

HSC Board Minutes March 17th, 2026

- I. Call to Order 4PM by Shirlie Gribble
- II. Quorum Established
 - A. Present:
 1. Shirlie Gribble
 2. Colleen James
 3. Jen Hankins on zoom (late)
 4. Martie Krohn
 5. Bill Hand
 6. Mike Kennedy
 7. Jane Dunn
 8. Sarah Weideman (Executive Director)
- III. Pledge of Allegiance
- IV. Approval of Agenda
 - A. Approved by: Bill
 - B. Seconded by: Collen
 - C. Approved by all after Mike Kennedy asked for clarification
 1. Mike asked to discuss item to be address to the agenda regarding offices being moved to an apartment
 - a) Executive staff is currently in apartment that is mid renovation. Not suitable for residents right now
 - b) “Anybody who is here that was under the impression that I was, that Pioneer Vista was the new office, that is apparently not true. Its in the lower units down there. I’ve been told that It’s in a unit that currently cannot be lived in but will be renovated. And at that time , I think it will go into units for seniors to live in if I’m not mistaken....So anybody that’s out there to address that, that’s my knowledge so far. So it won’t be on the agenda, but you can discuss whatever you want later on in the meeting on comments from the audience. OK”
- V. Approval of Minutes from March 17, 2026 requested by Shirlie
 - A. Approved by- Colleen
 - B. Seconded by -Bill
 - C. Approved by all
- VI. Public Comments on Matters already on the Agenda
 - A. Tucker helping with microphone
Janice
 1. “Everyone here cares deeply about Homer Seniors. Over the past 2 and a 1/2 years we've uncovered physical proof and made meaningful progress, but our work is far from finished. There is still more to uncover, more to understand and much more to do what we’ve achieved so far. Proves what’s possible. Now it's up to us to carry that from forward and finish

what we started today. We have a highly qualified executive managing and directing this organization. She is the face of Homer Seniors to grant providers government agencies such as Medicare the state of Alaska the FBI the irs and lawyers as well as banks and local Partners. She has built a capable team and reorganized operations. that is her responsibility and she is delivering on it. This is exactly what she was hired to do. it's also important to remember how we arrived here. when I spoke with her and 2 and a 1/2 years ago, There were no applicants for this position, willing to take on this role. she stepped in as a contract employee and worked month to month for over a year, providing stability when homer seniors needed and lost. despite that commitment, there was criticism even about where she lived. that should give us pause. by any industry standards, especially for the organization of this size and complexity, she is underpaid. we were fortunate that she chose to come to Homer given the current climate, the anonymous letters, Social media criticism from a vocal minority. We should be asking ourselves a serious question. are we doing enough to support to retain her because replacing her with someone equally qualified can be extraordinarily difficult if not impossible under these conditions? yes some are focused on her \$140,000-\$150,000 salary. consider this comperable roles usually offer more pay, like \$250,000 or more. The real issue is not whether we are paying her too much but whether we are valuing her appropriately

Chris Perry-

“ As for her accountability, her commitment is undeniable. She works long days, often into the night and on vacations. The leadership alone is not enough. The culture around this organization matters and right now, some of that culture is holding us back. The squabbling, bickering, anonymous criticism has to stop. because this place is so valuable, this kind of behavior is not productive....

“Recognizing strengths....

So let's be focused on building something better, on identifying strengths, weaknesses and potential, and rebuilding on a solid foundation...“Support doesn't mean silence. It means being constructive and its showing up and volunteering, encouraging residents and actively promoting Homer Senior Center in the community.

Board members, past and present need to take an honest look at whether their actions were helping or hindering progress. This is not an HSC problem. Senior housing, both assisted and independent, is a challenging industry across the state and the nation. We're not alone in facing these issues but how we respond will define us. We need to choose a different path and be positive. We need to listen. We need to engage in solutions and not personal attacks and we need to act. That means fundraising for the elevator, for the future needs identified by leadership and then stepping up financially if we are able. It's contributing time, energy and ideas.

if there are concerns, bring them forward constructively. ...be part of the solution because at the end of the day, progress requires more than opinions. It requires commitment. So, let's commit to respect, to support Board members.

Thank you for your time

Janet Fink- Thank you to those who have worked to rebuild the senior center..

When we look back 2.5 years ago, We didn't even know how horrendous the current situation was. I want to thank the people who have spent the past 2 years trying to rebuild the center so that our seniors)(who could be any of us sitting in this term at 1 point) to have a safe and compassionate place to be. Meanwhile, it is really hard for People on the board to focus on what needs to get done when they're being torn apart publicly and that just isn't fair to anybody. when you make a public statement without knowing the history, or that knowing the details it seems like you should sit back, take a deep breath and wait until you know what's going on before you criticize, and then you do it in a productive way instead of in a negative way. people are volunteering to help save this place and we just need to thank them.

VII. Motion to approve Lori Murray as new (returning) board member for a 1 year term.

Requested by Shirlie Gribble

Motioned to approve by Bill Hand

Seconded by Colleen

Lori was invited to join the rest of the board at the front of the room.

VIII. Resident Council Minutes

A. Read by Adi

1. Food- Generally pleased with food. Asked that fish be spread out more throughout the week rather than close together
2. Request for Breakfast Burritos and noodles. They like the biscuits and gravy.
3. Activities Director- new person requested
 - a) Request that whiteboard updates (accomplished)
4. Movie theater room upstairs
 - a) Request for more Western Movies
5. Appreciation for staff and maintenance

B. Shirlie added that the movie theater has comfy chairs coming. Current space used for movies is too active/noisy/distracting because it is the main entrance for The Terrace. Executive team is working on that

IX. Executive Director's Report-

A. We have made meaningful strides in financial oversight and regained access to grant funding which we are actively pursuing.

1. Facility Repairs
2. Elevator
3. Transportation

B. Cash flow remains a significant concern

- a) High level of receivables
- b) Top Priority

- c) “We are tightening down on billing, increasing out collections efforts and aligning operations to improve consistent cash flow. And, at the same time, we continue to manage major capital needs and monitor state funding opportunities like the Rural Health Transformation Project.
 - 2. RHTP- still pending legislative action
 - a) Thank you Homer for reaching out to support RHTP fund distribution. Over 30 people reached out from Homer specifically.
 - 3. Overall, we’re making progress, but stabilizing the cash flow and reducing our receivables owed to us will be critical to our continued recovery.

X. President's report (Shirlie)

A. Easter Brunch

- a. Went well . First big event of this type
- b. It was a lot of work but food was good and people seemed to enjoy it.

B. Mother’s Day Brunch

- a. May 10th! Please buy tickets!

C. Spring online auction

- i. Begins May 6th to continue for the whole month
 - 1. Lots of great donations to bid on
 - a. Thank you Nona for your hard work on collecting donations.
- ii. Need volunteers
 - 1. Volunteer get to gether date is TBD. Had to be rescheduled bc there was a memorial that conflicted with that timing
 - 2. Need to have a background check to volunteer because you may be interacting with the residents.
 - a. Painter? Other skills you want to share?

X. Treasures report: (Colleen)

The good news is that our organization is bringing in more money that we’re spending overall. So far this year, we’ve brought in about 3.3 million and spent about 2.8 million, leaving us with a positive balance of around \$295,000. However, that doesn’t mean that we have that much cash in the bank. In reality, our cash actually went down by about 95,000 during this time and we Currently have about \$85,000 cash in hand. The difference happens because of the time. Sometimes we ear money before we receive it and sometimes we have bills or obligations that haven’t been paid yet.

Looking at the bigger picture, the organization owns about 4.5 million in assets, mostly in buildings and properties but those assets aren’t easily turned into cash to pay day-to-day expenses. So, we’re also waiting on about 223,000 that is owed to us which will help once it is collected. On the other side, we do have significant obligations including about \$591,000 still

due in payroll related taxes. So, we're working on that and managing very carefully to make sure we're making our payments every month.

So, in simple terms, we're operating in a positive direction overall, but cash is still tight and we need to stay very focused on managing incoming and outgoing money carefully. We continue to improve our financial systems, clean up past records and strengthen our cash position, so the organization remains stable.

XI. conflict of interest (none)

XII. Unfinished/old business

A. membership

- a. PLEASE REMEMBER TO RENEW in January each year
- b. really pushing membership
 - i. 18 years old and up can be members and on the board
- c. Can be done on-line or you can go into the hSC office to renew

B. Rate Changes advisory vote

Motion to Accept certification by Bill Hand

Seconded by: Colleen

Summarized by Bill Hand

"Last month the board met to discuss the new budget for the next fiscal year. Looking at the deficit the Homer Senior Center is running, we realized we had to make a few changes and some tough choices.

We have to find a way to raise money to address the emergency level deferred maintenance issues facing the Homer Senior Center Campus. And unfortunately, we cannot rely solely on grants for this funding.

The board has decided to raise the price of food plans from \$450 a month to \$650 a month. This is a large increase from the previous price. We understand this. We also understand that the price of the meal plan per month is still underpriced and will still not cover the Center's food and labor cost to offer this meal plan.

The Board has also decided to raise the rents of all housing \$50 a month per dwelling. This includes all housing for the Homer Senior Center.

It has been a few years since there were any increases in housing or food services and the Homer Senior Center still has some of the lowest prices for meal plans in the state. These increases are necessary to ensure the survival of the Homer Senior Center and to provide adequate services to the clients we serve. " -Read by Bill Hand

XIII. New business

XIV. Committee Reports

A. Finance; No new report other than what was just reported (Colleen)

B. Policy Committee (Shirley):

- a. " I would like to provide a brief update on our grant activity and overall funding strategy. Over the past month, we've seen strong momentum in

re-engaging with grant opportunities, largely due to the completion of our audited financials which as reopened access to funding sources that were previously unavailable because we didn't have any financials that we could attach and we do now. Our approach has been diversified. We are pursuing a combination of smaller, local funding opportunities alongside larger regional and foundation grants to support critical infrastructure needs. This includes funding efforts for the elevator modernization project, transportation expansion, and brader facility improvements. Today, we have secured initial local support, including funding through the Homer Foundation and have additional applications in progress with organizations such as First National Bank, Alaska, Rasmussen Foundation, and other partners. It is important to —that these grants are partial in nature and highly competitive, which is why our strategy focuses on layering multiple funding sources to support larger capital projects. At the same time, we continue to prepare for participation in the state's RHTP while that opportunity does represent a significant funding pathway, it remains dependent on legislative action, specifically, the passage of HJR 32. Until that occurs, timelines for those funds remain uncertain and that's the legislative bill that Sarah referred to that many of us weigh in on and to please pass some pundits. Its extremely important. Overall, our grant strategy is focused on reducing the burden on operational revenue, addressing long standing infrastructure needs and positioning the organization for long term sustainability. We will continue to actively pursue funding opportunities and keep the board updated as applications progress and awards are received. The board will know, as well, as keeping the community apprised of what grants and what we're doing. And I also, just in the same bein, I just reached out to the American Legion and they gave me 3 entities for us to apply for some help from them. So we're on the move. But again, that cash flow is tight.

C. Membership and Nominating Committee: (Jen Hankins)

- a. We have nobody currently signed up to run for board seats
 - i. Mike asked if there can be write-in candidates
 1. Bylaws state that there can be write-ins if there are 3 candidates on the ballot
 2. If we hold a special membership meeting, we can do another election. Right now there are no candidates
 3. Election is currently scheduled for May 21st.
 4. According to current bylaws, with a special election, the people had to be be on our site for 45 days.
 5. Shirlie states that we are currently non-compliant but we can have a call a special membership meeting and we can get people who are interested in filling the board then we can. It's doable. It can't happen until a year from now.

6. As of now, we have NO CANDIDATES

D. Fundraising (Shirlie)

- a. Mothers Day Brunch with silent auction
- b. Looking to partner with other organizations that will be hosting venues/activities at HSC to raise revenue.
- c. Ideas for the summer? (July)

E. Community Advisory Committee: (Jane)

Looking for people to help with bringing in new presenters and projects

1. Spring work party?
2. Guest speakers/presentations
 - a. Internet safety for vulnerable adults
 - b. Email jdunnhscboard@gmail.com to join that committee

F. Building Committee Bill

- a. Deferred maintenance. No new report-Bill
 - i. We are aware of the exhaustive list of deferred maintenance that needs to happen.
 1. Hoping on some money from different sources of grants and whatnot.
 2. Jane asked if there is an opportunity for contractors to donate time/services to help with maintenance and renovations
 - a. Shirlie responded that we can review that in a work session later
 - ii. DO the work ASAP
- b. Mike- Offices are in the old apartments.
 - i. He advocates for offices to be in the main building and easily accessible because “when winter time hits, there’s going to be nobody in this building that’s going to be able to dredge over there in the snow. So, it’s very fairly important to me that we find some way to renovate something in the main building here to make suitable office space.”
 - ii. DO the work ASAP

G. Gaming

Down East (Justin Cole) willing to host pull tabs

1. Working on all the paperwork with him. Should be a couple months or so to get all that in to the state.

XV. Comments from the Public

A. Shirlie Evans- Can you tell us why the offices moved and what are the options?

- a. Shirlie Gribble responded that it was done because the residents wanted a movie space and that became what was Sarah’s office.

- b. Colleen James responded that there were a number of rooms that are being renovated to be used as social spaces etc. that some rooms had been taken over with equipment during COVID. The room where Sarah's office most recently was had been used for diaper storage and whatnot. Now, that's being reverted to what it was mainly supported to be as a movie room.
 - c. Shirlie Evans asked about whose positions available on the board
Shirlie Gribble - Outgoing members
(3 terms that are ending. Bill and Colleen would be going off)
Colby and Tiffanie resigned, as did Janice and Elena.
 - d. Sarah Weideman offered a statistic regarding board statistics
 - If you are seated as a board member on a corporation, salary is about \$450,000/year
 - Its a lot of work
- B. Megan O'neil- speaking to rate increases
- a. Clarification of the rate change chart
 - i. The middle column is the proposed new rates for anyone NEW coming in. Those who are current residents are only looking at a \$50/month increase
 - ii. Jane Dunn clarified that the intention was to not increase the rate so significantly that people who are residing here currently won't be priced out of their homes, but we also understand that the cost of everything has gone up so much that rates have to increase for us to meet budgets.
 - iii. Shirlie Gribble pointed out that there was a \$25/month increase at one point, a very long time ago but there hasn't been any significant increases and its really tough without having a philanthropist.
 - iv. Colleen states that we are the 2nd lowest costing in the state.
 - v. We need new HVAC systems as well in some units which will be expensive too.
- C. Carol Swartz- What percent have you seen in impact with HEA rates
- i. unknown
 - a. Jane Dunn mentioned Heating assistance applications are due April 30th to public assistance
 - b. AHFC housing choice voucher applications available in the room. Also on-line and at the public assistance office.
 - i. They help eligible applicants pay rent and help households maintain finances to afford other costs. Housing expenses, ideally are only 30% of your income.
 - c.
- D. Rita Turner
- 1. Spoke about event related to Duffy's investigation May 2nd, July 1st
 - i. Her killer is to be sentenced in —
 - ii. Talked about a filmographer who wants to interview the community about their trauma related to that.
 - d. Housing issue- to be off-site wasn't in the original plan. Really believes that the admin shouldn't be off-site

- e. Concern about ability to engage in public relations

Nina Faust

- f. Thank you for serving on the board. You have a very difficult job
- g. Thank you to Sarah. Saving HSC has been a very difficult thing
 - i. “Addie and Christina are here in the main office and Addie is our operations director. It’s only the ED and her assistant that are across the street
- h. Seems like we are getting closer and closer to the “golden zone”
- i. Mentioned working with organizations like the Kiwanis, the Rotary and the Lions Club as well as churches and kids that need to do service projects.

Chris Perry

- j. Bravo to hear that there is more money coming in than going out
 - i. Jobs?
 1. One nachshift
 2. One receptionist
- k. Speak to Adi or other admin
 - i. Doesn’t care where Sarah’s office is.

XVII. Comments from the Board of Directors

A. Movement to amend bylaws? -Shirlie

- a. Bylaws are a “living document”. They can always be changed to meet the needs of the board to keep HSC functional. Other bylaws may need tweaking. I encourage you to vote for both sections of the bylaws.
 - i. Top section= 6 to 9
 - ii. South of NIN resident
- b. If outgoing board members’ seats cannot be filled, they CAN stay seated for a 1 year term.

B. Jane Dunn- “I realized that I had never introduced myself when I came on to the board. Looks like I should probably tell you guys who I am. I have been in Homer for about 25 years now and I have worked in all sorts of social work and schools and lots of different roles. But both my parents resided at teh Terrace before the passed in the last several years. So, when I was involved as a family member, I was here almost every single day. So, I know a lot of what happens and I understand what the struggles are with staff and all that. I also hear a lot of people mentioning and I just hear the tone of concern with a lot of people turning over with the board and I know that there has been a lot of stuff int he past that’s....whatever...but I have an understanding that, as a community that there are also a lot of us that are at our maximum in terms of what we’re doing in our lives and a lot of us are just tapped out. So, I fully respect anybody that says, “you know what? I have enough going on in my personal life. I need to focus on that.” I think that has been a wonderful things that we’ve learned in our lives recently but it’s also a big reason why there is often turnover. People have to prioritize different things in their lives. But I would love to have more people join the board and join us because we’ve got a lot of things that we want to do.”

C. Looking for live traps for the feral rabbits

Next board meeting Tuesday May 19th

Membership meeting is at 1? in the dining Room. May 21st

B. Executive Session-none

Next meeting for the board is April 17th, 2026 9-1:30