

PLEASE NOTE DATE CHANGE FOR JULY MEETING! (JULY 12)

Call to Order: Bill Rector called the meeting to order at 1 PM.

Seven elected Council members are needed for a quorum; 12 were present, as well as about 30 other residents.

What we value and are grateful for: Bill Rector expressed his gratitude to Don Lehman for fixing his printer. Don has been really helpful to a lot of people. Judie Hansen is grateful that the public is back at the Treasure House and buying enthusiastically. Susan Hyne is grateful that water volleyball is back.

Consent Agenda May meeting minutes – accepted as published.

Bill Rector encouraged people to speak up during the meeting if they have something to say.

Reports

NOTE: Oral reports are summarized here. Short written reports are also included in this section; longer ones are summarized in the Attachments.

Rose Villa Management (Tina Moullet)

- **Management Report: See Attachment 3.** Tina's oral remarks are mostly covered in the written report, so will not be repeated here.
 - She mentioned that some other places are in worse trouble with hiring health-care staff than we are and are even thinking of restructuring. There was a discussion of what to do about pets during an ice storm situation (covered below).
 - Jerry Corn mentioned that a new board member is a former employee of PGE and wants to work with the campus to create a more reliable power supply situation; the new construction on River Road should help.
 - There was a question as to whether residents can say farewell to departing employees. You can always give a note to the Receptionist to be passed along. Jerry Corn, a former hiring manager, remarked that we should move from a place of speculation to one of empathy, and also accept that often we will not know the whole story.

- There was a question about “due process” for employees; Steve Morris remarked that if you are an employer and don’t follow good process, you have a huge legal liability. Tina said that a major component of Michelle LaCroix’s job is making sure the proper procedures are followed. Bill Rector talked about his experience with high turnover of CNA’s and nurses at hospitals, something like 100% a year, making Rose Villa’s 25% look pretty good. Rose Villa provides training, coaching, and interventions, and it can take several months of working with someone to see if they are a good fit or might be better off elsewhere.
- What are the prospects of getting public spaces back for resident use? They are currently used for staff breaks, and will be given back when it is safe, hopefully relatively soon. Some places made their staff take breaks in their cars; Rose Villa did not want to do that.

- **Renovations/Facilities Operations Report**

- Tech Services: Interviewing for Tech Support position; Implementing Cyber Intrusion testing and training with RV staff, beginning in June; Upgrading Our Internet Service- First phase will occur in June
- Building Operations: Interviewing Candidates for Building Operations Manager; Completing Campus Roof, Fencing and Handrail Survey for repair and replacement; Rose Court basement floor cleaning scheduled for June; Spa heater replacement complete; N. and S. Main HVAC system check and review complete
- Grounds: Interviewing candidates for open Groundsperson position; Installed new resident recycling guide posters at each trash station
- EVS: Completing annual Window cleaning
- Renovations: Current Renovations happening at 64 (complete); 73 (ongoing); 7106 (ongoing); 3006 (complete); 230 (ongoing); 3038 (ongoing); 61 (complete); 4303 (ongoing); 5207 (ongoing); Rose Court (Siding project underway. New beams being installed in garage next week to support roof design and improvements. Painting is scheduled for June.)

Presentation to Board (Bill Rector and Eric Shawn) Bill and Eric made a presentation to the board a couple of weeks ago regarding activities among residents and how they have changed with COVID. This was particularly useful for the two new trustees on the Board. The PowerPoint slides used in the presentation are in Attachment 6. There has been lots of activity and

participation in Council committees. A few highlights include the biography project, the safety committee, iDream, and sustainability, and this doesn't even include off-campus activity. These are shown on the first slide. The second slide shows the frequency with which various topics appear before the Council or at the Forum. About 15% of topics are ongoing; about 8% are topics on which it was decided to retain the status quo. The team also described the purpose of the Residents' Association, and the updating of the bylaws over the past several years. The Committee process has been increasingly active over the last couple of years. A questioner asked about the Treasure House and why it didn't appear in the presentation; Eric responded that they will add it.

Community Health (Jerry Corn) This committee has been looking at where new AED's should go, given the expanded campus footprint. Jerry Corn has discussed it with John Schallberger, and Tina thinks there is room in the budget to acquire more. Jerry will approach the Clackamas Fire District to arrange for training. He thinks it might be helpful to have one in a surrey. He explained the purpose of AED's and that they are not for heart attacks, but for cardiac arrest. Victims of cardiac arrest are incapacitated very quickly. There was a discussion of how, if cardiac arrests take place behind closed doors or when no one notices, the AED's would be useful; maybe they should be located where other people would observe the incident and could respond. It was decided to leave this up to further discussion with management. Bill Rector said he would talk with the Safety Committee and Community Health about this, too, and expressed appreciation for the reports.

Holiday Employees Gift Team (Jerry Corn) The Holiday Gift Fund team is meeting this week to plan for sending out questionnaires to the community. They will be promoted so we have a chance to get a significant rate of return and hence some meaningful feedback on how the process should work.

Ready Force (Steve Morris) [Some of the slides are in Attachment 1, along with the written report] Steve talked about three initiatives: The red binders have been distributed and updating of those is a continuing process. There needs to be a revision of the forms concerning pets. The focus right now is on the neighborhood meetings and preparedness questionnaires, with an emphasis on preparing for summer smoke and getting to know your neighbors. Out of seven planned meetings, two have been done, and the goal is to complete them before fire season starts. The point of the survey is to get to know your neighbors and what the neighborhood needs and resources are. To date 56% of households have responded, but the neighborhoods where meetings have been held have done much better, so we hope to see improvement as the meetings continue. About 13% of residents have mobility

issues; about 25% have first aid training, and about 8% have an actual medical background.

Council Communications Committee (Cindy Brown)

After a full year of weekly episodes, the RVToday team is on hiatus. There will be occasional episodes; for example, when a new art show is installed in South Main. We continue to develop the news function on the resident website and are developing categories such as Day Trips and Restaurant Reviews, hoping to attract stories from residents. We also are continuing to feature residents' creative works on the site. Village Voices continues to post talks by residents on a variety of interesting topics. RVChat is going strong and appears to serve an important purpose in helping residents communicate with each other.

Council Safety Committee (Mayo Marsh) There has been some training on the use of AED's.

Council iDREAM Committee (Joan Clark) [see Attachment 4] The Rose Villa pledge of support to Asian Americans and Pacific Islanders is now on the website and Joan expressed thanks to all those who made it happen. June is pride month; iDream will be interviewing three LGBTQ residents so we can learn from our neighbors about their experiences. There will be a barbeque on July 2; everyone is encouraged to sign up. There will be an opportunity to take a citizenship test and see how well you do compared to people who are studying to become citizens. The Harvest Grill will announce how to sign up.

Madrona Grove Liaison (M.A. Malone/Lois Weathers)

As the pandemic eases, more shared activities are happily being enjoyed in Madrona Grove. Of special note is the reinstatement of monthly meetings of their MG Resident Council. Perhaps the most consistent group happening is the daily 3:30pm social gathering called the "Lounge Hour." Occasionally added to this special hour were themes such as "Birding" and the Cinco de Mayo Celebration. Plus, educational offerings like "Food Time with Jenny" and "Making Music with Tanya" are being scheduled just prior to the Lounge Time—thereby lengthening socializing opportunities. Scheduling includes events outside the confines of Madrona Grove. Last month the away events were "Movie Night in the PAC" and a leisurely bus tour enjoying scenes along the Clackamas River. Every Sunday afternoon, residents gather to share in the United Christian Fellowship's Vesper Services. MG residents who are avid readers meet together every Monday afternoon for "Readers Club." Creativity remains very present amongst the 33 residents living in MG. Marianna Iverson, a long-time and much-loved RV employee, now serving as MG Activities and Restorative Coordinator, said it best in a recent communiqué: ". . . . there is such great beauty still alive in Madrona

Grove.” For proof of this, read the tender, moving poem created by four MG residents in a shared writing session. Their special collaborative poem, titled “Mother’s Day Poem,” was published on May 19 for the entire Rose Villa community to enjoy. It is found in RVillagers.org under the Feature Articles section.

Finally, after a thoughtful and exhaustive search, the new Rose Villa Director of Nursing Services, Kama Stout, joined our community the end of May. The MG residents and staff are slowly welcoming her on board. Hopefully, all of Rose Villa will be welcoming her soon.

The Foundation (Elliot McIntire) Win a cruise on the Willamette River! Only a few more days to buy your raffle tickets for a chance at a \$250 value certificate (cruise, dinner or lunch, drinks, for two)! This raffle is open to both residents and staff. The last day to buy your ticket is June 10th. Winners to be announced at the June Resident Forum. Meanwhile, the Foundation is continuing to offer workshops on topics of interest to residents, and looks forward to our ice cream social in August.

There will be a Pacesetter’s trivia contest in July. Last year they delivered ice cream bars to everyone, and plan to do that again this year. They are gearing up for activities in the Fall. 280 raffle tickets have been sold so far. July 10 is the last day to buy them. Bill Rector encouraged everyone to buy some.

Treasurer’s Report (Janet Britton) (Holiday Fund and RV Association Budget) [See Attachment 5]

Bonny Groshong reported that people in the woodshop are making and repairing things for residents. Sewing groups are making things for residents and for new babies at Providence Hospital.

Agenda – Continued Business

Agenda – New Business

- Volunteer Recognition: Bill Rector asked for volunteers for a committee to organize a volunteer recognition event.

Announcements and Updates

Bill Rector announced the gift of a 12-acre parcel of land for a park by residents John and Marilee Wetten.

Suggestion Box

There were no new suggestions.

Open Forum:

There were no contributions from the general attendees.

Upcoming Meetings

- Next Resident Forum: Tuesday July 20, 2021 at 2:30 pm on Zoom
- Next Council meeting: Monday, July 12, 2021 at 1:00 pm on Zoom
- Next Executive Committee meeting: Saturday, June 19, 2021, 10:30 am on Zoom

Meeting Adjourned 2:00 PM

ATTENDANCE

Staff Members in Attendance: Tina Moullet, John Eaglin

Guests in Attendance: about 30

Council Members in Attendance

P Bill Rector, Chair	P Judie Hansen (G#4)	P Cindy Brown, Secretary
P Eric Shawn, Past Chair	P Doug Walker (G#5)	P Janet Britton, Treasurer
P Jerry Corn, Vice Chair	P M.A. Malone (G#6)	P Elliot McIntire, Foundation Rep
P John Watson (G#1)	P Suzanne Townsen (G#7)	P M.A. Malone (MG Rep)
P Sydney Herbert (G#2)	P Julia Layden (G #8)	P Lois Weathers, MG Liaison
P Cindy Brown (G#3)	P Bonny Groshong (G#9)	P Jean Coberly, Archivist

Group Reports follow. Send to RVRACouncil@gmail.com by the 25th of the month.

Councilor Reports on Resident Groups

Group 1: John Watson

Health, Wellness, and Safety

Wellness: Rene Swar

Updated wellness center guidelines took effect on Monday, May 24. 6 people are allowed in the aquatics area and 6 in the weight room. Locker room capacity has changed to 5 in the women's locker room and 3 in the men's. We continue to follow OHA guidelines. We are doing our best to balance all the regulations, guidance, expectation, and desires of governing bodies and community members as we move to a new normal.

I would like to thank the many community members who have volunteered to take fitness assessments with PCC Exercise Science students. The students will be wrapping up their final work out projects soon.

Virtual intern, Annie Truong, will also be completing her time with us in the next couple of weeks as well. She is working on her final project, posture and proper walking technique videos, which will be available to the community soon.

Ready Force: Steve Morris

[See above]

UNA-USA: Kay Schmerber

Council Safety Committee: Mayo Marsh

The Safety Committee is finishing its proposal regarding AED location on campus. Location concerns are time and help. Although the Administration is reassured that Clackamas Fire states a 6-minute response time, emergency and other issues could affect the speed of/or response.

The committee's 5 voting members, having reviewed the issues presented by the committee and listened to 2 guest MD residents, are now responding to the issue and the results will be available by the June 7 meeting. Administration will have to make the final decision due to multiple issues. This will be available in a written document.

Group 2: Sydney Herbert

Spiritual Well-Being

Friendship Corps: Lois Weathers

Solarium Worship: Bud Robinson

United Christian Fellowship: Jackie West

The United Christian Fellowship continued to provide Zoom vesper worship services each Sunday evening at 6:30 during the month of April. Every service includes hymns, accompanied by beautiful photographs provided by Lisa and Ed McFarlane. Speakers for May were Rev. Carmen Goetschius, Presbyterian; Rev. Michael Crouch, Disciples of Christ; Rev. Bruce Montgomery, American Baptist; Deacon Scott Kolbel, Catholic and for Memorial Day weekend, a special service of remembrance by Carol and James Carthel, Bud Robinson, Ed McFarlane and Leanne Kerner.

To have your name added to the recipients of the link to vespers, please contact Nancy Barrett-Dennehy at 3026. The link also appears in Steve Morris' daily

schedule of events. Everyone is welcome!

Jackie West

Group 3: Cindy Brown

Communication

Library: Jean Coberly

The days are longer now but it continues to be an excellent time to pick up a movie CD from your Library. Turn left as you enter the Library and check out the West wall: there are 10 shelf units of movie titles with approximately 45 movies per shelf unit. You'll be able to find almost any movie you desire within this approximately 450 CD abundance. In May, a total of 244 books and movies were checked out.

Hearing Support Group: Mary Deane Smith

The Hearing Support Group resumed meeting on June 4 in the Vista Lounge. They hope to continue to meet on the first Friday of each month.

Group 4: Judie Hansen

Service

Volunteer Recognition: Bill Rector

Employee Christmas Fund: Dori Jones

Group 5: Doug Walker

Outdoor Activities

Community Garden: Dave and Jan Dobak

We have 50 gardeners enrolled. There are still vacant plots available. Our meetings on the first Thursday each month are suspended during the emergency. We hope to be able to resume meeting soon.

Tuesday Market: Marie Jennings-Holt, Cathy Schar, and Carolyn Bailey

Tuesday Market here at Rose Villa, has been a summer experience for 27 years. We are excited to continue this Farmer's Market this year. The market will take place every Tuesday morning from 10-11 am, starting July 6. The site is the picnic area of the Garden. Farmers and gardeners who wish to share produce will bring the produce to the bins below the picnic area. The produce will be spread on clothed picnic tables. Please come in the northern side of the picnic area, mask on, bag in hand, cash only. You choose what you wish and make a donation (Resident Council). Exit the south end of the picnic area. If you cannot make it to the Market, please let a neighbor know what you wish to purchase. Looking forward to seeing and sharing this experience with you, Carolyn, Cathy, Marie.

Group 6: M.A. Malone

Off-Campus Entertainment

Off-Campus Entertainment: Byron Windhorst Activities suspended due to COVID.

Rose Villa Choir: Miranda Manners and Andrea Drury Not meeting due to COVID.

Group 7: Sue Townsend

Hospitality

Welcoming Committee: Susan Hyne

Potluck: [open] Not meeting due to COVID. It also needs a new leader.

Council Pet Committee: Sue Townsend

Food Think Tank: Bonny Groshong

At the May think tank, we discussed how menu changes were being received among residents. There were many that felt it would be beneficial to continually reiterate the ability to modify the Harvest To-Go menu to meet individual needs and keep options feeling fresh.

Some of the upcoming changes that were determined as a result of the May think tank discussion:

1. We will continue to reiterate to residents that the Harvest To-Go menu is available, and modifiable to meet specific needs and preferences (evidenced in the most recent Scoop intro (article for May).
2. We will begin featuring a Harvest To Go menu item on the weekly menu, in addition to the specials.
3. The spreadsheet I shared at the April Forum, with the many ways to modify dishes, is now located in the Food & Beverage Icon on Touchtown and was also included at the end of the May Scoop.

On the sustainability front, we have reduced our salad dressing portion size from two 2oz containers to one 2oz container. This will reduce the amount of plastic being thrown away (the 2oz containers are not reusable). Residents are welcome to request an additional dressing for no charge.

On the nutrition front, Jenny Dickow is working on a nutritional analysis for our Clam Chowder recipe, and also the brine used for our chicken. They will likely be ready for the June Scoop.

Those are my notes! I hope that helps prepare you for the Council. Please let me know if you have any questions or need anything clarified.

Group 8: Julia Layden

Sustainable Living

Green Team: (Consists of Five Subteams: Bringing Nature Home, Climate Change, Energy, Food, and Recycling) Jean Lofy

Clean Wind enrollment is at about 70%.

Additional recycling signs are being posted near various recycling areas on campus to remind us all of what can be recycled and what can go in the garbage. Remember, when in doubt, throw it out! If you have a question, you can also ask a Green Team Member.

Group 9: Leisure Activities

Bonny Groshong

Sewing and Quilting Studio: Pam Duren

The Sewing and Quilting Group continues to make baby quilts for Providence Hospital NICU. Anyone interested in joining this group should contact Jan Rogers.

Woodshop: Tom Wilcox

We are happy to not have to be masked and to be wiping equipment and tools after use. We had a problem with the dust collector and several machines plugged up. Gene Berry was there when it was noticed and he found what was wrong, got it working temporarily, ordered the replacement part, installed it, and it is now working normally.

We continue fixing and making things for residents and hope to do more. We think it is still premature to have regular hours where residents, that are not woodshop workers, can come into the shop for help and to make things under supervision, but look forward to when that can be done.

Readers Theater: Byron Windhorst

Readers Theatre has been meeting each Thursday, via Zoom, at 1pm to read short plays, with each person reading a part of one of the actors. We have been reading plays we have enjoyed in the past as well as occasional new items.

News:

Readers Theatre has continued to meet, via Zoom, throughout the COVID-19 crisis. This summer, we will be taking a summer break. We hope to restart once again in the autumn, with meetings in the PAC or another space.

Attachments to Council Minutes, March 2021

Attachment 1: Ready Force Update

Red Emergency Binder

The Red Emergency binders are now distributed to independent living residents. There are a few who did not want or were not able to use an emergency binder, but the vast majority of households now have one. We are currently working on updated forms for Emergency Contact information and Medical/Prescription information. These forms will have larger, easier to fill-in fields, and can be used both in paper form or filled in online and printed.

Preparedness Survey

Ready Force is also in the process of surveying residents to collect a record of resident special needs, skills, equipment and supplies that are relevant to emergency preparation. This will be used in neighborhood meetings to help neighbors understand the preparedness steps their neighbors have done, and get additional ideas on how they might prepare, and how neighbors might be able to help each other. As of end-of-day May 27, we have responses from 48% of independent living households (over 100 responses) and we expect to receive many more survey responses as we move through the Neighborhood Meetings.

Neighborhood Meetings

To take emergency preparation down to the neighborhood level, Ready Force has organized a sequence of Neighborhood meetings. At the meetings we are reviewing a suggested "to-do" list to prepare for the potential for wildfire smoke this summer - with an emphasis on preparing before smoke arrives! We'll also share the survey results with each neighborhood so residents can see what emergency-prep work their neighbors have done.

The first Neighborhood Meeting was on Tuesday, May 25, for the combined North Pocket and Northeast neighborhoods, and the second will be Tuesday, June 1, for the combined Southwest, CAB, and Garden Grove neighborhoods. The complete schedule is:

- May 25, North Pocket, Northeast
- June 1, Southwest, CAB, Garden Grove
- June 8, Central
- June 15, Southeast, Rose Court, The Oaks
- June 22, North Main & South Main
- June 29, Northwest
- July 6, South Central

Ready Force Budgeting

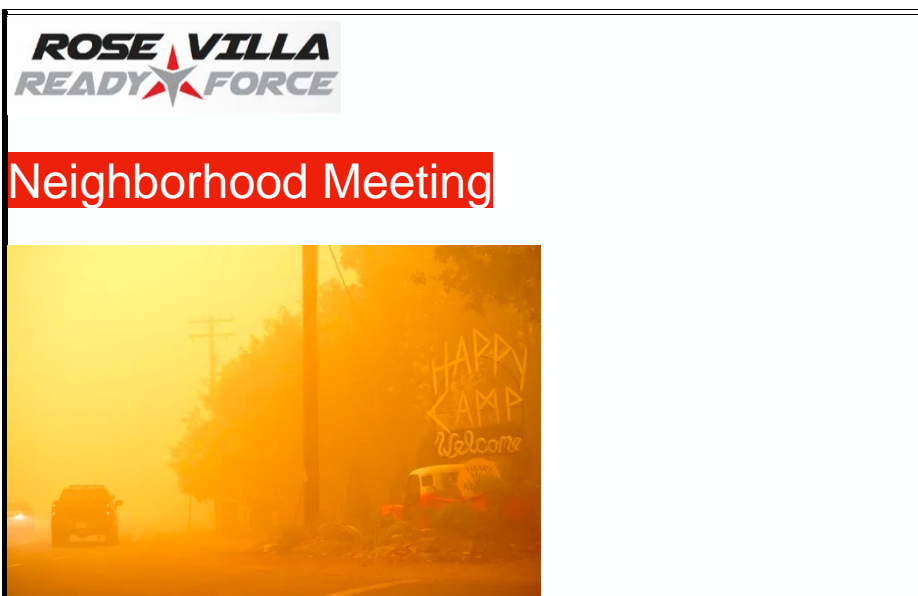
Each year the Treasure House provides funding from its revenue to Rose Villa Inc. which management then uses for projects that benefit residents. The most recent \$6,000 from Treasure House is being designated for "Resident Resilience" and Steve Morris is working with Tina Moullet and the Ready Force team to develop plans for those funds. Tina has some management priorities, and they line up very well with Ready Force priorities:

- Communication (radios for both staff and Ready Force)
- Resident preparation • Training

Ready Force and RV staff are preparing specific budget proposals and we'll then compare lists and determine how the \$6,000 will be used.

Submitted by Steve Morris, May 28, 2021

Ready Force Presentation



Resident Council Update

June 7, 2021

Ready Force Council Update 2021-06-07

Ready Force Initiatives

1. Red Emergency Binders
2. Neighborhood meetings
3. Resident preparedness survey



Ready Force Council Update 2021-06-07

Neighborhood Meetings

Topics:

- Things to do to prepare for Summer Smoke • Get to Know your Neighbors

(With preparation in mind!)



Ready Force Council Update 2021-06-07

Neighborhood Meetings

Topics:

- Things to do to prepare for Summer Smoke • Get to Know your Neighbors

(With preparation in mind!)

South Central

May 25, June 1, June 8, June 15, June 22, June 29, July 6,

✓

✓

North Pocket, Northeast

Southwest, CAB, Garden Grove Central
Southeast, Rose Court, The Oaks North Main & South Main Northwest



Ready Force Council Update 2021-06-07

Ready Force Resident Survey

Purpose: Get to Know your Neighbors!

1. Pets and other Special Needs
2. Skills
3. Supplies
4. Equipment
5. What else have you done to prepare?



Ready Force Council Update 2021-06-07

Survey Response Rate

- Campus-wide: 56%
- Garden Grove 90%
- North Pocket 88%
- Central 73%
- Southwest 65%
- Northeast 59%
- The Oaks 58%
- Northwest 48%
- South Central 44%
- Southeast & Rose Court 25%
- South Main 32%
- North Main 24%

Haven't Completed the Survey Yet?

- Please complete it at

<http://www.rvillagers.org/dev2/skills>

- Let me know if you'd prefer to complete a paper copy of the survey (call x1212)

Attachment 2: Treasure House Report

If you had to guess, how much money do you think has been made from Treasure House sales since 1995? The answer is roughly three quarters of a **million dollars!** I have a cheat sheet to tell me - \$784,587.08! Since May of 2013, the profits have been split between the Rose Villa Foundation and Rose Villa, Inc. All of the Foundation funds go to Pillar #1, Resident Support. Rose Villa, Inc., has used the funds to create a dog park, Madrona Grove beautification, help buy a surrey, a bus, electric garden cart, flat screen information systems, awnings and heaters for Harvest Grill, arborist work, garden shed replacement, automatic doors to the Training Room, money to help add, to name a few.

Despite the Treasure House being closed to the public for the past 18 months and being fully closed for several months in 2020, our revenue in 2020 was \$31,000 and \$12,000 in 2021 so far. On May 19, 2021, we distributed to \$6,000 each to the Foundation and RVI. The RVI funds will be used to supplement Ready Force supplies. This has all been made possible by the generosity of residents and staff donating great merchandise and then shopping during sneak peeks, attic treasures and regular store hours. Most of all we appreciate the generous donation of time from the approximately 40 volunteers who keep things operational. As we look to the future when the Treasure House will occupy the southwest ground floor space in Schroeder Lofts, Ed Zack, Jennifer Allen, and Judie Hansen are identifying what fixtures will be moved to the new location and our thoughts for placement. Our move is expected in late 2022 and even though the space has a different shape and configuration, it is the same square footage as our present location. Anyone who would like to volunteer at the Treasure House is encouraged to contact Marina

McIntire at 3090. Exciting times ahead, and we look forward to being able to welcome the public to our sales.

Attachment 3: Management Report for June 2021

Management Report to Resident Council Provided by Tina Moullet, Executive Director, June 7, 2021

COVID-19

- No new COVID-19 cases.
- Clackamas County is in the high-risk category
- The County positivity rate is above 5% so we are testing unvaccinated staff on a weekly basis
- Vaccinated staff are not required to test
- The Coronavirus Response Team is in the process of deciding our community mask and gathering rules for residents and staff in response to changes being made at the state, county, and federal levels
- Resident vaccination rate: 99%
- Staff vaccination rate: 82%
- We continually educate staff about the benefits of being vaccinated
- We encourage new staff to become vaccinated if they are not already; vaccines are readily available

Health Services Department:

Kama Stout has joined our team as Director of Nursing Services. She has been here nearly a week and is orienting to Madrona Grove with Erin Cornell as her guide. She is an incredible person and is already leading staff. We will introduce her at the June resident forum.

Health Care Workforce:

Portland Metro Area health services providers, including all of our LeadingAge sister communities, are still experiencing severe healthcare workforce shortages. I shared previously that we have partnered with Mt. Hood Community College to host their CNA students for classroom and clinical setting education. This program is working well, and we do expect this partnership to help us hire graduates who want to work as a CNA.

Staff turnover

I have been asked to comment on our staff turnover rate. Our process: as an employer, we document and analyze staff turnover rates by the type of term. We

compare our turnover rates with industry and local benchmarks as well as our own internal goals. We also participate in conversations with state and national resources such as LeadingAge Oregon and national LeadingAge, who compile and supply us with turnover data relevant to our community type. All of this informs our response planning for managing our turnover. Some turnover is always healthy for an organization. Our goal is around 25%.

We are trending above that and it greatly fluctuates. It is the same across all healthcare organizations and nearly every employer of every kind. Food Services is being hit extremely hard right now. COVID-19 stress is a major factor in the mental health crisis happening in society; employees everywhere are reevaluating their work/life balance, and some are choosing a career path that takes them out of their prior career. This is especially true for healthcare and food service industries.

This is not a surprise to us. Information about staffing difficulties as a result of COVID-19 has been the topic of conversation for a year. We have been preparing as best we can to weather this current storm.

Our goal has been and continues to be supporting staff to receive the care they need to support their physical, emotional, and mental health. We have a long list of benefits for staff that helps them to achieve their goals. Our biggest challenge right now is covering vacations for Health Services staff, who desperately need time off at the same time our state is suffering a healthcare staffing crisis.

Council comments/questions directed to staff in advance of meeting:

Q1. During the recent ice storm people were encouraged to go to the North Building to get warm or even to sleep. There was no place designated where residents could go with their pets. Of course, the pets should be in a carrier or kennel. Who knows what our next incident will be? There should be consideration made for residents with pets. Many pet owners will not leave their pets behind in an emergency.

Is there a place on the Rose Villa campus where pet owners and their pets can assemble for safety during and after a devastating event? Many residents felt forced to remain in their homes because there was not a designated place for residents with pets. There will be types of disasters where homes are damaged.

I know of a resident whose unit was at 52 degrees F during the ice storm. I know of a different resident who was told by Erin Cornell they would need to find a place off campus on their own if they wanted their dog with them. Is Rose Villa going to cover the cost if our units become unlivable? What if it is not safe to leave campus, what if road conditions are such that they can't safely leave the Rose Villa campus?

Pet owners should not have to leave to find warmth and safety when other residents are provided a safe place right on campus. This is supposed to be a pet friendly community.

A1. With all due respect and concern for pets, residents are and will always be our #1 priority for health, life, and safety during any type of emergency. If we are able to safely provide a space for residents to bring their pets with them, we will make an effort to do so. Kennels are a must for this to happen safely. We are unable to guarantee that this will be given priority given the unknown nature of future emergency events.

A component of pet ownership is to ensure you have a plan in place in advance of an emergency. This may include networking with the resident pet owner group to brainstorm and share resources, making connections with local veterinarians, shelters, and kennels to provide emergency housing and care for your pet, or making sure you know which hotels in the area are pet friendly.

Rose Villa is a pet-friendly community in that we do not have a rule against residents owning and enjoying the friendship a pet brings to you. They are welcome in community areas and we have policies that guide and support pet ownership. We do not and cannot take responsibility for your pets during an emergency.

Q2. There is a desire for residents to bid farewell to departing employee in person or with a note.

A2. A note can be given to a Receptionist, and then Human Resources sends those notes to former employees. When COVID restrictions lift, we will be able to host in-person gatherings.

Q3. There is a concern from some residents that “due process” is not always followed in a termination by Rose Villa. Although this is a legitimate concern because all residents are “owners” of the facility, planning for and the day-to-day management of staffing has been delegated to Administration by the Board. Residents are not involved in hiring of staff, nor decisions of staff leaving. It may be worthwhile stating clearly that is true of most organizations.

A3. It would be helpful for me to hear what the residents who are asking this question attribute to “due process.” The more I know about what you perceive is due process, the better I can address your concerns on this topic. If someone can share documentation or first-hand knowledge with me about a specific concern, I will be able to explore and address that with the appropriate manager.

Questions 2 and 3 were already asked at the May 2021 Forum. Here is the Q&A from the May 2021 Forum, reformatted:

Excerpt from May 2021 Forum notes with formatting changes and additional comment:

Forum Q2. Is there a due process for staff who are let go? It seems they are here one day then gone next. I would like to think that even if they were fired for good reason, there was a fair process.

Forum A2. First of all – THANK YOU for assuming the best, and for asking the question to confirm your assumptions!

- We utilize a progressive approach to employee coaching and corrective actions so that both the employee and Rose Villa benefit from the outcome.
- No conversation or action should ever be a surprise to an employee. (The times these conversations are truly abrupt are in cases of unlawful activities, which are grounds for immediate termination.)
- Our goal is to focus more on communication than moving straight to a disciplinary action without any context or discovery.
- This approach lays the foundation for the employee to regroup and work on a plan *with* their manager to improve whatever isn't working for them.
- The overarching goal is to support the employee to succeed in their work, with access to the tools they need to grow, while also safeguarding your finite resources.

Added for June 2021 RAC notes: It is true that there are employees who, despite additional training, coaching, and assistance with job duties, are never able to gain the independence, performance, and proficiency required to fulfill the obligations of their job duties. These are oftentimes kind and lovely people whom we wish to see succeed and would rather have them succeed here.

Forum Q3. I have noticed that there is a great variation in the way that staff departing from Rose Villa (for whatever reason) are treated and how residents are informed (or often NOT informed) that they have left RV. I find this lack of consistency upsetting and the guessing games they engender amongst residents unnerving. The grapevine is uneven, and we might find out weeks after someone has gone off “to explore other opportunities” when we might have liked to thank them or wish them well.

Forum A3. I hear you and we will move forward with the goal of being as timely as possible with our communications. This can be challenging, especially when we are not given much notice since we are an at-will employer. It's also a bit surprising how many employees do not want their departure to be made a “big deal”. It's also hard not being able to host

send-off celebrations like we used to. If you have ideas to share about what you would like to do for departing staff, I would love to hear from you.

End of May Forum excerpt.

Q4. What about all the public spaces used a break spots for employees? Atrium, Club Room, etc.

A4. The Board Room, Atrium, Club Room, and Heirloom are temporarily closed to residents. We needed these spaces for staff use due to the size limitations of our Madrona Grove and main breakrooms. Those spaces will be returned for resident use when it is safe for us to have staff breaking in closer proximity to each other. We are lucky that we even had space to use for this purpose. Many companies make their staff break in their vehicles.

Attachment 4:

The IDREAM Committee zoomed on. 5/10/21 from 9:30-11:30 for its fifth meeting of 2021.

Committee members attending included:

Alice Ringquist

Don Lehman

Jean Coberly

Kay Schmerber

Katie Morales, staff liaison

John Eaglin, staff liaison

Plans and discussion topics included:

Welcome

Take a minute to share with the committee comments, insights, learnings and feedback related to IDREAM themes during conversations that you are having with other residents.

Progress Reports

DVD's for Library:

Jean reported that the library has received 60 new videos highlighting IDREAM themes in celebration of the 60th birthday of the Rose Villa library. This project worked well, and we may want to use it again to generate interest and additional resources.

Endorsement of AAPI Pledge:

Joan reported that the AAPI Pledge has been signed by the Rose Villa Board Chair, Rose Villa CEO, and the Rose Villa Residents Council chair.

The Pledge will be made public on the Rose Villa website for everyone visiting the site to understand Rose Villa's commitment to the safety of our residents, staff, and community.

Projects in the Works

AAPI Video and RV Community zoom facilitated discussion:

Karen is exploring options for AAPI residents to share their experience and insights with the Rose Villa community. She will bring a report to the committee meeting in June.

Interviews with Gayish and Grayish residents re: heroes and coming-out experiences:

Joan and John will contact the Gayish and Grayish group for volunteers willing to be interviewed and recorded sharing their coming out stories and their life heroes.

Plans for residents taking US Citizenship Test during RV barbecue on July 2:

John is developing a sample test, which will be placed at each seat during the RV barbecue on July 2. A flyer will be created in June publicizing the event.

Don, Jean, Julia, and John will be on site at the barbecue to answer questions.

Kay and Alice will score the tests and report the results. The test will include the option of identifying the person taking it.

Brainstorming

Now that the RV Library is well stocked with IDREAM resources, how do we encourage/motivate residents to engage with these books and DVDs?

This question was temporarily tabled in order to explore options for moving forward

Oregon history and slavery:

IDREAM Committee members will familiarize themselves with these two resources for possible speaking engagements and survey/questionnaire use at Rose Villa

See author R. Gregory Nokes

See PhD dissertation by Ryan Parker [Texas Slavery in the White Psyche](#)

Appreciation

Many thanks to Katie Morales for her guidance, creativity, and leadership in coordinating the start-up of the IDREAM Committee, and getting our work off to a great start!

This is her last meeting before leaving her employment at Rose Villa.

Best wishes

Announcements

Next meeting: Monday June 14, 9:30am

Attachment 5: June Meeting Financial Reports

Christmas Fund Report for June Meeting

2021 Christmas Fund

ECF Fund Balance as of 4/30/2021	\$13,685
ECF Checks Cleared in May	\$64
May Deposits	\$793
Fund Balance as of 5/31/2021	\$14,414

2020 Christmas Fund

Christmas Checks Issued	\$150,059
Christmas Checks Cleared as of 5/31/2021	\$150,049
Christmas Checks Outstanding as of 5/31/2021	\$10

Financial Report

Residents' Association Council 2021 Report

Committee Name	Jan-21	Mar-21
RAC General	\$ 2,217.23	\$ 2,217.23
Garden Committee	\$ 1,620.52	\$ 1,620.52
Restricted Funds (Free Money)	\$ 710.15	\$ 710.15
P.O.S.T.	\$ 83.62	\$ 83.62
Choir	\$ 2,204.18	\$ 2,054.18
Wood Shop	\$ 3,009.15	\$ 2,344.03
Treasure House	\$ 6,891.27	\$ 9,558.75
Functional Fitness	\$ 7,263.04	\$ 7,263.04
Sewing & Craft	\$ 2,461.66	\$ 2,461.66
Library Committee	\$ 2,575.72	\$ 2,192.68
ECF Party Fund	\$ 45.00	\$ 45.00
Totals Balance:	\$ 29,081.54	\$ 30,550.86

General Council Financial Report

General Council 2021 Report

Date	Activity	Income	Expense	Balance
	Balance as of December 31, 2020			\$ 2,217.23
1/31/2021	No Activity			
	Balance as of January 31, 2021			\$ 2,217.23
2/9/2021	Printing		7.00	
2/23/2021	Office Depot		11.46	
3/31/2021	Zoom Account 2021		149.90	
	RVI Budgeted expense	168.36		
		168.36	168.36	
	Balance as of March 31, 2021			\$ 2,217.23

Attachment 6: PowerPoint slides from Board Presentation

