

HOSPICE OF YORK
Board Meeting
Ellis Conference Room, York Hospital
April 26, 2011

Present: Julie Perreault, Dee Bickmore, Barbara Boschert, Judy Kimball, Kathy Schmigle, Henry Guertin-Ouellette, Judy Doe, Lynne Tocci, Kate Hatem, Nikki Hopewill, Lisa Aubin, Gene Glick, YPD Sgt. Tom Baran HOY Ethics Committee, and Dwyer Vessey, candidate for assistant for Grieving Children program

Absent: Kim Joyce

The Secretary's report was accepted as read.

The Treasurer's report was accepted without comment.

Bereavement Coordinator's report: Nikki stated that the spring Living with Loss group began 4/13 with "a diverse group" of 10 attendees. She went on to say that she had begun to use the HOY volunteers in this bereavement work and really needed more. A discussion followed about training the patient volunteers for bereavement work. Julie suggested offering a workshop. Dee added that bereavement volunteers will also need Hospice training. Dee and Nikki will work out the details for trainings.

Nikki reported that her job had developed into two areas: bereavement for children which is quite different from adult bereavement. The community is recognizing her work with children and is reaching out for more support. She was called to York High School to do a bereavement visit with a family whose daughter had committed suicide. YHS has 20 more families they want to refer plus Wells High School wants Nikki and Henry to be part of their crisis team.

Director's report: Dee reported that this had been a slow month - from 3/19 to 4/25 HOY received 2 Beacon referrals and there had been 2 deaths. She read the letter that she had written for the Annual Appeal. There are only 4 more weeks in the volunteer training. All six members of the group took applications for membership.

OLD BUSINESS

Children's Program: Nikki introduced Dwyer Vessey as the "very qualified" person she wants to accompany her to Portland, Oregon for the week's program of training the trainers for HOY's Grieving Children's Program. She will then facilitate at least two programs a year. Dwyer spoke of her background and her desire to be a volunteer in this program, "I need to give back."

The motion was made and passed to have Dwyer as an assistant and accompany Nikki to the training in Portland. Nikki will confirm the two spots that have already been reserved. Kate is working to have York Hospital pay for her to go to the training. The motion was made and passed that if the hospital paid for Kate's training, HOY would pay her air fare and expenses.

Fund Raising: Lisa reported the plans for the October Festival of Hope were moving right along. She has been busy recruiting volunteers for committees and "jump starting" the silent auction with "imaginative items." She also intends to have posters put up around town and others used as decorations displayed at the event.

Director's Evaluation: For this year's new Board members Judy Kimball reviewed the changes in the evaluation form - replacing numerical ratings with words/phrases -- that had taken place last year. The five areas in which Dee is evaluated are Community Image, Administrative, Participation in Board Activities, Education and Development, and Leadership and Professionalism. The committee members - Judy

Kimball, Barbara Boschert, and Henry Guertin-Ouellette - were in total agreement that that Dee had earned the highest rating - Outstanding - in all areas. Dee's goals from last year's self-review were discussed and the Board felt that she had met and/or exceeded them all. The Board voted to accept the Evaluation Committee's recommendations unanimously.

Antique appraisal review: Hospice of York received a donation of \$1600 ("rounded off") from the well received Antique Appraisal held at the Eldredge Decorating Center in York.

New Business:

The Budget Committee: Members are Julie Perreault, Kathy Schmigle, Lisa Aubin, and Dee Bickmore

Nominating Committee: Members are Kate Hatem and Henry Guertin-Ouellette. The current terms for each Board member were reviewed. It was decided to revisit the bylaws next month for any changes to length of terms that the Board feels should be made.

Annual Meeting: Nikki and Judy Doe volunteered. This meeting will be held the last Tuesday of June, the 28th.

Leave of Absence Policy: Kim Joyce has requested a four month leave of absence. This request was discussed with both "for" and "against" opinions given. Henry spoke of HOY's long standing policy of flexibility toward its volunteer Board. It was decided that Kate would meet with Kim to learn more about her intentions and report back at next month meeting.

Excused & Unexcused Absences: Dee explained that an excused absence requires the member contact her before the meeting, or ASAP thereafter, and make arrangements to meet with her to learn what he/she had missed. The by-laws allow three unexcused meetings in a row or four during a year before the member is asked to resign.

Committee to Determine Bonuses/Raises: Members are Julie Perreault, Kathy Schmigle, Gene Glick and Henry Guertin-Ouellette,

Other Concerns: Dee spoke of Amedisys's buyout of Beacon Hospice. At the present time she does not know how that will affect HOY. She has heard that there will be "no changes." She will be meeting with the "area boss" in the near future.

The meeting adjourned at 8:20 pm.

Respectfully submitted,

Judy Kimball, Secretary
Hospice of York, Board of Directors