



# Pyareo Home Newsletter

Summer 2021



## A Brighter Outlook

*Tibor Farkas*

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We are all feeling the relief of a return to near normalcy after a year of global trauma. Yet, we have been marked by the prolonged stress and uncertainty of the past year and a half, and many aspects of our lives remain unsettled.

Despite outer difficulties, we are focusing on the positive in our lives and our work at Pyareo Home. Our essential duties have not changed: to be kind, supportive and useful to one another. So all of us involved with Pyareo Home – residents, staff, volunteers and supporters – continue as before.



On the following pages, our multi-talented administrator, Sarah Anderson, talks about what’s new at the Home: the persistent challenge of staffing, our Covid anxieties since the last newsletter, and everyone’s happiness at the eased Covid restrictions.

Beverly Swan shares about our efforts to improve staff pay and benefits. In these uncertain times, it is getting harder to find and keep qualified staff, so we are giving this effort high priority. We thank Beverly for being the main driving force behind this project.

Laurie Webster and Jonathan Powell both write about our volunteer day in June: how much work got done and how happy we were sharing good food and company after a long time without.

And Shipp Webb writes about the adventure that Marie (our nurse) and Amy (resident) went on to become certified “end-of-life doulas”. If you don’t know (as I didn’t) what a “doula” is, you will find Shipp’s article informative.

We also say goodbye to a dedicated friend of Pyareo Home, Richard Barnaby, who passed on early this year.

Another project is in the works: installing a solar panel array, connected to the electrical grid, to power all electrical needs of Pyareo Home. Between donated labor, utility rebates available, and some initial targeted donations, we expect that the system will pay for itself from the savings in electricity. Please contact us if you can help or just want to cheer us on.

Thank you all for continuing to support Pyareo Home. The work could not go on without you.

*Tibor Farkas is president of Pyareo Home*



*It’s hard to remember this in the middle of summer, but a snowstorm last December dumped a record 42” of snow in Sanbornton. It took a while to dig ourselves out from under it.*



## News from Sarah

Sarah Anderson



After a full year of following all the precautions recommended by the Center for Disease Control on the federal level and the New Hampshire Department of Health and Human Services, we are happy to report that there have been no cases among any of our elderly residents, one of the most vulnerable groups in the country. They were not entirely happy to rarely leave Pyareo, wear masks, keep a safe distance from others, quarantine at times, and finally receive shots of the vaccine. But all are relieved that these measures have met with success. As you know, the pandemic is not over and Pyareo will continue to follow federal and state recommendations. But we are excited that we are almost back to a “normal” way of living: enjoying regular visits from loved ones and taking outings away from Pyareo.

On top of the pandemic stress, another exhausting struggle has been maintaining a full staff. We lost some staff in the past year and it has been very difficult to find qualified replacements. Thankfully many dedicated employees have been willing to make sacrifices to step out of their normal schedule and work extended hours or take on additional duties. To retain our devoted staff, we have increased the starting pay rate for new staff and the base rate for current staff, and we are offering staff-commitment bonuses. But the staff shortage persists even with the pandemic waning, and we encourage everyone in the Pyareo community to spread the word that we are accepting applications and hiring. Interested persons can apply by searching for Pyareo Home on [Indeed.com](https://www.indeed.com) or by sending a resume to me at [admin@pyareohome.org](mailto:admin@pyareohome.org).

Sarah Anderson is the administrator of Pyareo Home

I AM NOT BOUND to win, but I am bound to be true. I am not bound to succeed, but I am bound to live up to what light I have.

Abraham Lincoln

### STAFF FOCUS: Jessica Haggett

Meet one of our devoted staff members, Jessica Haggett, LNA, who has been at Pyareo Home since July of 2016. She has worked the full-time overnight shift for almost all of this time. She brings a kind and cheerful attitude, and life experiences in many fields. Jessica writes:



Jessica with husband Jim, and their children

*As I come upon my 5<sup>th</sup> anniversary of my working at Pyareo, I realize that my overnight shift doesn't always allow me the pleasure of meeting the residents' family and friends. I hope this little introduction leads to the newsletter featuring other employees and shine a light on those caring for your loved ones.*

*Away from Pyareo my passions include: baseball (in every shape and form), dance, volunteering in my community and coffee—a lot. My biggest dislike is rain on game day.*

*For me Pyareo has been such a blessing, one of the things I am very passionate about in my personal life is being an active parent and community member. I currently sit on the Board of Directors of our local Little League. This requires hours upon hours of dedication, not only benefitting my own children but that of hundreds of kids across the state. Pyareo has afforded me the ability to feel professionally fulfilled while still having a schedule that allows me to be present and active in my kids' lives.*

## Taking Care of the Caregivers

*Beverly Swan*



*Tina Nagel (cook) and Antonia Rodriguez (aide)*

We hope each of you in our extended Pyareo Home community are well and thriving. Now that we have been living with Covid for some time, many of us are finding the landscape of what we had come to expect in life has changed in many ways. Here at Pyareo, our staff has worked tirelessly to make it possible for the sweet and simple life our residents have enjoyed over the years to continue. In this changing world, one hurdle our lovely director Sarah has been working to overcome is the difficulty in finding and keeping qualified, loyal, and experienced staff members. Although this isn't a new issue, the pandemic has made it more pronounced. Recently, many national newspapers have carried articles about the difficulties small businesses face in finding qualified workers.

The pay scale for those working in the elder care field tends to be on the lower side and in Pyareo Home's case, with our small, non-profit budget, and willingness to accept residents who are unable to fully pay their way, we have had to offer our employees a modest wage, without health benefits. Our lower compensation package is one of the reasons why some of our staff members are unable to stay with us long-term and why we experience difficulties in easily attracting new ones. As a result, Sarah has been spending lots of time trying to hire and train new staff members. And as you can imagine, it becomes disruptive to our current staff and residents to have new aides rotating in throughout the year.

The Pyareo Board of Directors considered possible ways to help solve this problem, while keeping in mind our small budget and the importance of maintaining a safe financial position. After much discussion, we made the decision to raise staff wages starting immediately, and work towards offering some sort of health benefits in the near future for our full time employees. We feel strongly that taking care of our staff members by paying them a fair wage is the right thing to do, and as important as

providing a loving home for our residents. Happier, less financially stressed aides will in turn bring positive energy to the Home, and will give them a strong incentive to stay longer as part of our Pyareo family.

In order to make this new initiative sustainable, now more than ever, we need the continued help and support from each of you – our friends and community members. **Please make a donation today and consider signing up for a monthly contribution.** It's quick and easy to do at our website. Thank you!

*Beverly Swan is a member of the Board of Directors of Pyareo Home*

*I WAS FOURTEEN years old the night my Daddy died. He had holes in his shoes but two children out of college, one in college, another in divinity school, and a vision he was able to convey to me as he lay dying in an ambulance that I, a young Black girl, could be and do anything; that race and gender are shadows; and that character, self-discipline, determination, attitude, and service are the substance of life.*

*Marian Wright Edelman  
 "The Measure of Our Success"*



*Jennifer Wright (aide) and Marie Bedard (nurse)*



*Earlier this year, three students gave a presentation of songs and readings. Everyone had fun.*



## Working Together

Laurie Webster

*On a beautiful, sunny Saturday in June, of which there have been few this summer, a group of sturdy weed pulling sevadars (volunteers) gathered to, you guessed it, pull weeds. In addition to the many invasive species of plants that were pulled up, trees were cut back and gardens weeded. For me this was to be my very first day of retirement. This was a wonderful opportunity to not only help the beautiful land around Pyareo, but a chance to work and connect with fellow friends and neighbors and get a job done that is made so much lighter with many hands.*

*Friends from the first year of life up to those in their 70's and 80's showed up to work and when all was done for the day share a beautiful meal. Sitting outside under the trees, eating lunch and talking with fellow workers and residents was a sweet reminder of gatherings in the past. With the pandemic having kept us relatively isolated for the better part of a year plus, it was so nice to take off the mask and move, smile, and chat while working together. I realized how much I missed people. Hopefully there will be many more days like this to come, if only it would stop raining!*

*Pyareo is a wonderful home for those in advancing years who need assistance and also a place where love and service is alive.*

*Laurie Webster is a member of the Board of Directors of Pyareo Home*

Jonathan Powell, our maintenance coordinator adds:

*Inspired by Sant Bani Ashram's committee on community initiatives, we hosted a workday at Pyareo on a Saturday morning in early June. We had a crew of about 20 people engaged in various projects – a chainsaw crew to cut back trees encroaching on the back field, several groups cutting and digging thick invasive growth on the border of the woods and under pine trees, and weeding. A great amount of work was done, which would not have been done otherwise. We were rewarded by a delicious cookout lunch provided by Pyareo's cooking staff and other neighbors.*



## End-of-Life Doulas

*Shipp Webb*

In speaking about humility Kirpal Singh said, “We have something to learn from everyone.” The staff and board of Pyareo are dedicated to assisting the home’s residents. But these roles shift because Pyareo is more like a family or a community. There are times when the residents share the wisdom they have gained over their lives with the staff and board members. And there are times when the residents reach out to other residents to help them. Recently there was a beautiful example of this.

Amy, a resident for many years, tells the story. “As a resident of Pyareo Home I was asked by our nurse to serve a fellow resident at the profound time of her dying.” Our dedicated part-time nurse was working more than full time caring for this woman. She spent several nights at Pyareo and was doing all that she could to help. She felt inspired to ask Amy to read to this woman. Amy read her some spiritual stories and also sang to her. Her favorite song was “Swing Low Sweet Chariot.” She says that as she sang this song her elderly voice went away and her youthful, sweet voice returned. Amy continues:

*“Afterward the nurse Marie and I learned of a new college course to help others as a kind of midwife to help with this profound time for the person dying and, if the family wished, the family as well.*

*Suddenly I, at 89, and our nurse were each enrolled in college taking exams and tests. [They both got 100%] We were deeply immersed in learning new ways of being present for one another.*

*I felt carried along by an energy larger than myself. A considerable amount of my fear of death melted away. All of this came about in a deep and natural way.”*

Based on this experience and from the course they completed, Amy and Marie realized support for residents near death is important and something Pyareo should adopt and continue in the future. They learned from their course, which is actually a certificate program, that trained people for this work are called “end-of-life doulas,” just “doulas,” or (maybe harshly) “death doulas.” (The word is Greek for a “woman who serves.”)

End-of-life doulas are not like hospice workers; they don’t get involved with dispensing medicines or dealing with other medical issues. They offer emotional and spiritual support to both the person dying and their family. For example, they might hold a memorial service before the death to celebrate the person’s life. Or they might encourage the person to write letters to be read after death to family or friends, expressing gratitude or seeking forgiveness. They might guide the person to write a short autobiography. Sometimes end-of-life doulas simply sit with a person or – like Amy and Marie – read or sing.

So the truth of Kirpal Singh’s statement is apparent. Pyareo now has certified people to assist the dying and their family. Both Marie and Amy were deeply moved by this experience and it has radiated to everyone else involved. There was indeed something to learn from everyone, even a dying person.

*For more information:*

- Doula Training. <https://learn.uvm.edu/program/end-of-life-doula-at-uvm/end-of-life-doula-certificate/>
- New York Times article 6/25/2021  
<https://www.nytimes.com/2021/06/24/well/doulas-death-end-of-life.html?searchResultPosition=1>

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*Shipp Webb is a member of the Board of Directors of Pyareo Home, and its former president for many years*

### ***Interested in working at Pyareo Home ?***

*Looking for reliable and caring individuals to join our staff, and look after the safety and wellbeing of our beloved residents. A flexible work schedule is important. An LNA license is preferred, but we are willing to train the right person.*

*Currently, it is mandated that our staff take weekly Covid-19 tests, which we provide at no charge. To date, we have had no Covid-19 cases at Pyareo Home.*

*If you are interested in joining our staff and becoming a part of our caring and supportive Pyareo environment, please send an email, along with your resume to Sarah at [admin@pyareohome.org](mailto:admin@pyareohome.org).*

Pyareo Home, Inc.  
Board of Directors

Tibor Farkas, president  
Tracy Judd, treasurer  
Beverly Swan, secretary  
Anna Benevides  
Jim Miller  
Shipp Webb  
Laurie Webster

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<http://www.pyareohome.org>

See us also on Facebook.

Pyareo Home, Inc. is registered as a nonprofit public charity organization with the State of New Hampshire. All contributions are tax-deductible – our IRS tax identification number is 04-3347981.



We hope you enjoy this issue and that the pictures and words give you a sense of recent events at Pyareo Home. As always, contact us with your ideas and suggestions!



Please help us keep your email address up to date. That way, we can send you the full-color electronic version of our newsletter instead of, or in addition to, the printed version.

We would especially like to update emails for our Canadian and overseas subscribers, because of increased mailing costs to those areas.

So call us up, or email us with your current email and post office address.

## Remembering our friend and co-worker Richard Barnaby ("Barnaby")

*When Barnaby's mother came to live at Pyareo Home in 2003, Barnaby and Teri became regular visitors.*

*During one of their visits, an all too common management crisis surfaced, and we asked Barnaby if he could help sort things out. He stepped up without hesitation, and so began a working relationship that lasted many years. Most of that work was uncompensated, although after a few years, they charged a nominal amount for the bookkeeping part of their role. Shortly after responding to our call for help, Barnaby took*



*Richard and Teri Barnaby (second and third from right) with residents during their time as caretakers at Pyareo Home*

*over all aspects of Pyareo's finances, and then started filling other roles as well. Throughout this time, he and Teri lived three time zones away, so there were lots of Fed-Ex packages, memos, emails and phone calls going back and forth.*



*Whenever Barnaby would find an organizational problem, he would dive right in to fix it, while the rest of us were still scratching our heads. He developed Pyareo's first Employee Manual, and spent an untold number of hours on many other documents, to provide a structure to Pyareo Home's organization. He would draft position papers, create ideas for fundraising, and so on; send them to his friend Christen Lynn to give these better shape; and he would then spring these on the rest of us.*

*In working with Barnaby one felt happy just to keep up with him and contribute around the edges. As many others know, Barnaby's skills were wide-ranging, his intellect was sharp and concentration intense, and he was (at least during those early years) indefatigable.*

*Eventually, after many years of working together, we went separate ways. Then, in 2013, Teri and Barnaby uprooted themselves from Nevada and came to live at Pyareo Home as resident caretakers. Living at Pyareo Home in that capacity is an intense experience, especially since the caretakers' apartment is very small. But the Barnabys stuck it out for two years, during which they contributed generously to the life there.*



*Barnaby and Teri repaired things and wrote articles for the newsletter. Teri tended the gardens and lavished quiet love on residents. Barnaby looked at everything as a systems analyst: Does it work? And if not, why not? He found that part of the heating system was piped wrong, and had it fixed; he repaired one of the heat recovery units; investigated and programmed the phone system; and before they left he had many notes and created detailed videos which walked through describing every system at Pyareo Home. We still refer to these when there is trouble.*

*Some people flash through our lives and impact us deeply. Barnaby was one of these.*





## Friends of Pyareo Home



*I wish to support the mission of Pyareo Home*

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: ( ) \_\_\_\_\_ Email: \_\_\_\_\_

I wish to receive this newsletter by  email only  postal mail only  both

I pledge to give each month:  \$10  \$20  \$50  \$100  \$200  Other \$ \_\_\_\_\_

Or, I wish to give a one-time donation of  \$20  \$50  \$100  \$200  Other \$ \_\_\_\_\_ (choose method below)

My pledge or one-time donation form of payment is:

A CHECK MADE PAYABLE TO: Pyareo Home, 333 Brook Road, Sanbornton, NH 03269

A credit card (for monthly pledges, charges will be made on the 2th of each month). MC/Visa/Discover

Card No. \_\_\_\_\_ 3 digit code \_\_\_\_\_ Expiration \_\_\_\_\_

Signature: \_\_\_\_\_

List the billing address for credit card if different than the address noted above.

**Thank you for your donation.** All donations are tax-exempt and formal acknowledgment will be sent at the end of the year.

Pyareo Home can now accept donations of stocks and/or bonds, which, if donated directly, may eliminate capital gains tax to the donor. Please consult your tax adviser.

*Donations can also be made through the Pyareo Home website at [www.pyareohome.org](http://www.pyareohome.org)*



## Gardens and Cats

*Jonathan Powell*

*It's mid-summer as I write this, and our flower gardens are at their colorful peak. I tend to try out a lot of different plants to see what survives and thrives, and I also keep opening up new garden areas. It is a pretty undisciplined approach, and sometimes more than I can manage, but Amy helps with the weeding and watering. Fortunately, nature is strong and the plants succeed on their own with whatever assistance we can provide.*

*Everyone loves Timmy! He's the cat who came to us last October, calm, happy, friendly and well-behaved. He loves the outdoors, and can be seen sitting and surveying the scene, or patrolling through the fields in search of rodents. He also loves his naps, and sleeps in a number of locations, known or unknown. His tail often makes an appearance sweeping across my face in Zoom calls. His arrival was upsetting at first to the resident cat Sweetie Pie, which provided us with some drama, but now they coexist peacefully.*

*Jonathan Powell is the maintenance caretaker and bookkeeper at Pyareo Home*





*Pyareo Home*

333 Brook Road  
Sanbornton, NH 03269

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*What lies behind us and what lies before us are  
tiny matters compared to what lies within us.*

*Ralph Waldo Emerson*

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SANBORNTON, NH

*Pyareo Kitchen  
favorite*

## Broccoli and Cauliflower Bake

1/2 lb each broccoli & cauliflower, broken  
into florets  
2 large potatoes, cubed  
3 1/2 oz cherry tomatoes  
Sauce:  
2 tbsp butter or vegetarian margarine  
1 leek, sliced  
1 garlic clove, crushed  
3 tbsp plain (all purpose) flour  
1 1/4 cups milk or milk substitute  
3/4 cup mixed grated cheese, such as vegetarian  
Cheddar, Parmesan and Gruyere



2 tbsp flat-leaf parsley, chopped  
1/2 tsp paprika  
Salt and pepper  
Chopped fresh parsley, to garnish

1. Cook the broccoli and cauliflower in a saucepan of boiling water for 10 minutes. Drain well and reserve. Meanwhile, cook the potatoes in a pan of boiling water for 10 minutes, drain and reserve.
2. To make the sauce, melt the butter or margarine in a saucepan and sauté the leek and garlic for 1 minute. Add the flour and cook for 1 minute. Remove the pan from the heat and gradually stir in the milk, 1/2 cup of the cheese, the paprika and parsley. Return the pan to the heat and bring to boil, stirring. Season with salt and pepper to taste.
3. Spoon the cauliflower and broccoli into a deep ovenproof dish. Add the cherry tomatoes and top with the potatoes. Pour the sauce over the potatoes and sprinkle on the remaining cheese.
4. Bake in a preheated oven, 350 deg. F for 20 minutes or until the vegetables are cooked through, and the cheese is golden brown and bubbling. Garnish and serve immediately.

(reprinted from the December 2013 newsletter)