

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, along with about 40 other people.

The meeting began with what we value and are grateful for. Bill is grateful that the nominating committee has been formed, that the Volunteer Recognition event went well last week, and that there is finally rain in the forecast. Jerry Corn is grateful that there are no rats in Garden Grove or the garden. Bill added that the nutria seem to have moved on. Eric is grateful that he saw a deer and some fawns in the garden. The fawns did eat the leaves off Bill's pole beans.

Consent Agenda The August 2021 meeting minutes were accepted as published.

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) [also see Attachment 2 below]

In an effort to save water in caring for the landscaping, watering was reduced by 10%. A lot of the watering happens in the Phase 1 and Phase 2 areas. They have already saved over 10,000 gallons of water this way. Resident Wes Brown has donated to kickstart the programming for a more resilient landscape by removing grass and replacing it with drought-tolerant natives. The first areas to be focused on for grass replacement will be along River Road and Laurie. Josh Pease is coordinating this effort.

The administration is working through employee requests for exception from the vaccine mandate. There can be both medical and religious exceptions. Four to five staff have requested exceptions; another three or four will leave employment rather than be vaccinated. Rose Villa was able to work with most people who were afraid to get the vaccine and will meet the October deadline for vaccinating staff.

The administration is working on the budget for next year. As usual, the goal is to keep any increases below 3%. The budget is put together by management, then reviewed by the finance committee of the Board, and then given another review. All department managers discuss and review each other's budgets. Health R V R A

care and capital expenses drive a lot of this work. Response to COVID is a very high priority; the team meets every week on Wednesday.

In mid-2022, the mail room will change. After the new Madrona Grove is constructed and the old one torn down, the mail room area will be impacted. Cubbies and mailboxes will be relocated in Spring 2022 and a new area will be built with counters, recycle bins, and shredders available. USPS will consult on where the mailboxes go.

Jerry Corn asked if they have any ideas about the increase in cost for health care workers. Tina replied that pay for CNA's is up \$3-4 per hour and other specialties are up proportionally. Plus, not as many people are entering the field. Other communities are competing for employees and trying to top our salary offers. LeadingAge is also working on the health care shortage issue; Erin Cornell is going to those meetings. We are hosting a CNA class from Mt. Hood Community College, and that is helping. We also offer really good benefits and a great working environment.

Bill Rector asked how we protect residents from employees who don't want to be vaccinated. Tina said we use PPE, and it depends on the person's position. Management has to be careful about legal issues: with medical exceptions, there must be a physician sign-off; for religious exceptions there is no legal guidance. The biggest issue is with Madrona Grove and Avencia.

Health Services and Vaccination Update (Erin Cornell) Erin was not present; no report was given.

Council Community Health Committee (Jerry Corn)

The committee is working with administration on the placement of AED's. There had been a plan to put one on a surrey so it could be delivered where needed, but on further investigation this was deemed impractical. The AED's will all be distributed around campus, with exact locations still under consideration. There was also a request to support a rule that residents refrain from wearing strong fragrances in public gatherings.

Ready Force (Steve Morris)

First-aid kits were improved by adding more supplies (gauze and bandages), and have now been distributed. The new radios have also mostly been distributed. A radio repeater will be placed on top of South Main (it's inconspicuous) along with an electrical outlet for it and some solar panels for when there is a power outage. This will rebroadcast the rather weak radio signal so it reaches the Clackamas and Milwaukie emergency command centers. The next step for Ready Force is neighborhood preparedness

training, which will be done on Zoom. It will cover getting to know your neighbors, what capabilities neighbors have, and what to do in an emergency. These will start within the next month.

Council Communications Committee (Cindy Brown)

- The Communications Committee will be a resident test group for the new Rose Villa Vibrant website. If there is enough scope on the site for resident-generated content, we will consider moving our resident content from the current website, rvillagers.org. Meanwhile we encourage residents to visit rvillagers.org to see new content such as news stories and videos.
- We discussed the need for a vehicle or vehicles for Council/Community communication. We believe a community discussion is needed in the early 2022 timeframe to prepare for the influx of Phase 3 residents, and we will be working on developing a structure for this.
- We talked about developing a plan to inform residents about Council and encourage people to serve. We are working on a series of programs using RVToday to inform residents about the Council, encourage people to run, and provide a forum for candidates.
- The Executive Committee will take up a request from our members for a clear procedure for Council to respond to recommendations from residents, with a timeline.

Council Safety Committee (Mayo Marsh) [report submitted online]

- Off-campus plans for residents with pets is continuing to be developed coordinating with the Pet Committee and then Ready Force.
- RV Emergency numbers during evening hours. Coverage is cumbersome between the closure of Reception and when Security arrives. A plan has been developed: call Reception (503-654-3171), leave a message at the prompt. It will be triaged by the Answering Service and forwarded it to the appropriate RV staff member.
- Tina and Beth are working to make this available and up-to-date for the Independent Living Residents.

Council iDream Committee (Joan Clark)

Joan thanked everyone who came to the Summer of Soul watch party. There will be another similar event on the 16th over Zoom, showing the movie *Like Water for Chocolate*, which focusses on issues for Hispanic people. The committee will be working on plans for UNICEF and UNA in October. Jerry Corn recommended the movie enthusiastically.

Food Think Tank (Bonny Groshong)

The Food Think Tank met last week; it meets every other month. There is still no word on when we can return to inside dining. The Meatless Monday concept is not that popular with residents and will be replaced with a Less Meat Monday. The food staff is working on ways to offer more fish, which people have requested. The problem is expense. Another issue is the comment cards. They have to be signed so staff can get back to people on their issues. There will be new menus for Fall. Bill Rector asked Bonny to bring up the issue of too much salt in the food with Norine.

Events (Gretchen Holden)

The Events Forecasting group (mostly staff with Gretchen as resident representative) meets each month and is currently mapping out events for the rest of the year. Grey Davis is organizing lots of off-campus events. The bus for Lakewood Theater is currently only half full, so Gretchen encouraged people to sign up for that and for the symphony. The group is trying not to over-program and not to have things compete with each other. Tina added that having resident involvement with the planning is really great.

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

Volunteering is returning slowly. Normally training for volunteers is done in groups, but for now they are being trained individually. The bookmobile was reintroduced last month by Lois and she's been having a ball doing it. She would like people to donate magazines; there is a list on the bulletin board in the club room of what magazines would be good for this purpose. They should be no more than three months old. Lois is also currently the only person trained to do the bookmobile, and she needs another person to volunteer to be trained. Jean Coberly gives her first dibs on books that are leaving the library.

M.A. said there is a new activities helper, and lots of activities are going on, including an upcoming bus trip to the Gorge next week that includes a picnic. There will be an Oktoberfest celebration with a beer tasting at the end of the month, organized with Norine's help. They are hoping to restart choir but facemasks are an issue; singing will come back when the masks are gone. Bill Rector asked if the beer tasting will be open to everyone. M.A. said she would ask and get back to him.

The Foundation (Elliot McIntire)

The trivia contest for Pacesetters was held and was a lot of fun. More such contests are planned for the future. The search for Linda Reed's replacement is underway; there are some good applicants and interviews will be held this week. They are hoping to hire within a few weeks.

Treasurer's Report (Janet Britton)

Janet reported on the amounts currently in the budget (see report below). We are currently about \$1000 ahead of last year. The Green Team has requested a budget line to be funded by donations. This will be taken up by the Executive Committee.

Holiday Fund Payout Survey (Jerry Corn)

It was proposed to change the name of the Employees' Christmas Fund to the Employees' Holiday Fund, to be less discriminatory to non-Christians. This will happen in 2022, as will any changes resulting from the survey. The survey was on the five proposals submitted by residents, including the existing method. After some discussion the matter was referred to the Executive Committee, which will bring a concrete proposal based on the results of the survey to the Council next meeting.

Agenda – Continued Business

The volunteer recognition event will be reviewed and a report will be submitted to the Council.

Agenda – New Business

The nominating committee was announced. It includes Bonny Groshong, Don Lehman, Julia Layden, Karen Morris, Cindy Brown, and Helen Lyons.

Announcements and Updates

Suggestion Box

Open Forum:

Someone asked if there could be a table near the new cubbies for a magazine exchange. Bill Rector said he would take it up with Tina.

Wes Brown suggested that people who claim to object to vaccination on religious grounds be asked to explain in detail how their religious community would view it, that it should be more than

just a matter of what an individual believes. Jerry Corn said this is really an issue for the administration to handle.

Upcoming Meetings

- Next Resident Forum: Tuesday September 21, 2021 at 2:30 pm on Zoom
- Next Council Meeting: Monday, October 4, 2021 at 1:00 pm on Zoom
- Next Executive Committee meeting: Saturday, September 18, 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

Ready Force: Steve Morris

UNA-USA: Kay Schmerber

Council Safety Committee: Mayo Marsh

Group 2: Sydney Herbert

Spiritual Well-Being

Friendship Corps: Lois Weathers

Solarium Worship: Bud Robinson

United Christian Fellowship: Jackie West

Group 3: Cindy Brown

Communication

Library: Jean Coberly

254 books and DVDs were borrowed during August, some of them Large Print books. There are nine shelves of large print fiction and nonfiction books. Both newer (Ann Patchett) and long-established authors (Dick Francis) are available.

Hearing Support Group: Mary Deane Smith

The September 3 meeting was cancelled. The next meeting is Friday, Oct. 1, at 4 pm in the Vista Lounge.

Group 4: Judie Hansen

Service

Volunteer Recognition: Bill Rector

Employee Christmas Fund: Dori Jones

Treasure House: Judie Hansen and Jennifer Allen

On Friday, August 6, a donut gathering was held in the PAC to distribute Treasure House funds - giving \$4,500 each to the Rose Villa Foundation and Rose Villa, Inc. Our volunteer crew kept the store open daily, masks required for everyone, and we staged two Sneak Peek sales. Sales through August 21 were \$1,754. Customers from the public represent approximately 75% of our sales in the store. With five days left at the time we are writing this report, we anticipate strong sales during our Attic Treasures sale on August 26 and 27. This sale was delayed due to outside temperatures above 100 degrees earlier in the month.

Group 5: Doug Walker

Outdoor Activities

Community Garden: Dave and Jan Dobak

Tuesday Market: Marie Jenkins, Cathy Schar, and Carolyn Bailey

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 Townsen

Hospitality

Welcoming Committee: Susan Hyne

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

Council Pet Committee: Sue Townsen

Food Think Tank: Sue Townsen

Group 8: Julia Layden

Sustainable Living

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

Group 9: Leisure Activities

Bonny Groshong

Sewing and Quilting Studio: Pam Duren

The group continues to make baby blankets for Milwaukie Providence hospital and for a hospital in Corvallis.

Woodshop: Tom Wilcox

This summer has been a busy time for the wood shop, but also a busy time for the people working in the shop. With vacations, gardening, and other vocations intervening, it has been difficult to take care of all the requests from residents and family members. We hope to catch up this fall. Please be patient with us.

Readers Theater: Byron Windhorst

Readers Theatre is taking a long summer break following a short performance of "A Unicorn in the Garden" by James Thurber as part of Open Mic in June. We met all the way through the shutdown last summer, 2020, finding reading plays was comforting entertainment.

Since Readers Theatre has not chosen a new leader yet, we may be starting late fall, possibly to do some kind of talent show on tape for the Employee Appreciation

Program. Videos of acts would be submitted to Steve Morris. If enough videos are submitted to make this worthwhile, we would make headers and footers and announcements between acts to tie it together and the entire presentation would be on tape.

When Readers Theatre is ready to start in the late autumn, we will be searching for a new leader of the group as Byron is retiring. A flyer will be sent out. The responsibilities are light. Talk to Courtesy Services about space and times to reserve and select 3-4 plays each week from a large collection of one act plays to be read at the weekly meetings. You'll be working with members who will help you with these tasks. Send a short report like this to Resident Council once a month.

Readers Theatre, even though the performance at Open Mic might indicate otherwise, requires no acting experience and is great entertainment and fellowship. There's no pressure to become an actor in a performance in front of other residents. You may just participate in the weekly sessions by reading the lines of the play for your character or you may simply listen. You don't have to practice your lines in advance as the plays to be read will be selected shortly before the meeting. Come a couple of times and enjoy the fun when we reopen late this year or early next year. You may even discover you have some hidden talent!

Respectfully submitted,
Byron Windhorst

Attachments to Council Minutes, September 2021

Attachment 1: Treasurer's Reports

Employees' Christmas Fund Report (updated monthly)

Employee Christmas Fund
September 2021 Council Meeting Report

2021 Christmas Fund

ECF Fund Balance as of 7/29/2021	\$20,772
ECF Checks Cleared in August	\$0
August Deposits	\$2,554
Fund Balance as of 8/30/2021	\$23,326

2020 Christmas Fund

Christmas Checks Issued	\$150,059
Christmas Checks Cleared as of 7/29/2021	\$150,049
Christmas Checks Outstanding as of 7/29/2021	\$10

General Council Funds Report (Updated Quarterly)

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
6/30/2021	Printing Exp - new checks		32.18	
	RVI Budgeted expense	32.18		
		32.18	32.18	
	Balance as of June 30, 2021			\$ 2,217.23

Residents' Association Council Report (updated quarterly)

**Residents' Association Council
2021 Report**

Committee Name	Jan-21	Mar-21	Jun-21
RAC General	\$ 2,217.23	\$ 2,217.23	\$ 2,217.23
Garden Committee	\$ 1,620.52	\$ 1,620.52	\$ 1,625.52
Restricted Funds (Free Money)	\$ 710.15	\$ 710.15	\$ 710.15
P.O.S.T.	\$ 83.62	\$ 83.62	\$ 83.62
Choir	\$ 2,204.18	\$ 2,054.18	\$ 2,054.18
Wood Shop	\$ 3,009.15	\$ 2,344.03	\$ 2,612.43
Treasure House	\$ 6,891.27	\$ 9,558.75	\$ 5,437.70
Functional Fitness	\$ 7,263.04	\$ 7,263.04	\$ 7,263.04
Sewing & Craft	\$ 2,461.66	\$ 2,461.66	\$ 2,633.66
Library Committee	\$ 2,575.72	\$ 2,192.68	\$ 1,937.61
ECF Party Fund	\$ 45.00	\$ 45.00	\$ 45.00
Totals Balance:	\$ 29,081.54	\$ 30,550.86	\$ 26,620.14

Attachment 2: Management Report to Resident Council

Provided by Tina Moullet, Executive Director September 2021

Landscape Plan Update

Josh Pease has put together a plan that will initiate our work to create more resiliency in our landscape design. The goal of this project are: 1) to reduce the amount of irrigated lawn we must care for; 2) reduce water consumption used for landscaping purposes; 3) plant heat tolerant and drought resistant plant material; 4) maintain the physical use as well as visual beauty of our shared community spaces.

Josh will contact the Green Team to review the plan and to collect feedback. Once that process is complete, the work will begin.

Additionally, Josh reports that our plan to reduce watering lawns has resulted in a 10,677-gallon water savings in the last two months.

Vaccine Mandate

We are working through our process of meeting with staff who are choosing to not be vaccinated. Some are changing their minds and are getting the vaccine. Some are choosing to leave their employment with us. Some are choosing to pursue an exception to the vaccine mandate rule.

The process for pursuing an exception involves 3 steps: the staff member submits an Oregon Health Authority exception form, either medical or religious; the form is reviewed by HR; and the staff member and our HR Director enter into an interactive process to determine what reasonable accommodations can be made for the staff person, if any.

This entire process, including what is or is not a reasonable accommodation is mandated and enforced by Federal Law.

The goal of the reasonable accommodation is to ensure the health and safety of residents and staff during the course of the unvaccinated staff member's work shift.

Medical Exception: A medical provider provides information about the person's inability to be vaccinated.

Religious Exception: The person must provide information about their sincerely-held belief. There is no legal provision for an employer to have the staff member "prove" their belief.

The entire process will be finalized by October 18, 2021.

Annual Budget

It is budget preparation season and staff are hard at work developing the 2022 operational and capital expenditure budgets. The Resident Finance Liaison Group members are the bridge for all residents to learn more about the budgeting process and to provide information back to Rose Villa leadership about potential projects that would require capital funds, along with other feedback.

Once the budget is in final draft form, it is reviewed by the Rose Villa, Inc. Board Finance Committee and approved.

The November Forum topic focus is always budget. Diane Gibson, CFO, as well as Vassar Byrd, CEO, host a full budget presentation including time for resident Q & A. During this meeting, fee increases are reviewed with residents. The collective staff goal is to keep the fee increases as small as possible while fulfilling the needs of the community.

Please plan on attending the November Resident Forum.