

**GROVELAND COUNCIL ON AGING BOARD OF DIRECTORS  
MEETING MINUTES November 4, 2022**

NOV 22 AM 10:43

**ATTENDING:** Larry MacElhiney, Laurel Puchalski, Irene Thomas, Marie WallerTOWN CLERK  
RECEIVED/POSTED**PUBLIC GUESTS:** Sarah McGrath (Finance Committee)  
JoAnna Donnelly and Valerie Osborne (Friends of the Groveland COA)**CALL TO ORDER:** Motion made by L. Puchalski, seconded by M. Waller at 9:32 a.m.**MINUTES of Oct. 16 meeting and current Treasurer's report presented on Nov. 16, 2022.****SPECIAL MEETING RELATED TO SUPPORTING COA BUSINESS:**

- Our Neighbor's Table honored the good work of previous Director Amanda Fisher, and ongoing efforts of Assistant Director Nisha Burke and Outreach Coordinator Maria Yagual in addressing food security needs for Groveland Seniors at a Breakfast of Champions on October 25, 2022. Well-deserved!
- Guests from the Finance Committee and Friends of the Groveland COA were acknowledged and welcomed.
- Vacant position of COA Chair and Vice Chair Pro Tem is being filled by L. Puchalski. Motion made by I. Thomas, seconded by M. Waller. Roll call vote: unanimous.
- Resignation of COA Board Chair Kathryn Alesse and COA Board Treasurer Dot DiChiara were accepted, with regret, but with great gratitude for their many years of service to the COA Board and Staff, and Groveland seniors. Their letters of resignation are attached to these minutes, once accepted. D. DiChiara has offered to ensure a smooth transition, and M. Waller volunteered to look into the responsibilities.
- L. MacElhiney motioned, seconded by M. Waller, that the Chair Pro Tem have the authority to sign payroll and bills payable in the absence of a Director and COA Board Treasurer for 11/16 & 17 and 11/30 & 12/1. Roll call vote: unanimous.
- Board acknowledged the resignation of Interim Director Lynne Stanton who returned from retirement generously to maintain COA administrative duties. L. MacElhiney made a motion, seconded by I. Thomas, to accept the letter with extreme regret and disappointment in losing her valuable expertise. Roll call vote: unanimous. Her letter of resignation is attached to these minutes, once accepted.
- Secretary Thomas will send letters of appreciation to the newly resigned supporters of the Groveland COA: Director Amanda Fisher, Interim Director Lynne Stanton, Chair Kathryn Alesse, Treasurer Dot DiChiara, Personnel Committee Member Anita Wright.
- The COA Board thanked the Friends of the Groveland COA for their generous donation from their End-of-Summer BBQ Fundraiser.

**DISCUSSION AND ACTION ON REMAINING COA DIRECTOR TASKS:**

- The damaged and returned freezer and refrigerator are replaced and working. Shelves have been ordered for the food pantry. Two office chairs have arrived.
- Executive Office of Elder Affairs (EOEA) Annual Report for FY22 has not arrived. Chair pro tem has appointed the subcommittee of L. MacElhiney and I. Thomas to communicate with Adam Frank for more information.

- The FY24 Budget process is starting and scheduled meetings are in Dec. & Jan. Spreadsheet is due Nov. 28, TA meetings are Dec. 12-14, budget due date is Dec. 31.
- Budget Review with FinCom is Jan. 18.
- Grovelandma.com website needs updating. Task for a new Director.
- Nov/Dec newsletter has been uploaded. I. Thomas volunteered to review and update the newsletter mailing list before the Jan/Feb newsletter is prepared.
- I. Thomas volunteered to follow up on the Tax Work Off Summaries for this year, as the Assessor's Office will need signed copies.
- L. Puchalski will look into collecting the 12 COA names and addresses for the Fuel Assistance program and give them to the Groveland Congregational Church by the end of November with a cover letter and dates to send checks in Jan., Feb., March.
- COA Assistant Director is waiting for the receipt of the MA DOT Grant and Wadleigh Foundation Grant.
- L. MacElhiney presented ideas for a new electric blanket drive to help seniors stay warm in the winter.
- Three citizens have expressed interest in participating on the COA Board and plan to observe the Nov. 16 meeting.
- Several COA Board members will attend the BOS Meeting on Nov. 7 to update the BOS and citizens as the Board takes action to rebuild.

**NEXT MEETING: November 16, 2022 at 9:30 a.m. in the Back Hall Conference Room.**

**ADJOURNED:** Motion made by L. MacElhiney and seconded by M. Waller at 10:15 a.m.

**RESPECTFULLY SUBMITTED BY:** Irene Thomas, Secretary

October 27, 2022

Rebecca Oldman  
Town Administrator  
183 Main St.  
Groveland, MA 01834

Rebecca,

It is with regret that I submit my resignation from the Council on Aging Board of Directors, effective immediately. I am very disillusioned by the fact that the Board of Selectmen did not support our Director, who has dedicated over 13 years to serving our Senior community, when dealing with a contentious, probationary, employee.

I reached this decision after careful consideration since I truly enjoyed volunteering my time for our Senior community in this capacity.

Sincerely,

Kathryn Alesse  
Chairman, COA Board

Cc: BOS, COA Board Members, COA



October 31, 2022

Rebecca Oldham  
Groveland Town Administrator  
183 Main Street  
Groveland MA 01834

Rebecca,

After careful consideration I am submitting my resignation from the Council on Aging Board of Directors, effective immediately.

It has been hard to accept that town officials have shown no real support for the Council on Aging or its staff. But the lack of support for an esteemed and dedicated Director who was, for so many years, the heart of the COA is unconscionable.

I therefore can no longer ignore the multiple examples of the blatant disregard for the COA and its staff by the Board of Selectmen and other town officials who do not recognize the value of our Council on Aging.

Sincerely,

Dorothy Dichiara  
Treasurer, COA Board of Directors



Lynne A. Stanton  
PO Box 40  
Groveland MA 01834

Phone: 978-373-9475 Email: LAFStan@gmail.com

---

October 26, 2022

Ms. Rebecca Oldham - Town Administrator  
Town Hall  
183 Main St.  
Groveland MA 01834

Rebecca,

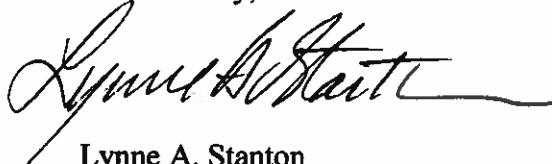
I am tendering my resignation, effective immediately, as Council On Aging Interim Director. Without full support from the Board of Selectmen (while appreciating the support of Selectmen Naves and Kastrinelis), any current/future personnel issues, an FY24 budget submission, or other departmental concerns will be unnecessarily time consuming and difficult.

Following the Executive Session held with the Board of Selectmen, part time van driver Richard Fitzgerald, and I on Thursday evening, October 20<sup>th</sup>, I gave careful consideration to the BOS's focus and support. The safety of the COA's new van (and the safety of those we transport) has always been our primary concern. It was brought in for service by our department in a timely manner, utilizing vendors used by both the Police Dept. and Highway Dept. It passed the annual vehicle safety inspection and received a sticker. To waste so much additional time arguing with Mr. Fitzgerald over *his preferred choices* vs. assigned tasks (whether destinations, vendors, or route choices) was unnecessary, unproductive, and disruptive.

I dismissed Mr. Fitzgerald as an "at will employee," knowing that there was going to be zero benefit in trying to "coach" him along. Our staff supported the decision. He has a 40 year work history under his belt and is well aware how to conduct himself in the workplace. For the BOS to reinstate a recalcitrant, insubordinate, and argumentative employee (less than half way through the six month probationary period) and deny my recommendation for his dismissal, was surprising and insulting. Unfortunately, I was not permitted to bring our department chairperson to witness what occurred. The Board of Selectmen has now emboldened this employee.

Updated documents (accounts, logins, timetables etc.) assisting in the transition to a new director have been left with our Assistant Director and COA Board Chairperson. COA staff and Board members have been notified of my resignation. They are welcome to contact me with any questions or concerns.

Sincerely,



Lynne A. Stanton

Cc: BOS / COA Board / N. Burke

