



Morningside Retirement & Health Services

Helping Elders. Building Community.

Since 1966

2021 Annual Report

www.mrhsny.org

Morningside Retirement and Health Services

100 La Salle Street, #MC, New York, NY 10027

212-666-4000

www.mrhsny.org

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The 111 people who volunteered services to MRHS in 2021 are listed towards the back of this report.

President's Report

Dear Friends and Neighbors:

This is the third year in a row that we are unable to meet together to present our Annual Report. Before Covid, it was a pleasant occasion when we met together for the Report itself followed by entertainment, delicious desserts and friendship.

Hopefully, we'll get back to that time during 2022 as it appears that Covid restrictions are on the wane. But that doesn't stop us now from providing you with an overview into this past year. As we think back and forge ahead, there are several things that stand out.

First, and most important, we continue to fulfill our two-fold primary mission: to help frail and at-risk elderly residents of MG to remain in their own homes for as long as possible; and to provide programs to help people who are infirm, homebound and isolated.

The leadership of our Executive Director, Ron Bruno, and our staff has been superb in maintaining our organization despite Covid and the restrictions it entailed. The Board has tried to maintain the Bylaws set out by our predecessors. Our various Committees have continued to meet via Zoom. In addition, our major contracts were renewed, our Annual Appeal was extremely successful, and we developed an Investment Policy. We also received a number of major contributions from friends who have made MRHS benefactors of their wills.

Second, we still deliver the green MRHS Newsletter to each apartment around the first of the month. I believe MG residents and friends outside of our complex enjoy receiving this greeting of warmth, friendship and stability and, of course, our extensive programming. Just the green color itself has been associated with nature, health, and, growth, all of which is a regular reminder that there is an entire organization devoted to the well-being of our NORC based community.

Third, we have learned to meet with ZOOM instead of in-person. This has been difficult for many because getting together, whether it was in the MRHS office spaces, the MG recreation center, the Thurgood Marshall room, the MG grounds or in the rooms of institutions that surround us, has always been a source of great pleasure. But we managed.

We are hopeful that at long last the disruptions caused by Covid will be significantly reduced. Not only will our in-person programs return but we will also take advantage of the positive elements of using Zoom which can extend our ways of meeting. We will return to that wonderful feeling that normality brings and the synergy that it engenders.

Michael S. Davidson, Ed.D.
President, MRHS

Executive Director's Report

The year 2021 again presented pandemic-related challenges to MRHS and the Morningside Gardens community. At the start of the year, services provided by MRHS social workers and the MRHS nurse were carried out primarily by telephone and video chat. MRHS group programs had migrated to online platforms such as Zoom.

However, as the infection rate decreased, the NYC Department for the Aging (DFTA) lifted its restrictions on opening NORC program spaces in June, as well as its restrictions on in-person individual services by our social workers and nurse, including home visits. MRHS was able to start up some in-person activities, though we had to pull back again later in the year as the Delta and Omicron variants spread. We were able to offer “hybrid” (in-person attendees sharing an online platform) exercise classes and guest speakers, as well as in-person art classes, musical performances, and new Board Games Café and Afternoon Tea programs, with mask-wearing and social-distancing precautions in place. We also upgraded our air circulation and filtering systems. Meanwhile, we continued with our extensive slate of online programming.

Working with DFTA and Mt Sinai Hospital, MRHS hosted four major vaccination distribution events in 2021. In February and March, first and second doses of the Moderna vaccine were given out to 150 individuals, predominantly vulnerable older adult residents of Morningside Gardens and their caregivers. In October, 105 flu vaccinations were distributed. Then in December, MRHS hosted a walk-in clinic for Covid booster shots, which boosted 32 individuals. Staff assisted vulnerable older adults in accessing vaccinations and Covid tests throughout the year. Free mask distribution was also carried out throughout the year at MRHS, as we were provided with KN-95 masks by DFTA.

Despite the pandemic, MRHS was able to introduce three new programs in 2021. Partnering with the nonprofit, Dorot, Lunch Buddies is an intergenerational virtual lunch program running for one-hour during lunch time on Zoom, with students from New York University. Participants are given a topic and paired off into break-out rooms to discuss. At the conclusion of the program, all participants share what they learned from their partners. Lunch Buddies has provided participants with a needed opportunity to meet new people and socialize during the pandemic shutdowns that have taken their toll on our older population. Also introduced in 2021 were the in-person Board Game and Afternoon Tea programs, taking place monthly on Friday afternoons, with Covid precautions in place. Each of these programs has opened possibilities for socialization and decreased potential isolation.

DFTA issued an RFP (request for proposals) for NORC programs in March, 2021, with a June deadline. In our proposal to the city MRHS identified specific areas of need in the community to demonstrate the necessity for an additional social worker. The proposal, supplemented with budgets, narratives, survey reports, statistical reports, forecasts, demographic data, and letters of support, was entered into the DFTA RFP portal in early June. In September MRHS was notified that we had been awarded a NORC contract for three years beginning December 1, renewable for three more years. This will enable MRHS to maintain and upgrade its programming and services for the community's older adult population for many years to come. We look forward to this ongoing partnership with Morningside residents, especially as we emerge from the pandemic.

Ron Bruno
MRHS Executive Director

Background and History of the MRHS Program

Morningside Retirement and Health Services (MRHS) was founded in 1966 on two principles: self-help for older adults and neighbors helping neighbors. The founders were a group of residents in Morningside Gardens, a middle-income cooperative housing complex in Morningside Heights/West Harlem. The apartment complex was constructed with government assistance and opened for occupancy in 1957 to house approximately 2,000 individuals. A group of forward-thinking older residents organized MRHS nine years later to serve those elderly residents who needed assistance to continue to live comfortably and safely in their homes.

For the first 20 years of the program, MRHS was staffed and run by older residents, working as volunteers. But by its twentieth year of service, the MRHS Board of Directors recognized that many of the original volunteers had “aged in place,” and themselves needed assistance. Morningside Gardens had become a “NORC” — Naturally Occurring Retirement Community — with more than half of the apartments occupied by residents over the age of 60. To address the multitude of problems elderly residents were facing, professional support was needed to guide and supplement the work of volunteers. Several MRHS volunteers formed a committee to raise funds for this purpose, and in 1986 the first professional social worker was hired.

Since that time, the program – still governed primarily by Morningside Gardens residents – has assisted and enriched the lives of hundreds of older residents. Working in conjunction with the professional staff, 111 volunteers offered their time and expertise to MRHS in 2021.

MRHS was one of fourteen programs chosen by New York State in 1995 to receive funding as a NORC program. In 1999 New York City created its own funding stream for existing and new NORC programs. MRHS was one of the programs chosen to receive city support and was selected in 2006, 2014 and again in 2021, after Request for Proposals were issued by the city.

Through these special contracts and with foundation support, in 1995 MRHS began providing healthcare services in addition to social services. These services include on-site nursing, health education, health care screenings and cluster care laundry and shopping. MRHS was able to enhance the medical care provided to residents thanks to an arrangement with then St. Luke’s Hospital for the placement of a medical office on the premises of Morningside Gardens, which opened in November, 2000.

All these changes and additions have not altered MRHS’s fundamental commitment to its mission. MRHS provided 2,089 units of case management and case assistance services in 2021. We also provided 1,409 units of healthcare management and healthcare assistance in 2021.

Attendance at group programs has increased steadily since the new MRHS Center was opened in 2017, though this trend was interrupted in 2020 due to the pandemic and the closing of the Center to the community. Attendance decreased to 3,406 in 2021 as in-person programs continued to be limited or else transitioned to a virtual platform. The total number of residents utilizing MRHS services in 2021 was 316.

Mission of MRHS

The Mission of MRHS is twofold:

- 1) to help frail and at-risk elderly residents of Morningside Gardens remain in their own homes comfortably, safely, and with as much independence as possible for as long as they can; and
- 2) to provide programs which promote health and provide opportunities for education, socialization and recreation for all older residents of Morningside Gardens, with particular attention to the special needs of the infirm, homebound, and isolated.

Values of MRHS

The board, staff, and volunteers of MRHS are committed to offering services that enable older residents of Morningside Gardens to remain in their own homes by:

- Promoting a caring community and enriching community life;
- Preserving the dignity and human rights of older people;
- Promoting and supporting independence by actively involving individuals in managing their own care;
- Preventing isolation by keeping older residents connected to the larger Morningside Gardens community;
- Reflecting integrity, professionalism, responsibility, warmth and respect, and a commitment to diversity.

The MRHS Center

The Renovation of the MRHS Program and Office Space was completed on April 3, 2017. With the opening of the new MRHS Center in 2017 program attendance increased dramatically. Total attendance at MRHS programs that year was 7,579, an increase of 38% from the prior year, and continued to climb in subsequent years.

The renovated space utilizes principles of Universal Design, making the space accessible to the older adult and disabled community. The architect, Matthias Hollwich of HWKN, and interior designer, Susanne Wagner, incorporated the following design elements into the new center:

- grab bars integrated throughout the space for balance and mobility
- flooring composed of a rubberized, slip-resistant material that promotes easy mobility as well as cushioning falls
- sturdy furniture items throughout the space, which promote stability and easy movement for users
- special lighting that reduces shadows and utilizes natural light, beneficial for those with the vision-impairment
- contrasting color schemes throughout the space to promote easy navigation, particularly for users with cognitive design or vision impairment
- fixtures and accessories that are accessible and easy to use, requiring a minimum of stretching

In addition, a media lounge was constructed, which promotes socialization and the use of a community space, since isolation has been recognized as a leading cause of decline in the aging population.

In 2020 ADA-approved handrails were added to the corridor leading to the MRHS Center from outside.

MRHS in the Community

NORC programs are meant to operate as a hub of services and programs for older adults. MRHS works closely with several service providers in the community.

As described before, in recent years MRHS has established programs with the Mount Sinai School of Medicine and with Columbia University's EPIC program. Mount Sinai also works with MRHS in providing physician visits to homebound NORC residents, while Columbia Doctors, affiliated with New York Presbyterian Hospital, provides nurse practitioner visits.

MRHS established a new health care partnership in October 2020, with the Visiting Nurse Service of New York (VNSNY.) MRHS and VNSNY worked together as partners from the mid-1990's to 2014, so this was a reunion of our agencies. VNSNY not only brings a wealth of experience and resources in working with the aging population, they also made it possible for us to retain our nurse, Stacia Steen. MRHS has also had a health care partnership with the New Jewish Home (NJH) since 2013.

Staff from Mount Sinai Morningside Hospital distribute seasonal flu shots every fall. On October 1, with Covid protocols in place, ninety-nine individuals were immunized at MRHS, at no cost to the recipients. Working with DFTA and Mt Sinai, MRHS also hosted three Covid-19 vaccination events in 2021. Over the years MRHS has also worked with Mount Sinai in providing health care screenings and health promotion events, as well as developing grant proposals for new programs to serve the community.

MRHS works with Dr. Michael Correa, whose office is located on the grounds of Morningside Gardens on Amsterdam Avenue, and who treats many older residents. MRHS also works with Isabella Community and Home Care to coordinate meals-on-wheels and home care services to residents of Morningside Gardens.

MRHS and the Early Alzheimer's Foundation have been working in partnership since 2006 to present the Memory Tree program. This support program was developed to address the needs of people in the early stages of Alzheimer's disease, as well as those who have self-identified memory issues.

As a site for interns from various graduate programs in Social Work and for Occupational Therapy interns from Columbia's College of Physicians and Surgeons, MRHS works alongside leading practitioners in the field. MRHS also works with cultural and service organizations such as the Teachers & Writers Collaborative, Arts & Minds, Concerts in Motion, Dances For a Variable Population, ReServe, Read Ahead, and the Bloomingdale School of Music.

As a member of the West Side Inter-Agency Council for the Aging (WSIACA), LiveOn NY, Nonprofit New York, NYCON, the Human Services Council, and State-Wide Senior Action, MRHS consults and coordinates activities regularly with representatives of other community agencies. The MRHS Executive Director is co-chair of the NORC Directors meeting group, which holds quarterly meetings. MRHS staff and volunteers had made presentations at the annual conference of the American Society on Aging for the twelve years prior to the pandemic, as well as at other professional meetings.

New Partnerships, Platforms, and Programs

Despite the pandemic, MRHS introduced new partnerships and new programs in 2021. MRHS partnered with the Morningside Heights Community Coalition (MHCC), primarily to advocate for the addition of an elevator at the 125th St. subway station of the #1 line. The subway station is difficult to access for the many frail and disabled residents of Morningside Gardens and the wider community, as well as for parents with small children and strollers. Working with MHCC we have been meeting with various local elected officials and institutional stakeholders such as Columbia University, to promote the installation of an elevator.

MRHS also partnered in 2021 with City-As-School, a NYC high school where students learn primarily in community settings. MRHS is now serving as a host site where high school students can gather experience working with nonprofit professionals, assisting on programs and projects while learning about the older adult population that MRHS serves.

In 2021 MRHS introduced a new program platform, “hybrid” programming, with a limited number of in-person participants and other participants joining on Zoom. As the Covid infection rate decreased and we were able to resume some in-person programs with limited capacity, mask-wearing, and social distancing, MRHS developed the in-house technology to offer hybrid programs. On Mondays, Wednesdays, and Fridays, exercise programs that had transitioned to a virtual platform due to Covid-19, were now offered hybrid – both in-person and virtual. Guest speakers were also presented in a hybrid format as we became more comfortable with the format later in the year.

“Lunch Buddies”

Partnering with the nonprofit, Dorot, Lunch Buddies is an intergenerational virtual lunch program running for one-hour during lunch time on Zoom, with students from New York University. Participants are given a topic and paired off into break-out rooms to discuss. At the conclusion of the program, all participants share what they learned from their partners. The topics have included: childhood games, food traditions, the Olympics, and many other topics. Lunch Buddies has provided participants with a needed opportunity to meet new people and socialize during the pandemic shutdowns that have taken their toll on our older population.

“I cannot thank you enough for the enormous comfort and service you brought mom and us over the years. You showed me how to move forward, compassionately...”

– Daughter of MG Resident

Board Games Café/ Afternoon Tea

As the infection rate for Covid-19 decreased later in the year, MRHS introduced two in-person programs, Board Games Café and Afternoon Tea. These programs take place monthly on Friday afternoons, with Covid precautions in place. MRHS provides a range of board games, such as Scrabble and Chess, that have been donated or purchased by MRHS. The games are set up in our East and West Rooms, so participants only have to sit down and play.

Running simultaneously is the Afternoon Tea program. MRHS provides various teas and coffee, along with snacks for participants to enjoy. Staff and interns are available to assist and participants are welcome to move between Afternoon Tea and Board Games. Each of these programs has opened possibilities for socialization for otherwise isolated older adults.

EBay Project

The MRHS EBay team is composed of volunteers, many recently retired, led by volunteer Angela Schramm. The team is dedicated to giving back to their community and has learned the skills of online marketing, selling and distributing through EBay. In 2021, the team raised more than \$15,000 for the benefit of MRHS.

Black History Month

Due to the pandemic MRHS was unable to celebrate Black History Month in person with a special event, as is our custom. However, led by Program Committee chair Alice Lilly, we presented “Apart, But Together” – a month-long free raffle with seven prizes, including six of the most current Black History books. The seventh prize included 2 all-access passes to the Socially Relevant Film Festival that included over 40 films, talks, panels and more. To add to the theme of Black History, each book was gift wrapped by Alice Lilly in African Kente cloth and hand delivered to each winner, chosen by an official drawing held at the MRHS office.

“So many thanks for all you do for this community and for your heartfelt commitment.”

– Morningside Gardens Resident

Vaccination Events

Working with DFTA and Mt Sinai Hospital, MRHS hosted four major vaccination distribution events in 2021. In February and March, first and second doses of the Moderna vaccine were given out to 150 individuals, predominantly vulnerable older adult residents of Morningside Gardens and their caregivers. In October, 105 flu vaccinations were distributed. In December, MRHS hosted a walk-in clinic for Covid booster shots, which boosted 32 individuals.

Concerts In Motion

Throughout the pandemic, the nonprofit organization, Concerts In Motion, has been providing free online concerts. MRHS subscribed to two series in 2021, a classical music program on Monday mornings and a Chinese music program on Wednesday afternoons. These concerts were made available to all by clicking on a Zoom link. Then in September two in-person recitals were presented by Concerts In Motion. Both programs were guitar duos, offered to an appreciative limited-capacity audience.

Special Programs

Despite the pandemic, MRHS hosted several special programs in 2021, both virtual and in-person when conditions allowed.

In April we hosted a virtual program with author and inspirational speaker Joy Carol, interviewed by Executive Director Ron Bruno. Joy formerly lived at Morningside Gardens but had to move closer to her specialist at the Mayo Clinic in Florida, where she is treated for a rare and usually fatal condition, Paraneoplastic Syndrome. Attendees on the Zoom interview found Joy's life story fascinating and inspiring.

In June we hosted a virtual program called "Aging 101: What you need to know if you choose home for long term care." The program addressed some of these issues: "How do you know when it is the right time to bring care into the home? Do you have essential documents in order? How much will it cost and how can I fund it?"

In February, “Lunchtime and Estate Planning, Food for Thought” was led by attorney Sherri Hughes, covering the essentials of estate planning. Also in February, “Tracing Your Roots at Home: Online Research Beyond the U.S.” was led by Moriah Amit, senior genealogy librarian at the Center for Jewish History.

Volunteers in 2021

Linda Aristondo
Nora Armani
Emily Baldwin
Alan Bentz-Letts
Amy Berg
Miriam Borstein
Ray Brizzi
Anderson Bruno
John W. Carter
Sharon Lockhart Carter
B. Chandrasekaran (Chandra)
Chi Chaoyuan
Susan Chimonas
Anisa Costa
Gregory Darling
Mary Davidson
Michael Davidson
Michael De Borja
Jeffrey Edelson
Nancy Eder
Sarah Eggleston
Edward Fortier
Liliana Franklin
Conor Gaffney
Corinne Gaffney
Deanna Gates
Marie-Louise Guinier
Candy Gulko
Eben Guran
Taviel Guran
Sidney Guran
Eleanor Haray
Lynn Casteel Harper
Beatrice Hawkins
Jane Hunt
Margaret Johnson
Carl Jones
George Kadar
Sherry Kane
Ronald Keene
Pamela Kellner
Harriet Chan King
Leslie Kiss
Robert Komatsu

Madelyne Kraft
Albertina Lal
Tiana Leonard
Joan Levine
Alice Lilly
Marc Liu
Suqing Liu
Michelle Lou
Artie Lowenstein
Ben Lowenstein
Charles Macdonald
Weilin Li Marabello
Aliza Mazor
Allison McDermott
Vera Meehan
Liz Mellen
Susan Miller
Dana Minaya
Frank Minaya
Gregory Minaya
Christina Molloy
Kathryn Molloy
Galila Morahg
Gil Morahg
Anne Moses
Ozier Muhammad
Barbara O'Farrell
Jasmine Pai
Tonia Papke
Wendi Paster
Chris Pawelski
Mary Ellen Peinelt
Patricia Pell
Michele Pellar
Edna Philiba
Sylvia Pirani
Rita Marie Pullium
Elise Rackmill
Craig Roberts
Cynthia Rock
Eugene Rodriguez
Lea Rose
Nancy Ross
Neil Rothfeld

(Volunteers continued)

Cecile Russo
Yokiko Sato
Angela Schramm
Maggie Sears
Mark Speyer
Alan Stricoff
Max Stolove
Molly Sweeney
Ken Thomas
Peggy Thomas
Karl Tiedemann

Nataline deLisle Vanderburg
Shu-lian Wang
Lori Weisenberg
Susan Wersan
Tanika White
Liz Wiesen
Marion Wright
Linda Zehnder
Katie Zellner
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Esther Zhang
Theresa Thompson Ziegler



**“Dances For Seniors” in December, 2021, a Special Program from
Dances For a Variable Population**

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Berson, Robin
Bigote, Odete
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Boyer, Markley
Boysen, Ditmar
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Brodie, Erica and Joseph
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Yang, Chia-Ping H.
Yaniv, Elaine
Yeh, Sam and Marion
Yeh, Shirley
Yoshinaga, Lucienne
Yu, Peter and Pui Ha
Zaccone, June
Zehnder, Linda K.
Zen, Saleh and Salmiah
Ziegler, Robert and Theresa
Zimiles, Herbert



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Treasurer's Report and Committee Reports

Treasurer's Report

2021 is behind us and hopefully we are starting to see the beginning of the end of Covid-19 and the resumption of life as we knew it before the onset of the pandemic. I want to offer my condolences to those who lost family members and loved ones during these very difficult times.

I joined the board of MRHS in March of 2016 and it has been a very rewarding experience being part of an organization that provides support and services to members of our community. I'm a Certified Public Accountant and have served as Treasurer since I joined the board. I have now come to the end of my six-year term, and I leave knowing that MRHS is financially stable. Its financial stability is a testament to the oversight of its operations and the continued support of the staff, volunteers, and the community at large.

The responsibilities of the Treasurer at MRHS include presenting a financial statement at monthly board meetings, serving on the Finance & Audit committee, monitoring bank accounts and balances, and signing checks.

On the operating side MRHS has adequate financial resources that enable it to cover ongoing operating expenses and provide program activities that are integral to a Naturally Occurring Retirement Community (NORC). It's not only the financial resources that sustain and continue to grow the activities of MRHS, but the people involved in making this happen. They are the staff and the volunteers who work in partnership to serve the community. They ensure that programs and facilities are tailored to meet the requirements of the users. This is done mindful of the financial budget, and they have succeeded in providing programs and activities at a lower cost than might be expected.

In 2021, MRHS received program funding from the New York State Office for the Aging (SOFA) and the New York City Department for the Aging (DFTA). Other sources of funding included Columbia University, The Metzger Foundation, UJA Federation of New York and West Harlem Development Corporation. In addition, MHHC has continued to provide very generous support to MRHS and without which we would not be able to provide the full range of services currently on offer. MRHS is additionally supported by contributions to our annual fund from the Morningside Gardens community and beyond. In 2021 our annual fund appeal raised more than fifty-nine thousand dollars (\$59,000)! Other current and prior sources of revenue include proceeds from eBay sales, a silent auction during the Holiday Party, the annual Holiday Bazaar, and bequests to MRHS from members of our Legacy Society.

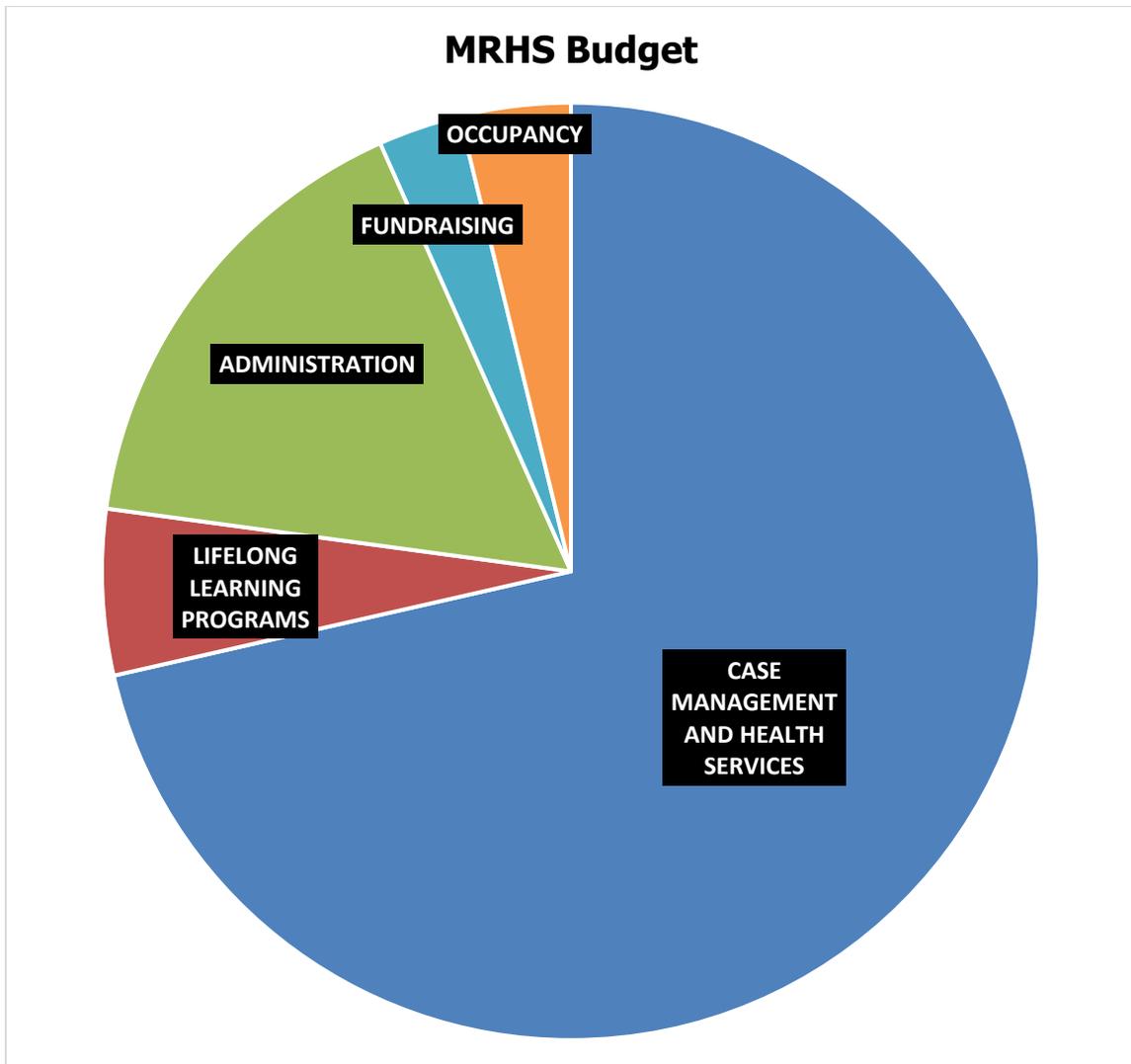
MRHS holds their primary checking accounts along with reserve fund accounts with Citibank. Business money-market accounts of liquid reserve funds are also with Citibank. A board-designated reserve fund is held with New York Community Trust

Fund. In addition, the board just recently approved opening an Investment Account with Charles Schwab. I'm happy to say we are a debt free organization.

As MRHS continues to provide and expand the range of services it offers, the board and staff are very aware of the need to maintain fiscal responsibility. Integral to the fiscal oversight of MRHS is the Finance and Audit Committee with responsibility for creating, reviewing, and finalizing the annual budget of the organization.

MRHS has been and continues to be a great achievement on the part of all involved and I sincerely thank our community at large as well as our staff and the volunteers for making this happen.

Thank you,
Conor Gaffney, Treasurer



Copies of the MRHS Financial Report are available at the MRHS Office, 100 LaSalle Street, #MC, New York, NY.)

MRHS Finance and Audit Committee Report

FY 2021

The Finance & Audit Committee was comprised of the following members in 2021:

Voting Committee Members:

Tonia Papke Waterbury (Committee Chair)
Conor Gaffney (Treasurer)
Robert Hill (Board Member)

Non-Voting Members:

Michael Davidson (Board President)
Ron Bruno (Executive Director)
Alan Stricoff (Controller)

The MRHS Finance & Audit Committee has the following responsibilities:

- Propose the annual operating budget to the board for approval.
- Review audits, internal financial statements, and 990's.
- Review and put into place policies governing MRHS Finances.
- Review and make suggestions on the investment of MRHS funds.
- Meet with the auditor before and after the audit. Review any major findings with the audit firm.
- Make recommendations to the board with respect to the overall financial health and funding of MRHS.

Financial Highlights for the Year:

The FY20 audit report was unqualified.

We were slightly under budget in income and expenses. This resulted in a slight surplus before depreciation. In 2021, we received a bequest of \$138,196 which was moved, in compliance with MRHS policy, to the Board Reserve Fund. This fund is almost one million dollars and is used to cover cash flow needs and program investments.

In 2021, the Finance Committee created an Investment Policy Statement, hired an investment advisor, and opened an investment account. An initial investment of \$50,000 in equities will be followed slowly by additional investments.

The unaudited preliminary financial statements for FY21 are included below.

Both the annual audit and 990 are available for view in the MRHS Office.

Respectfully submitted,

Tonia Papke Waterbury, Chair
MRHS Finance & Audit Committee

Morningside
Retirement and
Health Services
FY21 Preliminary

	2021 Budget	2021 Actual	Budget Variance
Revenue			
Government Contracts	434,800	450,471	15,671
Foundations and Corporations	121,080	131,252	10,172
Individual Donations	65,000	65,857	857
Bequests, Memorial Gifts		138,196	138,196
Moved to Board Designated Fund		(138,196)	(138,196)
Earned Income	32,500	18,795	(13,705)
Investment Income	38,338	31,360	(6,978)
PPP Loan	75,600	75,600	-
Total Revenue	767,318	773,335	6,017
Expenses			
Personnel Costs	429,843	430,450	607
Consultants	238,275	237,868	(407)
Occupancy Costs	32,000	26,371	(5,629)
Program Costs	48,000	26,640	(21,360)
Administrative Expenses	19,200	16,687	(2,513)
Total Expenses	767,318	738,016	(29,302)
Net Surplus/(Deficit)	-	35,319	35,319
Depreciation		72,000	(72,000)
Net Surplus/(Deficit) after Depreciation	-	(36,681)	(36,681)

Tonia Papke Waterbury, Chair
MRHS Finance & Audit Committee

Nominating Committee

The nominating committee is responsible for identifying and recruiting new board members. The goal of the committee is to recruit candidates who have skills, talent, and life experiences that would help advance MRHS's mission and that reflect the diversity of the Gardens community.

The current committee is composed of Ozier Muhammad, B. Chandrasekaran and Michele Pellar. This committee is looking to fill several slots that opened because some members of the board have reached term limits.

The names of the following are those who served two full terms and left the board by the end of March 31, 2021:

Elise Rackmill
Cynthia Rock
Anne Moses (moved out of town and also left the board)

Our thanks to all of them for their devoted service to MRHS over the years!

The following board members have agreed to serve a second term. They are:

Michael Davidson
Robert Hill

Last year we voted 3 new members to the board, which information was not included in last year's Annual Report. They are:

Lynn Casteel Harper
B. Chandrasekaran
Michele Pellar

Submitted by B. Chandrasekaran and Michele Pellar on behalf of committee chair Ozier Muhammad.

Personnel Committee

During 2021, the Personnel Committee approved the following:

- 1) an increase of the annual health insurance costs for the MRHS staff.
- 2) an increase of 3% for the COLA for the year.
- 3) increased the base salary for one of the staff that obtained an additional professional licensing certification.
- 4) the employment of an additional staff person to assist with the needs of the target population of MRHS.

Harriet Chan King, Chair

Daily Money Management Committee

This committee performs the board oversight of MRHS social workers who assist participating resident elders with management of their immediate expenses. Staff is bonded to handle small amounts of cash for payment to, for example, home health aides. Staff also helps with opening mail, as requested, and making sure monthly bills are paid. This service permits elders to stay in their homes with less anxiety about personal business matters.

The DMM committee meets with the MRHS Assistant Director, Joanna Stolove LCSW, twice a year for an update on the provision of money management services. Typically, a detailed account of a case is presented, anonymously, so that the committee fully understands typical staff activity. Residents in need of this service are identified by social workers, our nurse, neighbors, friends or family members who may notice that personal business needs support, and it is strictly confidential and voluntary. Staff social workers perform the services with great sensitivity and care. MRHS wants the community to understand that this free service is available to all at any time.

Conor Gaffney, Chair

Program Committee

This was another year of getting creative with our programs in the face of the continuing challenge of the Covid pandemic for a second year. Our large annual events, i.e. Ice Cream Social, Recognition Luncheon for Volunteers and Winter Party remained on hold to maintain safety. Our committee has not met since the onset of the pandemic. So many great ideas and a lot of positive creative energy remain in “storage” for a time when we are in a safe environment to utilize these resources.

Among the new words in this “Age of Covid” is the word “pivot”. We found ourselves pivoting to come up with a safe option to fill the space created by no in-person gathering for our annual recognition of Black History month throughout February. We came up with a theme, “Apart, But Together” and offered a month-long free raffle by phone with seven prizes—6 of the most current Black History books. The seventh prize included 2 all-access passes to the Socially Relevant Film Festival that included over 40 films, talks, panels and more. To add to the theme of Black History, each book was gift wrapped in African Kente cloth and hand delivered to each winner, chosen by an official drawing held at the MRHS office. The end result was an unusual, but safe celebration.

We recognize the time and determination of the staff at MRHS who have worked to keep our facility open. In doing so they migrated many of the daily classes online, making them safely available on Zoom.

It has been another challenging year, but we remain resilient and hopeful for the time that we can pivot back to all our in-person events.

Alice Lilly, Chair

Development Committee

Despite the ongoing challenges presented by COVID-19 along with Local Law 11 construction throughout Morningside Gardens for much of 2021, the Development Committee moved ahead on various fronts, with Board members Edward Fortier and Nora Armani continuing to serve on the Committee. The Committee met virtually or by phone, at least once a month. There were supplemental meetings with Michael Davidson and Ron Bruno as necessary. The Committee accomplished several identified tasks below, but many ideas were not able to be completed during this year. Challenges related to lack of in-person Committee/Board meetings prevented more quality discussion of ideas in order to reach consensus; and delayed completion of the MG construction projects hampered an ability to actually determine next steps for some of the ideas. It is hoped that the 2022-2023 new season will resolve these barriers to allow for greater expansion of MRHS service possibilities for all.

In 2021-2022 the Committee was able to:

- Provide updated materials (e.g., Rack Card) that could be included in the **Annual Appeal**.
- Create/Update a **new 2022 Rack card** that highlighted ways MRHS was able to provide ongoing services through Online Webinars, Discussions, Individual Counseling and Telephone Outreach in a variety of areas.
- Coordinate and deliver current packets of MRHS materials which explained services to **new 2021-2022 shareholders (46)** directly to their apartments since in-person meetings were still unavailable given COVID restrictions.
- Provide MRHS now with sufficient **available current marketing** materials (e.g. brochure, magnet, Rack cards) that can be used for various activities (e.g. eBay, visitors to MRHS, etc.).

Throughout this year the agenda for many Committee meetings revolved around topics involving ways to sustain ongoing resources for MRHS now and in the future. Like most non-profits, there is no guarantee that state and local funding will remain somewhat stable and accessible given increased needs for so many reasons. The Committee reviewed and discussed many possibilities that might be useful to implement related to MRHS donors. Many of these discussions need to be continued with requests by staff/Board to gather more information or feedback before final decisions or even implementation is possible. That requested feedback input is being pursued through April, 2022.

The following represents those areas of interest recommended for future consideration:

- Ways to acknowledge consistent Donors (i.e. annual donations over 5 years, etc.)
- Ways to acknowledge larger amount Donors (e.g. special categories – *Friends of MRHS*)
- Greater development of the concept of having a *Legacy Society* (i.e. will/codicil, etc.). It is not clear if this type of group makes sense for MG since current data

(April, 2021) had 27 names in this group, but only 50% of them yielded final financial benefits to MRHS; whereas, 7 non-Legacy members yielded larger donations.

- Ways to acknowledge Donors to the **broader MG community** (e.g. names on benches throughout MG, listing of names in some general space or an event that is open to all, etc.)
- Finally, would it be useful to establish a *Youth Advisory Committee* co-chaired by Development and Nominating Committee Chairs for the purpose of engaging younger MG shareholders in the work of MRHS - even in becoming future MRHS Board members.

Respectfully submitted,
Christine E. Pawelski, EdD, Chair

Technology and Website Committee

The Technology and Website Committee addresses the internet, technology, and website needs of MRHS. This year, the members were Robert Hill, Ron Bruno, Joanna Stolove, Paul Fleischman, Mike Davidson, Ed Fortier, and B. Chandrasekaran.

The 2021-22 term was relatively quiet after the accomplishments of the previous year. Special acknowledgements go out to Ron Bruno and Paul Fleischman for their continued development of the MRHSNY.org website. A few analytics highlights for 2021 include:

- Behavior Flow metrics show a strong pattern of starting on the home page, then progressing to the virtual online class, calendar, and contact us pages.
- Average pageviews are around 200 per month, with spikes up to 400.

Staff are to be commended for overseeing the technical setup of a hybrid-style telemeeting facility within MRHS. This setup allows for a limited number of people to attend events in-person while most participants remain online.

All MRHS Board and most Committee meetings were conducted via Zoom, at zero additional cost to the MRHS organization. One Board meeting was conducted using the hybrid approach to help work through technical problems and optimize settings and placements of equipment such as the microphone and camera.

The committee also continued annual assessments of MRHS's use of best practices from the Nonprofit New York Organizational Health Assessment, based on their Key Areas of Nonprofit Excellence document. By asking organizations to identify where they are in the process of implementing these practices, this tool helps nonprofits identify their management strengths and areas for improvement. MRHS continues to rate very high in these ongoing assessments.

Respectfully submitted,

Robert Hill, Chair

