

Annual Report 2018







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The spirit of giving is a gift! Phoenix has been blessed by the efforts of so many people who have a heart of giving. They give of their time, resources and expertise to support this organization—individuals who see a need and ask how can I help? In a world where we are often reminded of our shortcomings and ways we could improve, it is so very refreshing to be surrounded by families, friends, and a community of people willing to jump in and to help fill the gap.

Our Annual Report will focus on several people that support us through volunteering, financial contributions, and in-kind gifts. As we launch our new campaign focused on "Closing the Gap," it seems appropriate to reflect on those who are already on board with this endeavor, and for those who have not jumped on board with us, I hope these stories will serve as an inspiration. Given the workforce crisis and challenges providers face every day in supporting vulnerable people, it is truly admirable and worth acknowledging people who look for ways to help.

We will highlight a few individuals and organizations in this report, realizing that we cannot call them all out in one report. There are so many others who contribute by sharing their talents in a number of ways and we sincerely appreciate everyone who has supported us in any way over the years.

Thank you for your continued support!

Darlene Scott President & CEO





Walking for a Cause

The Severson Family



The saying, 'It takes a village to raise a child' couldn't ring more true for one dedicated Phoenix family. Since their daughter moved in, the Seversons continually go above and beyond for The Phoenix Residence in more ways than one.

Wendy Severson moved into Eric's House in March of 2014. Wendy's father, Paul Severson, recalled that she was the first to move in and that she was so excited she could pick out her own colors for her bedroom.

"My wife and I have always been very impressed with Phoenix since the beginning,"

said Paul. "From the very first meeting, staff has always been available. If I have a question, Phoenix has an answer."

Those feelings strongly resonate with Wendy's sister-in-law, Gail Severson. "When she made the move to her new home within The Phoenix Residence, we were thrilled for her! We all went to see this new beautiful home and to meet her new friends and staff," said Gail. "The moment we walked in the doors, we knew she was

meant to be there. She lit up showing us her bedroom, introducing us to her roommates as well as the wonderful people there who care and nurture them both physically and mentally."

And ever since that move-in day, the Severson family continues to support many of Phoenix's fundraising events, including our 5K walk, Made in the Shade. Not only do they bring in monetary donations, they bring dozens of family members to the walk to support Wendy. For them, it's like a family reunion! And thanks to generous donations from the Seversons and the other families from Eric's House, the individuals have taken trips to South Dakota and Wisconsin in recent years.



The support doesn't end there though. The Severson's support in-house is strong as well. Whether that's working with staff to add risers to Wendy's bed or attending her 60th birthday party, they never miss a beat! "Wendy couldn't be happier to be where she's at. Phoenix is a great organization and they bend over backwards for you," concluded Paul.

Thank you to the Seversons for all you have done!



A Lasting Partnership

CBS Construction Services

It's a partnership that has gone back decades—and continues to grow stronger every day. Rob Borchardt from CBS Construction first learned of Phoenix through Russ Douglas, one of Phoenix's founding members. Russ invited him to join him at the golf tournament that year—one of the first Phoenix ever held—and ever since, they've been strong supporters of the Russ Douglas Phoenix Golf Classic.

"We like to give back to the community," said Rob Borchardt, CEO of CBS Construction Services. "I understand that I could be a client in a heartbeat, which is why it is so important to me to support such a wonderful cause."





Throughout the years, CBS continues to be a top sponsor at the Russ Douglas Phoenix Golf Classic, always bringing a solid group of golfers every year. "Some of the most memorable moments with Phoenix come from the golf tournament," said Rob. "The stories from the family members are always so touching."

He also added that meeting the staff over the years has been very inspiring. "You're providing a quality of life and a home to them," concluded Rob. "No other cause surpasses those who help the community's most vulnerable."

Thank you to CBS Construction for all your support over the years!



The Legacy of a Phoenix Family The Deeney Family

For over 40 years, so many lives have been touched and families supported by The Phoenix Residence. But the real gift is the support we receive from the families—some of whom have been here since the beginning. And the Deeney family is no exception.

"It was an honor to serve Barb Deeney," said President/CEO Darlene Scott. "She had been one of our pioneer residents who lived in the very first home that Phoenix started over 40 years ago." Barb later moved into Foss House when Phoenix relocated the individuals into homes in the community in the mid-2000s.



Strong Family Bonds

Throughout the years, their family has donated time and effort to their sister's home. Not only have they consistently donated to our fundraisers, but they've taken care of the Foss House too. Former Foss House Program Manager Elizabeth Larson noted that Gerald Deeney, Barb's father, would often ask 'Is there anything you need at the house?' and he made sure they got it. When Barb's health started to decline, he was instrumental in installing a ceiling lift for her in the home.

"The Deeney family is a gift to Phoenix," said Darlene. "Her father Gerald Deeney was always active and engaged with Barb and her Phoenix family. He was generous in giving of his time and many financial contributions."



And the Legacy Continues

Although their sister passed away in 2017, the Deeney family continues to be a blessing to The Phoenix Residence. In 2018, Pat Burns, Barb's sister, set up a fund in honor of her sister so The Phoenix Residence would be supported for years to come.

With this fund, The Phoenix Residence receives a designated donation every year for the next 10 years. *The Deeney Sisters Fund* supports our direct care personnel by continuing already-developed programs.

Thank you to the Deeney family for your continued support over the years!



The Legacy of a Phoenix Family The Deeney Family

The Deeney Sisters Fund

Thanks to their generous donation, these programs continue to prosper here at The Phoenix Residence:

Annual Employee Gifts
Aspiring Leaders Program
Employee Recognition Luncheon
Leadership Conference
Outstanding Leadership Awards
The Bridge Loan Program
T-Shirts for Staff



Legacy Gifts

Are you interested in leaving a legacy gift with The Phoenix Residence? Any amount is greatly appreciated! Please contact Jackie Larson at 651-294-7964 or jlarson@phoenixresidence.org for more information.

"The Deeney Sisters Fund is for the direct care staff, because at the end of the day, it is these caregivers who make a difference. I would truly like to keep my sister's name alive in your organization."

Pat Burns, sister of Barb Deeney who formerly lived at Foss House



Support Through Song

The Capetz Family



For the last decade, John Capetz, Phoenix's landscaping contractor, and his family have been instrumental in a Phoenix annual tradition. Every holiday season, they have so generously led Holiday Singalong at English House. And every year, John's sister makes an ornament for everyone who is at the singalong.

"Everyone is so happy to see us," said John. "You don't need to have an invitation; they will welcome you into their home no matter what."

Being There in a Time of Need

Over the years, the Capetz family has grown closer to the individuals and staff here, especially at English House. "Phoenix is an extension of my family," said John. "It's nice when they start out as people you know from work, but then turn into friends."

They get to know the individuals personally and visit them on a regular basis, which is exactly what a former individual from English House needed when she went into

hospice. The family



fcame to visit at a moment's notice! John even brought his dog Slim to lighten the mood and it made this individual so happy in a time of sorrow. The night she passed, John's mom and sister sang to her at one in the morning. Now, that is dedication!

This is only one example of the kindness and blessing the Capetz family brings to our organization. There are many more. John continues to be a major sponsor of our fundraising events, Made in the Shade 5K walk and the golf tournament, while also supporting the individuals' goals whenever he can.

Thank you to the Capetz family for everything you do!

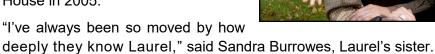


Volunteering as a Family

The Bredesen Family

Moving cross country is difficult for anyone, but moving cross country to find a home for your loved one with disabilities is a hurdle like no other. S when the Bredesen family moved their daughter/sister up here, they were beyond relieved to find The Phoenix Residence.

Laurel moved up to Minnesota from Texas in 2002 to join the rest of her family. And while Jo Bredesen, Laurel's mother, has fond memories of her at the main building, she was happy to see her move into Carver House in 2005.



Over the years, the family's appreciativeness grew—so much so they felt compelled to volunteer their time. For nearly a decade, Jo Bredesen served on Phoenix's Board of Directors.

"Being on the Board helped me to see the overall strategy of the organization. I could see how hard the staff work," Jo said. "Phoenix is a well-run organization. They work hard to provide visibility to those who normally don't have a voice."



After Jo's time on the board, Laurel's siblings felt motivated to volunteer as well. Oftentimes, you'll also see Sandra Burrowes and John Bredesen, Laurel's siblings, behind the camera at Phoenix events—capturing some of our most heartfelt moments through the photos they take.

"Anything I can do to give back to an organization that gives so much to our family, I'm more than happy to do," said Sandra. "Volunteering allows us to be more involved with Phoenix than by only visiting the house," John added.

For a family that has given so much to Phoenix, it's nice to know that Laurel has a place she can call home for a long time. As John concluded, "Carver House staff has been amazing. They're deeply invested in the individuals and you can tell. My sister is in a home, not a house."

Thank you to the Bredesen family for everything you do for Phoenix!



Advocating for Her Sisters

Liz McCambridge

ARRM Day at the Capitol comes around once a year, but for Liz McCambridge, advocating for her sisters doesn't stop there. For the last 11 years, Liz has joined us at the Minnesota State Capitol to advocate for support of disability services—and for that, we couldn't be more grateful.

"The best part of volunteering with Phoenix is the feeling I get that it's important what I'm doing," said Liz. "The need for lobbying never goes away. In fact, it's become more and more imperative."

Passing legislation to increase wages for Direct Support Professionals is always top of mind for her—she sees the effect it has on her three sisters at Furness House. "It just makes sense to lobby for important legislation that concerns [my] loved ones," said Liz. "A decent living wage for DSPs ... helps make the home care environment more stable and consistent."

When she is not at the Capitol, she continually reaches out to her legislators to make sure the issue is top of mind, whether that be through an email or a phone call to her representatives.





Supporting the Organization

Furthermore, Liz is also on the Human Rights Committee, where she responds to requests from Phoenix nurses regarding new admits, medications, and equipment changes.

"It's so important for people to support The Phoenix Residence," Liz concluded. "For people who do not have a loved one in the Phoenix homes, they should visit one or attend an event and just see how precious these lives are and how they deserve so much more."

Thank you Liz for your all advocacy and support over the years!



Board Members

The Phoenix Residence is lucky enough to have some of the most talented and educated individuals in the industry on our Board of Directors. Let's take a moment to feature several board members who have served on the board for nearly a decade or longer.

Steve Pfeiffer – Board member for 9 years, golf sponsor, and served on Special Events Committee for several years. Steve also continually solicit grants from Ecolab on our behalf as a former employee.

1. Tell me about your experience on Board of Directors.

This is my 9th year on the Phoenix board and it has been a wonderful experience. I have enjoyed working with those we interact with and support.



2. Is there a particular moment or memory that stands out for you?

Going to the Capitol for ARRM Day this year is one that stands out to me. Seeing all the passion and compassion of all those people is emotional. Anyone who advocates sees that. The need is there.



Dr. Richard Vance – Board member for 38 years and volunteers with golf tournament

1. Tell me about your experience on the Board of Directors.

My experience with the board has been a fun experience. The Phoenix Residence has such a passion for caring for people with disabilities. You can tell they care so much for their employees through the work they do.

2. Why did you want to be a part of the board?

I wanted to be a part of the board because my neighbor actually had a son at Phoenix and he was very complimentary of them. That sounded like something I wanted to be a part of. My whole life has been about helping people through my numerous mission trips and being a surgeon for 35 years. It's my passion to help people and I hope by being a part of the board, I am able to do that.

Steve Pfeiffer Chairman

Richard Ivance, M.D. Vice Chairman

Jean Schmidt Secretary

Jim Hughes Treasurer

2018 Board of Directors

Darlene Scott President/CEO

Derrick Banks Director

Kirsten Gregerson Director Eric Schultz Director

Jennifer Buchanan Director

Garrett Colao Director Julie Nagorski Director

Jamie Grupe Director

Jeffrey Points Director

Board Members



Derrick Banks – Board member for 12 years and golf sponsor

1. Tell me about your experience on the Board of Directors.

Being a member of the board with The Phoenix Residence has been a great and humbling experience. I really enjoy the work the organization does and its positive impact on so many lives, including clients and family members. It has been an honor to be a part of that success for so many years.

2. Why did you want to be a part of the board?

After the initial meetings with leadership, I really trusted the organization. I believed the organization was doing the right things for the right reasons—and to be part of that success would be an honor.

3. Is there a particular moment or memory that stands out for you?

The moments I enjoy most are having the opportunity to meet with leadership and staff members. Whether it's a tour of a facility, a board meeting, or during one of our outings, it's always a pleasure to meet with the team who continues to make the organization such a success.

Eric Schultz - Board member for 42 years and golf sponsor

Eric has been a strong supporter of Phoenix for over 40 years. He is one of the original board members for The Phoenix Residence—making him the longest board member to date. He is also a board member for our sister corporation, Phoenix Service Corporation.

"The organization's commitment to provide and continually improve a caring and nurturing home is simply beyond description," said Eric.

He's consistently donates his time and money to Phoenix, including volunteering at our golf tournament year after year. Eric has held many positions and participated in several committees throughout his tenure.



Eric was a practicing attorney for years and has provided many hours of pro bono work for the organization over the years. He is quite active in the community and has served on several other nonprofit boards as well. Because of his outstanding support, we named one of our homes in his honor: Eric's House.

Thank you to all our board members for your commitment and leadership to our organization!



Retiring Board Members

It is with distinct pleasure that we take this opportunity to thank two board members who retired from the Board of Directors this year. Their guidance and leadership is greatly appreciated and we wish them the best of luck with their future endeavors.

Jean Schmidt – Board member for 18 years and golf sponsor

1. What about our nonprofit's mission and work really motivates you?

I am so proud of the mission of The Phoenix Residence, that our clients have as much autonomy as possible, and that we have staff committed to creating opportunities that contribute to their quality of life daily. For me, that is a real motivator. As a board member, it is our duty to see that this environment is encouraged and carried out.

2. What do you want to accomplish as a board member this year?

I had no idea when I started that I would be on the board for 18 years! The experience has been gratifying as I have witnessed many changes and growth of The Phoenix Residence in that time.



My goal this year was to support Darlene and her staff in carrying out the mission and vision of The Phoenix Residence. The Phoenix Residence, Inc. continues to be a leader in advocating for individuals with disabilities. My hope is that this will continue long after my time on the board.



Jim Hughes – Board member for 3 years

Jim brought his business and sales background to the Phoenix Board of Directors meetings. He also supported Phoenix through monetary and in-kind donations.

Thank you to all our board members for your commitment and leadership to our organization!

Volunteers

Over the years, we've been gracious enough to work with so many dedicated volunteers and students who have a passion for what we do. This year, we wanted to highlight a few of our event volunteers and service learning students who recently dedicated their time to us.



Jim Woodard - Volunteers at golf tournament

1. What is the best part about volunteering with Phoenix?

The satisfaction in giving back to a company that offers their full support in assuring that my son lives as independent as possible is rewarding enough.

2. Why did you want to volunteer this year?

I sought you guys out to volunteer this year! I came back for many reasons. The people I was surrounded by and met at the event made the tournament fun. Phoenix truly stands by their mission [and] the care that they give to the individuals is genuine. People need to be aware of companies like this. They talk the talk and walk the walk!

3. Do you have anything else to add?

I can keep going on and on about how I feel about Phoenix. Phoenix is something special. You let us have our life back again.

Russ and Kathy Trout - Volunteers at golf tournament

1. Tell me about your experience volunteering with The Phoenix Residence. How long have you been volunteering with Phoenix and how has it gone?

We started volunteering through 3M Cares and have participated in the golf tournament for 10 years. The experience has been great! The work that Phoenix does with individuals with developmental disabilities is amazing.

2. What is the best part about volunteering with Phoenix?

The best part is working with such an amazing company and it's fun. We are able to reconnect with the same people every year.

3. With so many great organizations to support, why should others choose to support The Phoenix Residence?

The need is great. People don't understand the needs of individuals with developmental disabilities and Phoenix helps with providing those needs and helping others understand.

Volunteers

Thank you to all our volunteers and service learners in 2018!





A local girl scout troop visits English House every year to do activities with us, including making cookies and flower pots.

Marissa Gilbertson

Marissa has been a service learner at English House since fall of 2018

Service Learner

1. What is your area of study or major at Century College? And what are your career plans post-graduation?

Medical Assistant. I plan to work as a medical assistant while pursuing something else higher in health care.

- 2. What are some activities you were involved with at The Phoenix Residence?
- I participated with in-house activities and community outings, like playing games, painting nails, shopping, etc.
- 3. What did you enjoy the most during your service learning opportunity?

I enjoyed building relationships with the individuals. It's nice to see the smiles on their faces when I come in. It's exciting that I'm making a difference in someone's life.

4. What is something you have learned?

It was an eye-opener, realizing how I and people without physical and intellectual disabilities take our own capabilities for granted. I see how great the impact is of providing services to the individuals.



Fundraisers

Made in the Shade 2018

For one Saturday in September, individuals, families, and staff of The Phoenix Residence come together our annual 5K walk, run & roll, Made in the Shade. Together with six other organizations, people from across the Twin Cities joined in on the mission of supporting adults with disabilities.

September 15, 2018 proved to be one of the hottest Made in the Shades on record, but that didn't stop people from coming out and having a good time. After a walk, run or roll around Lake Calhoun, participants enjoyed a cookout and music all while browsing the vendor booths and art contest.



Thank you to everyone who supported Made

in the Shade in 2018! Whether you donated to a house or joined us the day of, we appreciate all your support! All funds raised went back to our homes towards specific fundraising goals, including music therapy, weekend/day trips, and new furniture.

To see more photos from Made in the Shade 2018, please visit our <u>Facebook page</u>.

Thank you to everyone who participated or donated to our cause!



With YOUR help, we raised \$7,579.05



Fundraisers

Made in the Shade 2018



MADE IN THE SHADE

Please join us for our next Made in the Shade walk! All are welcome to attend, so bring your friends and family!

We just attended the 2019 Made in the Shade event, but will soon announce the date for Made in the Shade 2020. Visit our website for more information.



Alan and Melissa Berner **American Family Insurance - Darin Husaby Barb Husaby Brown & Brown Insurance Canopy Financial Group - Kyle Kirsch Darlene Scott David & Lynn Myhr Diane Kubal** SPOZS **Duane and Susan Harves Elizabeth and Greg Severson Grant and Leigh Barrette James Tankenoff Jane Hess** Jennette Wasmund **Jenny Buchanan** Julie Perlinger **Karen and David Olson Kate Dwyer Larry Quist LB Carlson** Mark and Jacquelyn Braun Mark and Kim Calhoun Mark Jaszewski **Ned Therrien Neil and Trish Smith New Coast Properties - Derrick Banks Norman and Rose Joarnt Old National Bank Pat Casey** Paul and Ellen Wilson **Paul Severson Peg Olin Roxanne Kasal Shelley Peltier South Robert Street Business Association Steve and Cheryl Moore Steve and Gail Severson** Steve and Lou Pfeiffer **WCMC Wendy Price Western National Insurance Group**

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Fundraisers

Other 2018 Fundraisers



Russ Douglas Phoenix Golf Classic brought in \$39,117.95



The Phoenix Residence is facing an urgent and critical need to invest in sustaining the services and supports required to enable the individuals we serve to live a life of choice. To do this, Phoenix would like to raise \$150,000 per year over the next five years to sustain our services.

We recently launched our *Close the Gap* campaign to assure that we are able to maintain quality, skilled and caring direct support professionals to work with the 300 individuals in our programs today.

Our **Close the Gap** initiative is about recognizing the enormous contributions and value that direct support professionals bring to the lives of people with disabilities and raising awareness about the challenges we face in providing those we serve with dedicated, skilled and caring staff.



Please consider becoming a sustaining donor by joining us in this effort to Close the Gap.

All gifts over \$100 will be acknowledged by adding a leaf onto our new Giving Tree at our main office, and gifts of \$1,000 and over will be acknowledged with a foundation stone. The different colored leaves and stone sizes will represent different levels of giving. Donations can be made on our website at www.phoenixresidence.org/give/donate.html or sent through the mail.

Please visit www.phoenixresidence.org/give.html to learn more about the issues we face.

Questions? Contact Jackie Larson at 651-227-7964 or jlarson@phoenixresidence.org.

Thank you for your support!



A Heartfelt Thank You to All Our 2018 Donors!

\$50,000

Pat Burns - Deeney Sisters Fund

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\$2,500-\$6,000

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Innovative Office Solutions

\$1,000-\$2,499

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Minnesota Lynx

Minnesota Orchestra

Minnesota Renaissance Festival

Minnesota Vikings

Mississippi Market

Mystic Lake Casino Hotel

O'Gara's Bar & Grill

Old Log Theatre

Pat Callinan

Pat Novak

Paul Severson

Plaza TV & Appliances

Porterhouse Steaks & Seafood

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Steve Pfeiffer

Surly Brewing Company

The Commodore Bar & Restaurant

The Escape Game

The Royal Golf Club

Theater in the Round

Troy Burne Golf Club

Verna Miller

Weisman Art Museum

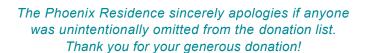
Wheel of Fortune

Wild Mountain

Wilson Tool

Wine and Canvas

Ziggy's Restaurant



A Heartfelt Thank You to All Our 2018 Donors!

Memorials

In Memory of Sharon Severson

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Kaposia Education Center

Karen Kuritz Kenneth and Donna Miller Kenneth and Sandra Jackson Kyle and Chayna Hamre Lance Rustad Linda Deloia Louis Losinski Luis and Joyce Rubio Lynn Thoele M Tonko Margaret Arney Margarite Thoele Mary Ann Berg Mark and Cheryl Keogh Mark and Melissa Hamre Mary and Matthew Johnson Mary Thirsten Matt Hopp Megan M Hilden Rondeau Michael Barbara Peterson Michael and Dawn Clark Michael and Donna Pream Michael and Joanne Mercer Mike J Rogan Nancy Zschokke Park-Port Lioness Club Patrice Goetzke Patricia Biorke Patricia Hei **Paul Severson Phyllis Brommer** Richard and Rachel Rondeau **Robert and Carole Ballard** Robert and Carolyn Harris Robert and Joan Wirtz Ron and Sheryl Theno Rosemarie Ulrich



In Memory of Sharon Severson

Sandra and Kenneth Jackson
Sandra Masterson
Sharon Simonson
Steve and Karin Latour
Steven and Jan Campbell
Susan Rosenkranz
Thomas and Lorie Werk
Tom and Mary Dawn Johnsen
W. J. and Christine Longnecker
Wendy Militano
William and M. Tereza Baumgarten
William and Nancy Rassier
Yvonne Baker

In Memory of D.J. Ehlenz

Judith Ehlenz Collins

In Memory of David Bergman

Pat Callinan

In Memory of Mary Lippert Lori Lippert

In Memory of Mary Purtell Angela Goodrick



Donations received from January 1 – December 31, 2018

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Memorials

In Memory of Robert Dwyer

Anonymous

Beth and Lori Lastine

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Tributes

Tribute to Laura Quist

Anne Dooley

Ben Pierce

Fran and Linda Pierce

Maggie Klassens

Matthew Pierce

Tribute to Wendy Severson

Randy and Paulene Roering

Tribute to all PRI Staff

Katherine Dwyer

Honorariums

In Honor of Mary Thirster Gregory and Julie Opitz In Honor of Terry Kasa Leigh and Grant Barrette

In Honor of David Harves

Duane and Sue Harves

Grants

In Honor of Colleen Lee

AMC Theaters

Donations received from January 1 – December 31, 2018





Financials

Statement of Financial Position

Assets	2018	2017
Cash	\$521,312	\$715,496
Accounts Receivable	\$1,129,236	\$899,301
Property & Equipment	\$6,954,386	\$6,883,541
Other	\$24,947	\$32,812
Total Assets	\$8,629,881	\$8,531,150
Liabilities and Net Assets		
Current Liabilities	\$761,836	\$577,520
Long-Term Debt	\$342,436	\$396,363
Total Liabilities	\$1,104,272	\$973,883
Net Assets		
Unrestricted	\$7,433,791	\$7,523,381
Temporarily Restricted	\$91,818	\$33,886
Total Liabilities and Net Assets	\$8,629,881	\$8,531,150

Statement of Activities

Revenue & Support	2018	2017
Program Services	\$10,631,967	\$10,536,789
Donations & Special Events	\$170,195	\$121,041
Interest & Other	\$83,969	\$41,551
Total Revenue	\$10,886,131	\$10,699,381
Expense		
Program Services	\$9,660,748	\$9,336,712
Administrative Expense	\$1,209,434	\$1,193,668
Fundraising	\$47,606	\$31,199
Total Expenses	\$10,917,788	\$10,561,579
Change in Net Assets	-\$31,657	\$137,802





Thank you!



