

# Agenda

Meeting of the  
Service Access & Management, Inc.  
Board of Directors  
Thursday, December 17, 2020  
Beginning at 8:30 AM

*Zoom Link:* <https://sam-inc-org.zoom.us/j/99881605605>

*Meeting ID:* 998 8160 5605; *Passcode:* 963532; *Phone:* 646-558-8656

- I. **Approval of Minutes:** John
  - a) [November 19, 2020](#)
- II. **Welcome New Board Member & Introductions**
- III. **[Thank you Messages from SAM Staff](#)**
- IV. **New SAM Ad Video**
- V. **Holiday Video from SAM Staff**

**Next Board Meeting: [Thursday, February 25, 2021 – 8:30 am](#)**



**MINUTES OF A REGULAR MEETING  
OF THE  
DIRECTORS OF  
SERVICE ACCESS AND MANAGEMENT, INC.**

**THE FOLLOWING** preamble and resolutions were adopted at a regularly scheduled meeting of the Board of Directors of Service Access and Management, Inc. (the “Company”), held electronically via Zoom, being called to order at 8:30 AM on the 19<sup>th</sup> day of November 2020, in accordance with the Bylaws of the Company and Section 1727 (b) of the Pennsylvania Business Corporation Law of 1988.

**THE FOLLOWING** members of the Board of Directors were present: Jeffrey Darlington, Damaris Espinal, George Ioannidis, Michael Malinoski, Elaine Schaeffer, Larry Shaub, John Vafeas, and Mary Rita Weller; the following members of the Board of Directors were absent: Marie Beauchamp and Joseph Puc.

**THE FOLLOWING** Company officers and/or employees were present: Nan Haver, Mary Ann Kowalonek, Lori Hartman and Letty Soto; also present was Nancy Clemens, SAM, Inc.’s Director of Children & Youth Service Line.

**NOW**, Nancy Clemens presented the Board with a description of SAM’s Children & Youth Service Line.

**NOW**, upon consideration of relevant sources of information and after discussion, the following resolutions are adopted, pursuant to seconded motions and at least majority votes in support thereof:

**RESOLVED**, the minutes of a meeting of the Board of Directors which took place on the 15<sup>th</sup> day of October 2020, be and hereby are approved and adopted; and;

**RESOLVED**, that all of the actions of the officers and directors of the Company to date, of which the Board of Directors has knowledge be and hereby are ratified and approved and adopted; and;

**RESOLVED**, that as a result of the nomination by the Governance Committee, Michael Malinoski is appointed to serve another three year term on the Board of Directors; and that the officers of the Company be and hereby are authorized and directed to take all actions necessary and desirable to complete the same; and

**RESOLVED**, that as a result of the nomination of the Governance Committee, the Board shall appoint Anthony Cartolaro, Jr. to serve a three (3) year term as a member of the Board of Directors; and that the officers of the Company be and hereby are authorized and directed to take all actions necessary and desirable to complete the same; and



**THE FOREGOING DOCUMENT** accurately sets forth the corporate actions taken by the Board of Directors of the Company at a regularly scheduled meeting on the day and year first above written.

Respectfully Submitted:

  
\_\_\_\_\_  
Lori A. Hartman, Secretary



## A FEW MESSAGES OF THANKS FROM SAM STAFF...

Just a quick shout out back at you for the kind and generous memo we all received this morning. We appreciate your thanks and recognition for the hard work being done, and want to thank you in return for the dedication and time that you put in to lead us all into the very promising future.

I just want to say that I enjoy working for this company! that they have good people working for them! they have been supportive when my house burned and when my mom died and with showing their appreciation with the bonuses (that always come when most needed). I could not have found a better company to work for! Thank you for all of your good work and being a great company! I am proud to work for you!

What a wonderful gift. Thank you very much! S.A.M., never ceases to amaze me with your generosity and appreciative attitude! S.A.M. INC. Is awesome as an employer!

I just wanted to reach out and say thank you. I have worked for SAM over 6 years and feel this is such a wonderful company. I am blessed to be able to help our consumers and working for a company that cares about its employees

Words can't express the appreciation I feel towards this company and its board members. It's been a trying year ..... Maybe more for some ..... Less for others. Though ..... knowing that this company has continued to show their support for their staff through the "thick and thin of times" ..... Means more than you'll ever know. .... Truly .... More than you know. Thank all of you for your continue uplifting support.

I just wanted to express my deepest gratitude to you and all at SAM. These times have certainly been challenging for many. I am blessed to be part of this team at SAM. I have been working to give back more this year and this will also give me the opportunity to help give back to our community during Christmas time. Thanks for all you do.

Please send a huge thank you to the board from me... because this was unexpected money for me, I will in turn plan to pay it forward to friends and family currently feeling the effects of the pandemic causing them financial distress.

Thank you to everyone that had a part in making the decision to provide this bonus to our staff. I appreciate it as do the SC's that I supervise and we wanted to say thank you and wish you every blessing over the holiday!

I just wanted to say I'm so thankful to be part of this company. Not only was I excited about the bonus but while in supervision it brought tears to the eyes of one of my staff who shared "I've never felt so appreciated in any place I've ever worked. This is a blessing. This job is a blessing. I'm just so very thankful for SAM."

This is really a great way to show appreciation to the staff who are working so hard to make sure the participants that we serve are being taken care of as well as trying to juggle taking care of themselves and families.

Please extend to the Board of Directors and also to all of you my heartfelt thank you for this generous gift, especially at this time of the year. I am very proud to work for a company who appreciates their staff especially in these tough times. I know I have said this before, but I am so grateful to have had this opportunity working for SAM and experienced so many opportunities I would not have had otherwise.

Thank you! Thank you! Thank you! I literally sobbed when I opened this. I've been really struggling last few months and this enables me to get out of the hole and also enables me to get a few Christmas gifts without financial consequence. I was so worried as to how I was going to do it. Truly, deeply, appreciated. Another reminder of why I love SAM and feel continued respect and committal to the company.

This is amazing!! We are so lucky to work for a company that recognizes our value and hard work and efforts. Thank you so very much and Happy Holidays!

Please pass my sincere appreciate on to the Board! I am in tears, I am so very grateful!

I just wanted to say thank you for the bonus, I have been check to check with trying to buy the kiddos stuff for Christmas and pay bills, so this unexpected bonus makes me feel relieved. I wanted to let you know how much I appreciate it and I am sure the rest of SAM employees do too. Thanks you from the bottom of my heart!

Thank you for your generous leadership and please pass along my gratitude to the Board of Directors. Taking time to recognize the hard work and dedication of our employees is so impactful and beyond words.

What an unexpected awesome surprise! Like Mary Ann pointed out during the SCO State of The Agency, I don't know of any other nonprofit organization that can do this for their staff - especially at a time when there is so much uncertainty in the world around us. I am so fortunate to be a part of the SAM team and thank YOU for creating the culture that allows it to thrive. Here is to continuing to make the world a better place and leaving people better off!

I wanted to let you know how much this email met to me and my family. With the craziness of the season compounded by the new restrictions in Pennsylvania, Your gift to me and all SAM employees has made this year's end a happy one. I am so happy to be working for such a caring company who understands the needs of their employees; and how difficult it is to balance caring our individuals and family and our personal families and friends.

Please extend my appreciation to the Board for this wonderful early Christmas gift! How very generous and thoughtful! What a pleasure it is to be part of such a wonderful company.

It seems that I am always sending you a thank you email.....so.....here is another.....THANK YOU , THIS COMPANY'S GENEROSITY IS TRULY AMAZING! I am proud to work for SAM!!!!

I would personally like to thank everyone involved in making this decision. I cannot express how grateful I truly am for this bonus. We recently lost our beloved kitty, and we incurred a lot of expenses with her treatment. I have been very stressed about the financial ramifications of her care. This could not have come at a better time for me. The generosity, combined with how much we truly need it at this time, has me in tears. Thank you again.

Wow! Thank you very much for this generous bonus! I am blown away by the way SAM takes care of their employees. It has been almost a year that I have been here and I have loved every minute!

**...AND MANY MORE MESSAGES SAYING "THANK YOU"!**