

Aging Together Board Meeting
August 12, 2022
Zoom

Present: Lisa Peacock; Ray Parks; Gail Crooks; Ethel Bothuel; Butch Davies; Brad Hale; Crystal Hale;
Patricia Jeffries; Christy Ludlow;; Valerie Ward; Patrick Mauney; Mittie Wallace
Staff: Ellen Phipps

Motion to approve minutes by Brad seconded by Patrick. New board members Patricia Jeffries and Dr. Ethel Bothuel were introduced and welcomed to the board of directors.

For the mission moment Ellen presented a PowerPoint on the relationship between Aging Together and the Senior Services Collaborative. Lisa highlighted the importance of taking a look at the work of Aging Together beyond daily operations.

A long discussion ensued on the draft of the Diversity, Equity and Inclusion policy. It was decided to take the **document to a legal counsel** before adopting as policy. Ellen and Lisa agreed to follow up with legal counsel to review the document and bring it back to the board. It was suggested to keep the two issues separate: DEI, and HR policies. This prompted the importance of looking at personnel policy – what is in place, what needs to be expanded.

Financial Report: Gail Crooks – June Profit and Loss 2022 we came close to projections, we ended year in stronger position than anticipated. We projected we would end the year at net increase of \$30,200 and the actual was \$42,572 income over expenses. We received additional funds from Give Local Piedmont; and we had a few expenditures line items that were a bit less than projected.

After the budget was voted on and approved in June, the accounting firm tweaked some of the numbers and therefore the board needs to vote on these adjustments. **Patrick moved to approve the budget with changes as presented.** Gail seconded the motion. All in favor; none opposed.

We are where we should be for one month into the new fiscal year.

Advancement Committee – Gail reported out on the conversation regarding sustainability of Aging Together and the importance of securing strategies to generate revenue and to not rely solely on PATH Foundation funding. Several ideas were discussed, such as Retirement Planning service, which might represent a shift for Aging Together and therefore the need for a task force was recommended. The task force might create a possible structure and bring it back to the full board. Lisa suggested a smaller group take a hard look and come back to the board. Team members and others might be invited to the sub-committee task force. It will be important to look at Aging Together's Strategic Plan and see how these ideas might align with our plan and if some of the ideas would be feasible. Gail nominated Brad to head up the task force and work with Ellen and Lisa to work to identify additional members to join the task force.

PPA – Ray – no immediate action items.

Butch had suggested we work to develop 3-4 bullet points will for advocacy visits with legislators. Bullet point document will be brought back to the full board via email before September 1 (bullet points to take to legislators) . Lisa will share the list of legislative priorities she receives.

Community Conversations will take a slightly different approach from the past conversations, in that we will be looking to go out to where people are gathering— perhaps 2-3 in each county.

Brad suggested a debate with legislators on Aging Issues – down the road.

Governance – Patrick – Continuing to develop Record retention policy – needed to tweak and get more info will come back with policy

Thanks to Christy's great work, developed Board Orientation materials and put in one place in dropbox. Everyone should now have link that was sent out in your packet.

Need to develop some other policies and procedures – funding, might add place holder for HR policies. No action items for the board, thanks to all for electronic vote for Dr. Ethel to join the board!

Directors Report – Ellen – Ellen provided highlights of upcoming programs and events to include the 3 mini expos in three counties – Rapp, Fauquier, and Culpeper; the Annual Dementia Education Conference in partnership with Wayland Blueridge Baptist center on October 20th and outreach to the African American caregiving community. Resource Guide second edition to come out in October.

New Business – Jan Selbo, gift of windchimes and some word of thanks to Jan at our Annual meeting. Discussion of next meetings to be in-person, Zoom, or hybrid. Patrick and Ray will look into availability of meeting rooms where the hybrid option would work well.

Ellen left the meeting for a closed session.

Ellen returned. Christy moved to extend Ellen's contract, with a 6% payroll adjustment; retroactive to July 1, 2022. Dr. Ethel seconded the motion. All approved.

The next meeting will be held on **OCTOBER 28TH FROM 2-4**. Please note date change (this will be the 4th Friday, not the usual 2nd Friday).