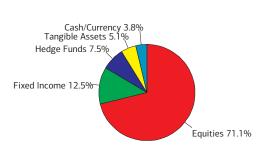
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Account Activity	Realized Gain/Loss Summary			Income Summary				
Description	Current Period	YTD Since 04/01/22	Description	Current Period	Fiscal YTD	Description	Current Period	YTD since 04/01/22
Beginning Market Value	\$21,441,696.62	\$21,441,696.62	Short-term	\$0.00	\$867.38	Dividends - Taxable	\$19,543.83	\$19,543.83
Income	19,586.22	19,586.22	Long-term	0.00	-10.16	Interest - Taxable	42.39	42.39
Deposits	584.04	584.04	Net Total	\$0.00	\$857.22	Total Income	\$19,586.22	\$19,586.22
Disbursements	-70,584.04	-70,584.04						
Bank Fees	-7,161.44	-7,161.44						
Change in Market Value	-1,400,309.45	-1,400,309.45						
Ending Market Value	\$19,983,811.95	\$19,983,811.95						

Total	\$19,983,811.95	\$13,888,723.82	\$6,095,088.13	\$12,255.20	\$341,478.65	
Total Assets	\$19,983,811.95	\$13,888,723.82	\$6,095,088.13	\$12,255.20	\$341,478.65	1.70%
Tangible Assets	1,015,325.62	1,046,913.45	-31,587.83	0.00	17,325.35	1.70
Hedge Funds	1,503,149.84	1,561,477.40	-58,327.56	\$128.07	13,809.62	0.91
Fixed Income	2,506,939.61	2,715,907.37	-208,967.76	4,401.53	91,538.02	3.65
Equities	14,203,930.84	7,809,959.56	6,393,971.28	7,600.32	216,172.57	1.52
Cash/Currency	\$754,466.04	\$754,466.04	\$0.00	\$125.28	\$2,633.09	0.34%
Description	Market Value	Tax Cost	Unrealized Gain/Loss	Accrued Income	Estimated Annual Income	Current Yield

-1,457,884.67

\$19,996,067.15

12.255.20



Beneficiary	Outreach	Biggest Concern	Notes	Specific Request	Recommendations
New BENE# Almas, Irene 93 y/o; 8/5/1928 Income: \$1,214 H ARAW support: New	BA Pat Midurski (508) 717-0400	"I have never been late with my bills. I am afraid the police will arrest me & take me to jail. They are threatening to shut off my water. Please help me." – via niece as interpreter	Referral from CESI Son died suddenly June 2021 Malfunctioning toilet in basement caused larger water bill Applying for SNAP, tax abatement, circuit breaker	Gift: Statement Water bill \$2,323.56	Gift: Statement Water bill \$2,323.56
New BENE# Benoit, Ruth 82 y/o; 8/15/1939 Income: \$989 sub ARAW support: New	BA Pat Midurski (508) 717-0400	"I am an older woman & it is getting more difficult to walk from the elevator to my apartment. As you can see, the distance from my current apartment to the elevator is over 400' & I have to stop at each bench & rest. The new apartment is right next to the elevator & my life would be so much easier."	Referral from Manomet place Walking distance to apartment difficult - new apartment closer to elevator Depleted savings for car repairs Fender?	Gift: Estimate Moving costs \$280 from Tavares Movers Estimate Car repair \$671.54 from Coles Auto Center	Gift: Estimate Moving costs \$280 from Tavares Movers Estimate Car repair \$671.54 from Coles Auto Center

Beneficiary	Outreach	Biggest Concern	Notes	Specific Request	Recommendations
BENE# 22/03G Lawrence, Gail 72 y/o; 9/13/1949 Income: \$1,287 sub ARAW support \$1,952: Gifts: Car repair \$1,802 '21, Holiday \$150 '21	BA Pat Midurski (508) 717-0400	"My biggest concern is losing my BCBS which thankfully has saved me from financial devastation during this cancer journey. I wonder if the ARAW would help me with my BCBS monthly premium. I would be most grateful. Thank you."	Very positive attitude Almost done with cancer treatments Difficulty "making ends meet" at the end of the month	Monthly: ■ BCBS Medex \$228	Monthly: ■ BCBS Medex \$228
Shea, Joan 88 y/o; 3/29/1933 Income: \$878 H ARAW support \$42,326: Reoccurring: EPERS \$51.95 '16, Laundry \$80 '21 Gifts: Car insurance \$681 '19, Electric \$268 '19, CC \$3,125 '19, Vet \$1,278 '20 & \$1,432 '19, Atty fees \$2,812 '18, Asbestos \$950 '16, HOI \$1,259 '21, \$1,042 '20, \$864 '19, \$676 '18, \$701 '17 & \$906 '16, RE taxes \$2,155 '13- 14, Furnace \$3,550 '16, Stove \$389 '13, Plumbing \$90 '21, Holiday \$100-150 '13-21	BA Leonora Robins (508) 717-0400	"Concerns with my basement flooding because sump pump is 11 years old & the plumber has been here. Makes me very worried & concerned my crawl space will become flooded. In the past I have crawled under there to check & don't dare because I won't be able to get up again. The house is in a very wet area & flooding of basement occurs frequently."	Limited support system – neighbor in FL until June 2022 Repair in Feb 2022 – needs to be replaced (11 years old) Safety concern due to electrical wiring	Gift: Estimate Sump pump and installation \$595	Gift: ■ Estimate Sump pump and installation \$595

Beneficiary	Outreach	Biggest Concern	Notes	Specific Request	Recommendations
BENE# 18-19/09 DeAndrade, June 74 y/o; 8/24/1947 Income: \$1,383 H ARAW support \$9,854: Reoccurring: Cable/phone/internet \$209 '18, Propane \$25-75 '18 Gifts: Electric \$239 '15, Holiday \$150 '18-21	WCOA Andrea Lemos (508) 636-1026	"I thank God my roof is fixed. My front steps cement is all cracking & falling away. Also, the railing broke off. I worry that my car is going to die. Underneath is all rusted where water comes up into the car. You are helping plenty & that is awesome. I wouldn't be able to be anywhere if it wasn't for the bills that you pay."	ARAW approved EPERS April 2022 High fall risk – would like to add fall detection to EPERS Confirm food costs – seems low!	Monthly: ■ Increase EPERS \$51.95	Monthly: ■ Increase EPERS \$51.95
BENE# 16-17/05 Mello, Eleanor 88 y/o; 6/30/1933 Income: \$1,062 sub ARAW support \$2,395: Reoccurring: Nutrition \$83.70 '21, Demand response \$25 '21 Gifts: Cab \$71 '20, Holiday \$100 '16 & \$150 '17 & 21	BA Leonora Robins (508) 717-0400	During our visit, Eleanor express concern for ARAW to "continue Ensure" and "my tickets for SRTA."	Ensure helps with lack of protein in diet Previously demand response awarded every other month - getting out more for socialization & shopping Large monthly balance (\$338) low funds in bank – where is \$ going?	Monthly: Increase Demand response \$25 Continuation Ensure \$83.70 from Westport Apothecary	Monthly: Increase Demand response \$25 Continuation Ensure \$83.70 from Westport Apothecary

Beneficiary	Outreach	Biggest Concern	Notes	Specific Request	Recommendations
New BENE# Graybill, Holly 67 y/o; 2/1/1955 Income: \$929 R ARAW support: New	DCOA Ann Raymond (508) 999-4717	"I worry about being able to fix my car. It's not driving right now. I need to bring it to the mechanic to see what is wrong with it. I'm nervous to drive it to my doctors' appointment. It would help to have it fixed so I can get around easier & have some freedom."	Battled cancer Artist – low SS Makes jewelry – not making as much due to declining health Uses car to get to drs No credit cards listed – stopped paying but still using? Judge proof?	Gift: Estimate Car repair \$841.83 from M & M Auto	Gift: Estimate Car repair \$841.83 from M & M Auto Connect with SCCLS & ACCS re: credit card debt
New BENE# Tripp, Teresa 74 y/o; 5/10/1947 Income: \$1,500 sub ARAW support: New	DCOA Ann Raymond (508) 979-4081	"The unknown! If I can't work how will I support myself? I put things on CC & do my best to pay them off every month but haven't been able to. Things are getting so bad! I needed to buy a car so I could get to work & continue to be independent. I try to continue to do things for myself."	Business owner – possibility she will be losing it Health is declining Very independent F/u EM 4/1 – business closing date, personal vs business expenses, new rent amount	Monthly: Car payment \$208 Gift: Reimburse Car insurance \$1,183.50 paid to credit card	Monthly: Car payment \$208 for 6 months Contingent upon connecting with SCCLS to explore rights and benefits. F/u review in 6 months

Beneficiary	Outreach	Biggest Concern	Notes	Specific Request	Recommendations
BENE# 21-22/01 DeMendonca, Theresa 72 y/o; 2/13/1950 Income: \$1,524 sub ARAW support \$410: Gifts: Holiday \$150 '21 Discontinued: SRTA Demand Response \$25 '21	BA Pat Midurski (508) 717-0400	"I am lonely & I know that I suffer from depression. I can't get out of my own way. Then I have the chronic pain that makes doing anything impossible." "I enjoy the activities from the ARAW & I hope I can continue in the program."	Exception to income guideline awarded May 2021 Limited social & family support	Exception: Income guidelines (over \$24)	Exception: Income guidelines (over \$24)
New BENE# O'Brien, Joan 70 y/o; 1/27/1952 Income: \$2,189 R ARAW support: FLO only	FLO Pat Midurski (508) 717-0400	Would love to participate in FLO program	On hold from April – letter for "why?" Referral from ARAW Beneficiary Rose Marie Vieira (FLO)	Exception: ■ Income guidelines (Over \$89) to join FLO	Exception not granted for FLO at this time Has adequate avenues for socialization. If a need for financial support arises, please contact

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Beneficiary	Outreach	Biggest Concern	Notes	Current Support	Recommendation
BENE# 14-15/18 Gassar, Vera 86 y/o; 8/14/1935 Income: \$899 sub ARAW support \$23,140: Reoccurring: Cable/internet \$193 '17, Acupuncture \$160 '15 Gifts: Car repair \$631 '16, Funeral \$3,045 '18, Holiday \$100-150 '15-21 A/R Due: 3/30/2023	WCOA Andrea Lemos (508) 636-1026	"My daughter's well being & her being alone. I constantly think about that. My own health to be able to stay on my feet as long as I can. It is wonderful everything ARAW does & I appreciate it. Continue with cable & acupuncture if you can because both are important to me."	Recovering from hip replacement Cable source to the world, internet way to check on bills, etc Acupuncture important for arthritis in back High monthly balance low funds in bank – how is money being spent?	Monthly: ■ Cable/internet \$193.14 ■ Acupuncture \$160 Monthly total: \$353.14	Monthly: Cable/internet \$193.14 Acupuncture \$160 Monthly total: \$353.14

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Beneficiary	Outreach	Biggest Concern	Notes	Current Support	Recommendation
BENE# 18-19/20 Prata, Adelia 82 y/o; 10/19/1939 Income: \$990 sub ARAW support \$7,136: Reoccurring: Cable/phone/internet \$208.58 '19 Gifts: Holiday \$150 '19-21 Annual Review Due: 1/25/23	DCOA Ann Raymond (508) 999-4717	Adelia is very concerned about eating healthy. I asked her what worries her most & she said her heart was bad & now she takes lots of herbs & eats only organic & feels she is doing good. She would like to continue to have ARAW help her with the cable bill so she can continue to buy her vitamins that are keeping her alive. They are very expensive & she has to have them to stay healthy.	On hold from March – answers to questions included No request for dental or computer support at this time	Monthly: Cable/internet/phone \$208.58 Monthly total: \$208.58	Monthly: Cable/internet/phone \$208.58 Monthly total: \$208.58
BENE# 16-17/04 Greenwood, Dorothy 92 y/o; 5/15/1929 Income: \$1,889 H ARAW support \$19,226: Reoccurring: EPERS \$51.95 '19, BCBS \$678.06 '16, Laundry \$80 '20 Gifts: Recliner \$688 '21, Holiday \$100-150 '16-21 Annual Review Due: 4/20/23	BA Pat Midurski (508) 717-0400	"I want to stay in my home for as long as I am able. My legs are getting worse & getting out of the shower is getting more challenging. I am going to call CES for personal care services & I hope they don't want to charge me like they did 3 years ago."	Recent vision problems – seeing specialist Contacting CESI – needs help showering	Quarterly: BCBS \$678.06 Monthly: Laundry up to \$80 EPERS \$51.95 Monthly total: \$357.97	Quarterly: BCBS \$678.06 Monthly: Laundry up to \$80 EPERS \$51.95 Monthly total: \$357.97

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Beneficiary	Outreach	Biggest Concern	Notes	Current Support	Recommendation
BENE# 18-19/15 Silva, Mary Theresa 91 y/o; 6/8/1930 Income: \$1,138 H ARAW support \$4,458: Reoccurring: Personal care \$60.04 '19, Laundry \$50 '20 Gifts: Hearing aid \$2,966 '18, Holiday \$150 '19-21 Annual Review Due: 4/21/23	BA Pat Midurski (508) 717-0400	"The panty liners and pull up panties as well as the laundry help immensely. I am so grateful for this help. Thank you!"	Disabled daughter lives on second floor - offers support Will let license expire in 2023 Eliminated CC debt in 2022	Annually: Personal care \$261.98 Monthly: Laundry up to \$50 Monthly total: \$71.83	Annually: Personal care \$261.98 Monthly: Laundry up to \$50 Monthly total: \$71.83
BENE# 19-20/28 Costa, Maria 80 y/o; 5/23/1941 Income: \$1,132 H ARAW support \$5,193: Reoccurring: Cable/phone \$124'19, EPERS \$51.95'19 Gifts: Holiday \$150'20-21 Annual Review Due: 4/26/23	BA Leonora Robins (508) 717-0400	"Please continue to help with cable & EPERS because it helps me so much. Thank God."		Monthly: ■ Cable/phone \$124.48 ■ EPERS \$51.95 Monthly total: \$176.43	Monthly: Cable/phone \$124.48 EPERS \$51.95 Monthly total: \$176.43

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Beneficiary	Outreach	Biggest Concern	Notes	Current Support	Recommendation
BENE# FLO-21-V Spooner, Sandra 80 y/o; 2/12/1942 Income: \$1,261 H ARAW support \$2,107: Gifts: Water heater \$1,450 '20, Plumber \$505 '21, Holiday \$150 '20	FLO Pat Midurski (508) 717-0400		Daughter living with her with high income – does not want to pursue exception	Not living alone/over income - place inactive	Not living alone/over income - place inactive
BENE# 19-20/39 Gormley, Marilyn 79 y/o; 1/29/1943 Income: \$1,095 sub ARAW support \$2,131: Reoccurring: Cab \$20-60 '20 Gifts: Dentures \$1,000 '14, Moving costs \$250 '21, Holiday \$150 '20	BA Pat Midurski (508) 717-0400		No longer resident at Whaler's Cove	No contact – place inactive	No contact – place inactive

Governance Committee Meeting Minutes

April 26, 2022

Members Present: Bachman, Beaulieu, Brooke, Doyle, Ellis, Laflamme,

Stankiewicz

Member Excused: Beaton

Also Present: President Saber and Healy Foley ED

We reviewed the Strategic Plan updates that Clare provided and were happy to see that almost all the goals have been completed in 2 of the 3 years. Clearly ours is a hardworking and dedicated Board. Next steps will be one of the committee's goals for this year.

Leah Macomber's potential candidacy as Board members was not challenged in the time allotted and therefore a meeting with representatives of the committee will be scheduled soon.

We reviewed our goals for 2022-23 and prioritized the Board Self Evaluation, the handbook update, and formalizing ongoing board education. The format for self-evaluation that has been used for the past few years will be reviewed by the committee at our next meeting. Other options to be discussed as well. The office is ready to facilitate handbook updates as soon as new materials are clarified. Debbie will manage this with Clare. The committee agreed that including a question in the self-evaluation about topics the members are interested in learning about, could be an effective way to start thinking about board education. Jane will also think about a possible theme for the year. Time frames for this are still to be determined.

Respectfully submitted,

Debbie Brooke, Chair

Personnel Committee Meeting 4/15/22

Present: Anglea Natho, Cathy Mayall, Jane Stankiewicz, President Rosemary Saber, ED Clare Foley, and committee chair Pamela McKnight

1. Covid vaccination requirement for employees-

As ARAW is in the process of hiring new employees, we felt this is a good time to update our Covid policies. We discussed whether to require Covid vaccines for employees and board members.

Jane did some research and reported that Community Nurse Home Care requires employees and board members to be "fully" vaccinated against Covid (2 doses) as well as requiring the flu vaccine for employees/board. As the organization provides medical care and bills Medicare and Medicaid, they are mandated by law. There are no mandates that would apply to ARAW but we do serve a high risk population.

The committee agreed that it would be ideal if all employees were fully vaccinated by CDC standards (and all are at this time) but recognizes that the standards could change at any time. In that situation we could potentially be forced to require our employees to receive more vaccinations—and possibly lose employees who do not wish to comply. Clare felt that if employees are required to be vaccinated then the beneficiaries and board members must be as well. Pam mentioned that if Covid vaccines are required, then so should be the flu vaccine, given that the flu is especially dangerous to those in the beneficiary population.

The decision was made to table the decision for six months to see how the Covid risk changes. In the meantime, we are reinstating the requirement that employees and beneficiaries must wear masks when interacting in person (except while eating). While all employees and board members are encouraged to be vaccinated against Covid and the flu, presently they are not required to do so.

2. Adding new national and state holiday, Juneteenth, to paid holidaysThe major issue raised is that ARAW already generously gives twelve paid holidays per year. The
personnel committee revamped the paid holiday schedule within the last two years to align
with the holiday schedules of our partners. Much of the work our employees do involves
coordination with our partners. Options discussed included 1. Adding the holiday to increase to
13 paid holidays, 2. Adding Juneteenth and dropping another holiday, 3. Giving employees a
choice between two holidays (for example, either Patriot's Day or Juneteenth), thus potentially
keeping the office open both days with reduced staff. Clare suggested that we see which of our
partners either work or take off the Juneteenth holiday before making a final decision. We
agreed to wait until we have that information before recommending a change.

3. Bereavement policy-

Clare did some research on bereavement policies of non-profits. Our policy allows for fewer days off than the average but is within the range. The committee did not feel that changes need

to be made at this time. It was felt that employees should have the option to take unpaid leave if they need more days off. Clare reported that there is not a mechanism in place to allow it.

4. COBRA insurance-

Clare received little to no support from Paychex (provides payroll and HR services for us) in setting up COBRA insurance for an employee. She spent hours and spoke to multiple agencies. Due to her incredible diligence, she was successful. However, the experience raised several issues. ARAW clearly needs better HR support. Additionally, we need to think about whether we have the support and are large enough to offer our own health insurance plan.

Respectfully submitted,
Pamela McKnight, committee chair