

The Phoenix Residence, Inc.

Closing the Gap

2019 ANNUAL REPORT

JANUARY 2019 — DECEMBER 2019



The Phoenix Residence, Inc.
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330 Marie Ave. E | West St. Paul, MN 55118

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Services

The Phoenix Residence provides support to 104 adults with disabilities in the Twin Cities. In addition to our residential services, we also provide services for Independent Living Skills, Supported Living Services, and Housing Access Coordination.

Key Employees

Darlene Scott, Mary Thirsten,
Alan Berner, Pam Connolly

Contact Us

The Phoenix Residence, Inc.
330 Marie Ave. E
West St. Paul, MN 55118

651-227-7655
www.phoenixresidence.org

MESSAGE FROM PRESIDENT

This annual report will focus on “**Close the Gap**,” an initiative launched last year to bring awareness to the workforce crisis we are experiencing in Minnesota and across the country in the service community, including health care, human services, and long-term care services. An important goal of this campaign is to raise funds to narrow the wage disparity between direct support professionals and other sectors. **Close the Gap** has been tremendously successful out of the gate!

Thank you seems like an insufficient expression of gratitude! In response to our cry for help, so many individuals and families heeded the call and jumped in by supporting our **Close the Gap Campaign!** We are eternally grateful and sincerely appreciate your donations, kind words, and the support you have shown to our Direct Support Professional staff. Your support has touched our hearts!

Because of your generosity, we have started adjusting the wages of our Direct Support Professional staff. In 2019, the average wage of a DSP with incentive-based bonuses increased 10%. The plan is to continue this initiative in the years ahead. Many individuals have joined us to become **a sustaining member of our Close the Gap program**; this makes a significant difference in our ability to continue on the march toward living wages for the Heroes that work here at Phoenix.

As you know, we were already in a workforce crisis, unparalleled to anything long-term care providers had experienced; now we facing a worldwide Pandemic! To make matters even more challenging, all of our fundraising efforts that were slated to support our Close the Gap initiative had to be cancelled in 2020 given concerns with COVID-19.

Despite all of this, I am happy to report our current workforce is staying committed and are steadfast. They are really angels in a dark time! We appreciate your continued support of Phoenix and our Close the Gap campaign. As we navigate in the new world order that the Pandemic requires, we realize how important staying connected is. Thank you for your kindness and for showing the Direct Support Professional staff how valuable they truly are to us and to the world!



Darlene Scott
President & CEO
The Phoenix Residence, Inc.

MESSAGE FROM BOARD CHAIRMAN

As we face trying times as a State and Country, it is important to remember the incredible work and progress we have made as an organization. 2019 was a tremendous year for The Phoenix Residence. We continued to grow with the ability to deliver amazing services led by our President & CEO Darlene Scott. The Phoenix Residence also continued its ongoing tradition and value of truly providing a person-centered experience for our families.



**Board Chairman
Garret Coalo**

Additionally, we continued our pursuit in providing competitive salaries and benefits to our valued staff through our Close the Gap Campaign. 2019 was a fantastic year as we continued towards our goal of raising \$150,000 to ensure that our Direct Support Professionals are provided the wages they deserve. |

In 2019, we raised \$192,537 for this cause. As we continue into 2020, we hope for continued success with this campaign.

The Board of Directors has monitored the Close the Gap Campaign as well as other funding strategies to ensure The Phoenix Residence can continue to provide the highest quality, person-centered experience around. During these trying times, please stay safe and healthy.



Garret Coalo
Board Chairman
The Phoenix Residence, Inc.

CURRENT BOARD OF DIRECTORS



Garrett Colao
Current Chairman

Steve Pfeiffer
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Director

Elizabeth Johnson
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Sandra Burrowes
Director

LAUNCHING OUR CLOSE THE GAP CAMPAIGN

In 2019, we launched a campaign called Close the Gap to help narrow the wage disparity between Direct Support Professionals and others in the workforce. The ultimate goal of our campaign is to invest in the people who enable those we serve to live their best life possible. Our Direct Support Professionals are at the heart of carrying out our mission each and every day—and we need to thank them!

A severe workforce shortage of skilled Direct Support Professionals in Minnesota combined with ongoing changes to Medicaid reimbursement rates continue to greatly impact our ability to attract, retain, and adequately compensate our direct care staff. It's become critically important for us to seek other sources of funding to supplement a competitive salary and benefits package for them.

With over 8,700 and counting unfilled caregiver jobs across Minnesota, individuals with disabilities are not receiving the care and service they desperately need. In addition, there is a high turnover rate in the industry and we must compete for what is a shrinking pool of qualified, skilled, and caring Direct Support Professionals. This is why we launched the Close the Gap campaign—to bring attention to this crisis and the impact it has on the lives of the people we support and the employees who work with them.

Our goal for this 5-year campaign is to raise \$150,000 per year. Passing our one-year mark this summer, we've successfully raised \$256,113 through June of 2020. But our work doesn't end here! There's still more to do and we'll continue this fight into the foreseeable future.

To learn more about this campaign, please visit our website at www.phoenixresidence.org.



Thank you to everyone who contributed to this campaign!

Close the Gap Update

We've raised \$256,113 so far!

(Through June 2020)

THANKING OUR DIRECT CARE STAFF

Last fall, we disbursed our first installment of Close the Gap funds to our direct care staff. About 200 Direct Support Professionals received bonuses ranging from \$100 - \$1,000 based on average hours worked since the launch of our campaign. Here is what they had to say:



“Thank you for the blessing you gave to me; I truly cherish it. I’ve always believed that little things matter the most and make the biggest impact.”

“ Thank you so very very much from the bottom of my heart for your generous donation!! We all so appreciate it and our hearts are smiling. You are so special!! With love & gratitude.

”



“Thank you so much for your donation. It was much appreciated from my family that lives paycheck to paycheck. We are able to relax this month. Thank you.”



CLOSE THE GAP SPOTLIGHT

Paul and Joan Skluzacek

Last summer, Phoenix hosted its first-ever legislative visit at Afton House with Senator Karla Bigham. As they showed her around the home, everyone shared their story, including a very passionate Joan Skluzacek, mother of Nick Skluzacek who lives at Afton House.

We first met Paul and Joan Skluzacek and their son Nick in the summer of 2018 after a former provider informed them they were no longer able to care for Nick, who has Dravet Syndrome. Paul and Joan were in search of a provider who could provide the complex care their son needed, but also take on another home serving three other individuals, all with varying medical needs. After much discussion, Phoenix opened the doors of Afton House on October 1, 2018.

“Phoenix created optimism and gave us hope when we needed it the most,” said Joan. “We felt heard and they were very open to the idea. Although they knew it was a challenging situation, they agreed to try it because it was in their mission. That was a huge moment for us.”

Ever since then, Paul and Joan have never stopped giving to Phoenix. Not only have they have donated to our Close the Gap Campaign and golf tournament for several years, but they also attend many Phoenix events, and made face masks and face shields when COVID-19 hit.

“This Close the Gap Campaign is so important because it ultimately goes back to the staff who care for our family members. It requires staff who are willing to do whatever it takes,” said Joan. “I have a background in special education, so I know how hard the work is and how much professionalism it takes. I understand how undercompensated they are and this is why the campaign is so important.”

The giving doesn’t stop there, however. They continue to be a reliable resource for the home their son lives in, providing support and feedback to our Afton team. They help us understand the rationale and nuances of the things we use to care for Nick.

“They’ve been a fantastic family to work with and have made our transition into Afton all the easier with the guidance and support they provide,” said Alan Berner, Vice President of Community Services. “We would have been challenged to understand everything about him without their support. And for that...they are so greatly appreciated.”



Paul and Joan Skluzacek with their son, Nick, who lives at Afton House.

Thank you, Paul and Joan, for everything you do for Phoenix!

UPDATE ON THE GIVING TREE



When we launched our Close the Gap Campaign last year, we established our first-ever Giving Tree. This is our way of recognizing our supporters who made significant contributions to Phoenix and our Close the Gap Campaign. The tree is housed at our Central Office, and it has certainly grown this past year!

We want thank everyone who has contributed to Phoenix in the past year! So many of you have donated and are a part of this tree! At the beginning of the campaign, we made a commitment that 80% of all donations to The Phoenix Residence would go to this campaign, ultimately benefitting our Direct Support Professionals. Our goal for this campaign is to raise \$150,000 per year over the next 5 years—and with your generosity, we were able to do so in 2019.

With your donations, we provided bonuses to all our direct care staff and Program Managers during Direct Support Professional Week in September. Your donations helped make that possible!

Want to get your name on the tree? Donate \$100 or more and you'll be added to the tree! Gifts over \$1,000 will be recognized with a foundation stone. Don't wait, the tree is filling up quickly! Make your donation today at www.phoenixresidence.org or by mailing us a check.

Thank you for your contribution!

FUNDRAISERS & EVENTS

Gertens Plant Sale 2019

As is the yearly tradition, The Phoenix Residence joined forces with Gertens Greenhouse for our annual Spring Plant Sale in spring of 2019. With several new items, the flowers were blooming as the outpouring of support continued at both drop-off locations, the Central Office and English House. **Thanks to all of you, we raised \$3,897!**

Mark your calendars for May 11 & May 13, 2021 for the 2021 Phoenix Plant Sale! Stay tuned to our website for more information on ordering in early spring!



Thank you to everyone who purchased flowers!

FUNDRAISERS & EVENTS

Made in the Shade 2019

Last fall, Phoenix joined in a cause that is near and dear to our hearts: supporting adults with disabilities at our annual 5K walk, run & roll. Even though the looming dark weather concerned some, the weather didn't stop us from gathering for Made in the Shade 2019.

We still had over 700 people attend the event, including many Phoenix Residence individuals, families and staff. Together with six other disability organizations, we joined with people from across the Twin Cities for this day of fun and celebration at the beautiful Lake Calhoun/Bde Maka Ska.

We even incorporated a surprise birthday message for our CEO/President Darlene Scott during the program! After a pre-walk warmup, participants hit the lake with the Northstar Roller Derby and Superhero teams cheering them on! After the walk, everyone enjoyed a cookout and music to close out the morning...all before the rain came down!

**Thanks to all of
you, we raised
\$8,023!**



Made in the Shade 2020 Went Virtual!



This year's virtual event, which was held **September 19, 2020**, looked a little different this year! Visit our website to learn more about it.




**made in
the shade**
Walk, Run & Roll
Benefiting People with Disabilities

Made in the Shade 2019

MAJOR SPONSORS

Phoenix Level

David and Lynn Myhr
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Randy and Paulene Roering
Steve and Gail Severson
Steve and Lou Pfeiffer
Tom Severson
Wendy Price
WCMC

Thank You to All Our Major Sponsors!



FUNDRAISERS & EVENTS

Russ Douglas Phoenix Golf Classic 2019

In honor of our 20th tournament, The Phoenix Residence brought new life to the **Russ Douglas Phoenix Golf Classic** in 2019. **You helped us raise \$37,755!**

For this anniversary, we introduced new games and attractions, including another betting hole and another driving game on the course, featuring our very own emcee Dan Cole from KFAN 100.3 FM. Anyone who could outdrive the Common Man won the game! Not only did this attract more golfers, we also brought in more sponsors as well!

After a busy day on the course, the golfers browsed our Silent Auction and Wine Wall, and bought raffle tickets as usual. This year, we moved the silent auction online, allowing golfers and those not at the event to bid on items in real-time without having to leave their seat. Although it was a learning curve, this turned out to be quite a success!

A couple other changes the golfers enjoyed this year included the addition of a live auction, golf scratch-off tickets, and a Craft Beer Wall, where golfers could build their own six-pack. The live auction—hosted by none-other-than Dan Cole—brought much excitement into the room.

Thank you to everyone who made this tournament a success! Also thank you to River Oaks Golf Course for hosting us and Dan Cole for spending the day with us!



***Thank you to the Fritsch family for sharing your story during the program!
The Fritsch family has a daughter, Jackie, who lives at Carver House.***

Russ Douglas Phoenix Golf Classic 2019

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*Thank You to All Our
Major Sponsors!*

2019 DONATIONS

A Heartfelt Thank You to All Our 2019 Donors!

\$50,000

Pat Burns - Deeney Sisters Fund

\$20,000 - \$25,000

Anonymous
Ted Yoch

\$2,500 - \$6,000

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2019 DONATIONS

A Heartfelt Thank You to All Our 2019 Donors!

\$100 - \$499

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The Canopy Group
Thomas and Eileen Jaszewski
Tom and Margaret Johnson
TR Computer Sales
WCMC
Wendy Price
White Bear Lake Lions Club
William Gilbertson

*The Phoenix Residence sincerely apologies if anyone
was unintentionally omitted from the donation list.
Thank you for your generous donation!*

2019 DONATIONS

A Heartfelt Thank You to All Our 2019 Donors!



Up to \$99

Abigail King
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Thank you for your generous donation!*

2019 DONATIONS

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In-Kind Donations

Punch Pizza
River Oaks Golf Course
Rocco Altobelli
Ruttger's Bay Lake Lodge
Saint Paul Chamber Orchestra
Sam Finegold
Science Museum of Minnesota
Sky Zone
Southview Country Club
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St. Paul Saints
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Terrie O'Sullivan

In Memory of Mary Lippert

Dan Lippert
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In Memory of Anna Rustad

Dan and Deanna Roering
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Pat Callinan

In Memory of Terry Kasal

Leigh and Grant Barrette
Roxanne Kasal

In Memory of Mary Claire Schmitt

Jeff and Debbie Schmitt
Kirsten and Eric Gregerson

In Memory of Barb Deeney

Anonymous

In Memory of Mary L Mayer

David and Donamari Mayer

2019 DONATIONS

A Heartfelt Thank You to All Our 2019 Donors!

Memorials

In Memory of Dona Caswell

Lynn Caswell
Rev. Christine Chiles

In Memory of Eric Nordstrom

Joe and Carrie Nordstrom

In Memory of Dale Bergquist

Bud and Shirley Bergquist

In Memory of Cindy Josal

Jay Josal

In Memory of Betty Stapf

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In Memory of Suzy Gray

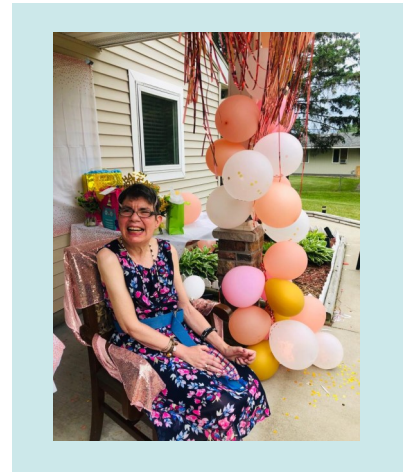
Sherry Gray and David Blaney

In Memory of Sy and Janet Turbes

Liz McCambridge

In Memory of Robin Engelbrecht

Pat Callinan



Honorariums

In Honor of Wendy Severson

Paul Severson
Randy and Paulene Roering

In Honor of Terri Casey

Pat Casey

In Honor of Olivia Moore

Steven and Cheryl Moore

In Honor of Mary Purtell

Angela Goodrick

In Honor of Sue Gilbertson

Anonymous

In Honor of Mark Schulzetenberg

Tom and Mary Dawn Johnsen

In Honor of Christopher Egan

Pat Egan

In Honor of Anna Rustad

Minnesota Coaches, Inc.

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In Honor of Emily Myhr

Rosemary Leopold

In Honor of Darlene, Mary and Jody

John Witzmann

In Honor of Dan Smith

Paul and Ellen Wilson

In Honor of Barbara Yoch

Tom and Margaret Johnson

Tributes

Tribute to
Paul Dwyer

Lucy Tanner

Tribute to
Steve Lape

Mary Ann Corbey

The Phoenix Residence sincerely apologies if anyone was unintentionally omitted from the donation list. Thank you for your generous donation!

FINANCIALS

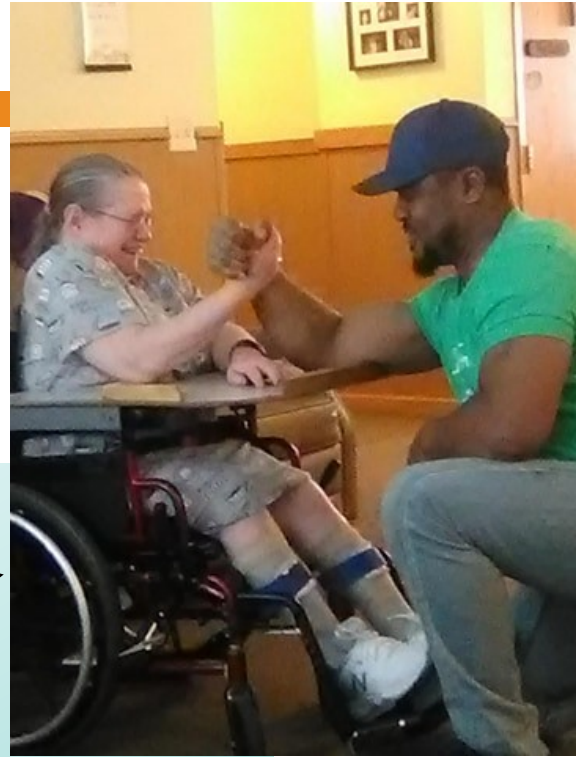
Statement of Financial Position

Assets	2019	2018
Cash	\$828,252	\$521,312
Accounts Receivable	\$894,167	\$1,129,236
Property & Equipment	\$6,698,730	\$6,954,386
Other	\$22,678	\$24,947
Total Assets	\$8,443,827	\$8,629,881
Liabilities and Net Assets		
Current Liabilities	\$639,120	\$761,836
Long-Term Debt	\$0	\$342,436
Total Liabilities	\$639,120	\$1,104,272
Net Assets		
Unrestricted	\$7,754,445	\$7,433,791
Temporarily Restricted	\$50,262	\$91,818
Total Liabilities and Net Assets	\$8,443,827	\$8,629,881

Statement of Activities

Revenue & Support	2019	2018
Program Services	\$11,470,456	\$10,631,967
Donations & Special Events	\$250,394	\$170,195
Interest & Other	\$124,054	\$83,969
Total Revenue	\$11,844,904	\$10,886,131
Expense		
Program Services	\$10,285,665	\$9,660,748
Administrative Expense	\$1,200,592	\$1,209,434
Fundraising	\$79,549	\$47,606
Total Expenses	\$11,565,806	\$10,917,788
Change in Net Assets	\$279,098	-\$31,657

*Thank
you!*



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Twitter, and Instagram!**

