



2020 Annual Report

Standing Strong During Crisis



The
Phoenix
Residence, Inc.

The Phoenix Residence, Inc.
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About Us

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Services

The Phoenix Residence provides support to 104 adults with disabilities in the Twin Cities in residential and nonresidential settings. We are committed to providing person-centered, quality living experiences for adults with disabilities.



Key Staff

President & CEO

Darlene Scott

Vice President of Operations

Mary Thirsten

Vice President of Community Services

Alan Berner

Vice President of Financial Services

Pam Connolly

Director of Nursing

Kim Human

Program Director

Niki Novak

Contact Us

The Phoenix Residence, Inc.

330 Marie Ave. E
West St. Paul, MN 55118

651-227-7655
www.phoenixresidence.org

*Follow Us on Facebook,
Twitter, and Instagram!*



Message from the President

Yes, We are Essential: Standing Strong During Crisis

The word “**Essential**” is defined as absolutely necessary, extremely important! There is no better word to describe the value of our Direct Support staff with the work that we do here at Phoenix and in our community, other than **ABSOLUTELY Necessary, Extremely Important!** The Pandemic has forced us to recognize the people and things in life that are required for our survival!

Essential Workers provide basic needs, food, healthcare services, important social connections, and physical care where needed, so that we can continue to thrive in society. They must be prioritized in our funding systems! You may have noticed the many “**HEROES WORK HERE**” signs prominently displayed across the state and in front of buildings as a sign of recognition of the heroic efforts of our healthcare workers. They leave the safety of their homes and enter a community while others were being asked to stay home and socially distance. These are the folks, “Essential Workers,” who have helped us get through this healthcare crisis!

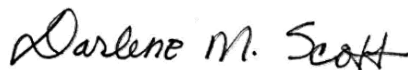
2020 brought several challenges! Starting with the COVID-19 pandemic, equality pandemic, and screams for social justice that called our attention to social issues and the need to act from our hearts and not our divided political beliefs. We knew that 2020 would be an unforgettable year! Our Board of Directors thought it was important to recognize this and highlight our continued efforts to address the systemic issues of pay inequities and disparities within health and human services as related to Direct Support Professionals.

With regards to the Pandemic, we made several changes in our policies and procedures to enhance communications, keep everyone informed of our actions, and keep people safe by following the guidance from the Center for Disease Control, Minnesota Department of Health, Department of Human Services, and The Center for Medicare and Medicaid Services.

The amazing and Essential Direct Support Professional staff here at Phoenix have helped us to weather the storms of the pandemic! Who are these Heroes? ***They are ordinary people doing extraordinary work!***

Thank you for your commitment to service, your dedication to this work, and for helping us not only stay strong during the pandemic crisis, but to thrive despite of it.

Grateful & Blessed,



Darlene Scott
President & CEO
The Phoenix Residence, Inc.



- o 159 Female staff
- o 37 Male staff
- o 65 Mothers with school-age children
- o 15 Dads with school-age children
- o 10 Grandmothers
- o 10 College students
- o 93 Direct Support staff who have worked here for over 2 years
- o 20 College graduates
- o From 110 certified training programs

Fighting COVID-19 Head On

The start to 2020 certainly has not been easy. The onset of the coronavirus tested our strength and perseverance as we cared for the community's most vulnerable population. We altered our policies and procedures based on recommendations from the Center for Disease Control and the Minnesota Department of Health, restricted visitors at the homes, and stocked up on Personal Protective Equipment (PPE) at every home. Thorough cleaning practices were put into place and PPE was required by all staff and visitors.

While the day-to-day activities were turned upside down, ***the care and commitment to the individuals we support did not.*** Thanks to the hard work of our staff members, we stayed COVID free among the individuals we support until fall 2020.

We would like to thank our dedicated staff here at Phoenix for this! They show up to work every day with a smile, trying to make social distancing and staying at home fun, especially during quarantine. We've truly been amazed at all the creative activities and projects they came up with to keep everyone busy, including karaoke nights, new arts and crafts projects, and trying new recipes.

"I'm thankful that the start of quarantine was at the beginning of spring," said Program Manager Asha Christensen. "We spent a lot of time outside fixing up the yard, planting flowers, grilling, going for long rides, exploring the state parks we have here and in Wisconsin, movie nights, and sending cards to family."

We've made significant strides during the COVID-19 pandemic, but we know it's still a long road ahead of us.

By Jackie Larson, Public Relations & Development Coordinator

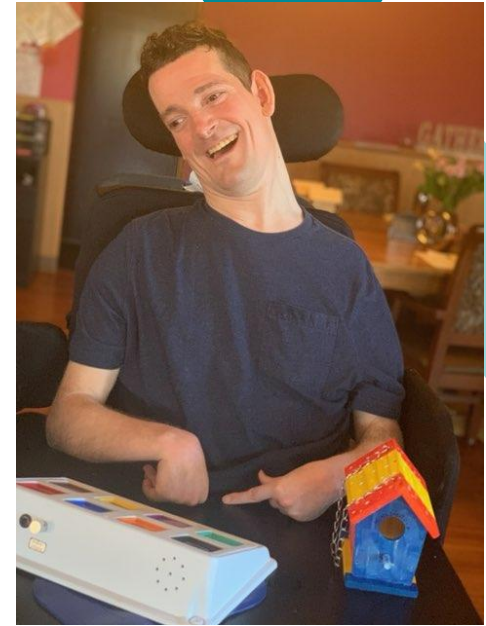


Thank you for your support during this difficult time!

“ Quarantine was hard on everyone, so we had to make sure to have those conversations about how important it was for all of us to stay safe and keep ourselves well, not only physically, but mentally as well...Most importantly, we learned and grew as a unit. ”

Asha Christensen

Program Manager at Drexel House



Working in a COVID Environment

No one prepared us for what life would be like working through a pandemic. We uprooted everything we knew to work in the unknown. No matter how prepared we felt, we quickly learned it would have to be all hands-on deck to tackle this outbreak.

Not only did we stock up on toilet tissue and PPE, we had to make some of our own supplies, including PPE and disinfectant wipes. We had our maintenance staff delivering food, assembling PPE carts, and even converting an office into a storage room for all our PPE!

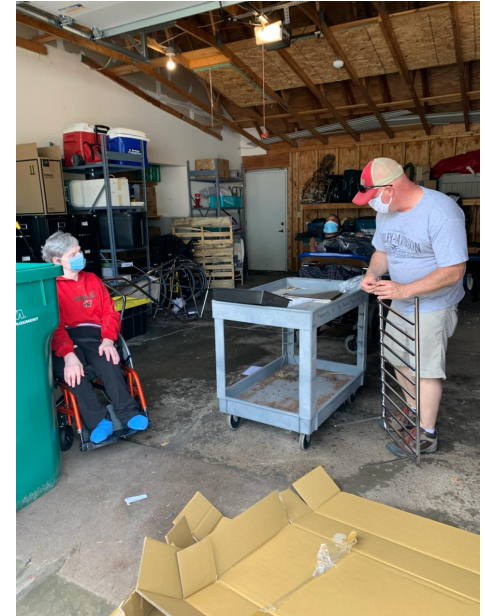
Not only that, but our administrative staff had to step in. Once COVID hit, our workforce plummeted – even worse than it was before! Our administrative staff and nursing teams had to work the floor because we didn't have enough coverage. Everyone stepped in and helped out where they could!



Working on the Frontlines

We learned quickly that once someone contracts COVID and is diagnosed with it, it had likely already spread within the home. This was the case with English House. Michael Matthews, one of our heroes, shared his experience working in a home with COVID-positive individuals.

“Working with COVID was certainly a challenging experience,” said Michael. “I was very nervous because I didn’t want to catch it [myself]. But you’re not in it for yourself; it’s about helping others...In the healthcare profession, that’s what we’re here for.”



Working in a COVID Environment

Not only did Michael and the team have to follow extra precautions to keep everyone safe, like changing Personal Protective Equipment (PPE) every time he went in and out of the room and checking the individuals' vitals every four hours, but the situation took an emotional toll on him as well.

"It can be very isolating at times," said Michael. "There's always fear in the back of your mind of am I doing the right thing?"

But Michael said he was more concerned about the emotional state of the individuals in the home rather than himself. At one point, 5 out of the 6 individuals in the home contracted COVID at the same time, as well as many of the regular staff members. That's when he and several other staff, volunteered to work with those COVID-positive individuals.

Michael contributes much of his success to his fellow staff members who stepped into help. "I would like to thank Wendy Price, Mary Thirsten, and Amie Gustafson...we worked great as a team and they contributed a lot of their time and risked their health helping the clients here at English House."



DSP Michael Matthews stepped in to work at in COVID-positive homes.



Our administrative team had to step in to cover shifts on the floor.

Raising Their Spirits

Michael said it was hard to keep the individuals in a positive mood when they had a difficult day, but that's what he was there to do! He kept the conversations positive, told jokes, and was playful with them, as he referenced the Patch Adams movie where Robin Williams' character played with the kids who were struck with cancer.

"I helped distract them from the situation and calmed their worries," Michael said. "I kept telling them that they were improving."

For Michael, he made the decision to work in this environment pretty quickly and he certainly would do it again if needed. "If you were in a situation where you were dying, you'd want someone to be empathetic and caring. The risk was definitely worth the reward."

Providing Support

Never have we been more grateful for the support of the vendors and agencies who helped us navigate this pandemic! Here we are going to highlight a few of them who helped us in 2020, but we sincerely thank everyone for their contributions!



Bluestone has been so helpful during the pandemic; they never missed a beat! Early on when there were not many tests available, Bluestone partnered with MDH to provide health care professionals the opportunity to test for COVID-19. They provided us guidance on watching for symptoms at home and when to send someone to the hospital. Bluestone also provided weekly testing for both the individuals we support and our employees, as well as offer virtual visits as needed.



During the pandemic, our friends at Geritom Pharmacy made sure everyone's medications were available when we needed them! In the beginning, there was a real concern of having enough medications available, but Geritom worked quickly to stock each home with cough syrup, Tylenol, and PPE. Our pharmacist continued providing virtual consultations for medication monitoring. Geritom also hosted a vaccine clinic for individuals from our sister corporation who were having a hard time accessing the vaccine, as well as for employees and volunteers from Phoenix.

McKesson Corporation

We cannot say enough about our McKesson representative who assisted us in getting PPE and thermometers! Who would have ever thought that getting hand sanitizer, disposable gowns, thermometers, gloves, surgical masks, N95 masks, protective eye wear, and FIT testing supplies, would be so difficult? With her help, we were able to seek out enough supply to provide protection for all our employees.



**Our nursing team did a great job 8
coordinating the vaccine clinics.**

Through the Pandemic

Thank You to Everyone for Your Support!

By Kim Human, Director of Nursing

Walgreens

Phoenix partnered with Walgreens to provide COVID vaccines to all of the individuals we support, employees, and all our essential caregivers who wanted one. Prior to the vaccination, Walgreens also provided a video to help educate everyone on vaccine safety and what to expect.

Minnesota Department of Health, Department of Human Services & Center for Disease Control

Lastly, MDH, DHS, and CDC offered informative conference calls, phone calls, videos, and assistance over the phone as conditions changed throughout the pandemic. The education they provided was extremely helpful during a chaotic uncertain time in our lives!



Nurse Wendy Price
helping with medications.

Vendors & Agencies Helping Us Through Pandemic

Amazon
Dakota County
Direct Supply Company
Dr. David Rossmiller
McKesson Corporation

MDH, DHS, & CDC
Our Consulting Dietitians:
Lisa Brown & Kim Fox
Supply Solutions LLC
 **Geritom Medical**
CREATING WAYS TO BETTER YOUR LIFE

 **Bluestone**
Physician Services
 **TWIN CITY JANITOR SUPPLY, INC.**
"Your Cleaning Resource"
 **LUNDS & BYERLYS**
Walgreens

Family Members Donate Equipment

We had so many supporters, family members, and volunteers who generously made us personal protective equipment (PPE) throughout the pandemic. So many of you quickly and efficiently made us homemade masks, gowns, and face shields; we can't thank you enough!

With your help, we kept our staff safe, even when they had to work in COVID-positive conditions. We trained staff to wear the equipment properly and we fit-tested as many employees as we could to provide that extra protection. Our teams continue to work diligently to implement all recommended infection control procedures to keep everyone safe.

Thank you to everyone who donated!

Cindy Gamis	Jody Curl	Myra Smiley
Colby Manufacturing	Jennette Wasmund	Paul and Joan Skluzacek
Creative Masks	Jon Poulson	Ricky Zolen
Dave Tueffel	Linda Steinworth	Robin Hassell
Deb Malmo	John and Sandra Bredesen	Sharon Doffing
Derayle Jones	Laurie Boyer	Splash
Erica Bade	Linda Steinworth	Sue Johnson
Gail Hassler	Marin Jaszewski	Tamara Dickinson
Grace Dickinson	Mary Duncan	Tiwana Combs
Jane Hess	Michelle Ooley	Verna Miller
Jean Hinds	Minda Bourdage	Wally Sherseth
	My Pillow	Wild Isles Swim
		Wilson Tool



By Jackie Larson, Public Relations & Development Coordinator

Addressing Racial Injustice

We are committed to addressing discrimination and striving to eradicate it here at Phoenix.

It's hard to believe, we Minnesotans were at the epicenter of the racial injustice movement in 2020. The death of George Floyd and so many others across the country, brought about conversations, protests, and community action that was long overdue.

In response to all this, The Phoenix Residence issued an equity statement, ***A Commitment to Equity and Inclusion.***

To support this effort, we also provided training, education, and resources to our staff on race and equity to bring about awareness and change. These sessions, led by Dr. Jermaine Davis and Tim Wise, a leading anti-racist author, examined how we face equity and inclusion in the workplace today, and where and how we can improve upon this in the future.

By Jackie Larson, Public Relations & Development Coordinator



Dr. Jermaine Davis



Author Tim Wise

A Commitment to Equity and Inclusion

“

The Phoenix Residence and Phoenix Service Corporation commit to creating and maintaining a workplace and community where all people are treated with dignity and respect...We also recognize that these wounds will not heal without deliberate, and at times, difficult work. We commit to the soul searching necessary, individually and organizationally, to address racial and other discrimination, implicit bias, and microaggressions where they exist within ourselves, within the Phoenix organizations, and within the communities we serve.

....

As we strive to eradicate racial and other disparities, we will have the courage necessary to have real conversations that call in or call out inequities...We commit to inclusion through mutual respect and the recognition of dignity and humanity of all people.

”

The Phoenix Residence, Inc. & Phoenix Service Corporation





Closing the Gap for Our Staff

Although the pandemic affected our bottom line, the silver lining is our *Close the Gap* campaign thrived in 2020! Thanks to all of your support, we raised **\$161,130** for this campaign in 2020 – bringing our total up to **\$428,172**. Our goal is to raise \$150,000 per year to keep our services strong.

We started this campaign in 2019 to support and invest in our valuable direct support professionals with the wages and benefits they deserve. With a workforce shortage of skilled Direct Support Professionals and ongoing changes to Medicaid reimbursement rates, we knew we had to do something to support our staff members – and with that, our *Close the Gap* campaign was born!

Every dollar we raise from this campaign goes back to our hardworking direct care staff.

Thanks to you, we were able to provide bonuses for our direct support professionals and program managers during Direct Support Professional Week in September.

Thank you for making this possible!

“

Thank you so much for your donations! As a DSP staff who works all the time to make things meet, I cannot express how much your help means to me. Your contributions will help me continue to take care of the people I love and support. ”

Phoenix Direct Support Professional



Our Giving Tree is Growing!

Our Giving Tree grew so much in the last year! So many of you donated to our efforts and we want to thank you for that! This tree is our way of recognizing our supporters who make significant contributions to Phoenix. Thank you to everyone who was a part of this!

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 online donation today at www.phoenixresidence.org or by mailing a check.

Thank you for your support!



Fundraisers



Fundraising during a pandemic certainly wasn't easy in 2020, but it was possible with dedicated donors like you! It challenged us to envision fundraising in a whole new way. What do you do when your supporters used to gather at an in-person event for years, and now suddenly that's not possible? You host a virtual campaign!

Luckily for us, the onset of COVID-19 hit right after we held our annual Gerten's Plant Sale in 2020. We successfully held the sale as we normally would – and even brought in more than we ever had in the past!

Changing Course

However, soon after that, the world changed. Once we learned the extent of the pandemic, we had to cancel the in-person events of the Russ Douglas Phoenix Golf Classic and the Made in the Shade 5K Walk for the safety of everyone involved. So, what did we do instead? We went virtual! Although we weren't as successful as in past years, it allowed more people to participate from the comfort of their own homes. Thank you to everyone who “walked with us” or virtually sponsored a golf hole!

By Jackie Larson, Public Relations & Development Coordinator



Major Sponsors 2020

MADE IN THE SHADE 5K WALK

Phoenix Level

David and Lynn Myhr
The Dwyer Family



Bluebird Level

Darlene Scott
Mark and Kim Calhoun
Pat Casey
Paul and Ellen Wilson
Paul Severson

Hummingbird Level

Duane and Susan Harves
Elizabeth and Gregory Severson
Janess Davis
Jennifer Buchanan
Mark and Judy McClellan
Mark Braun
Mark Jaszewski
Mary Peltier
Mary Thirsten
Randy and Paulene Roering
Roxanne Kasal
Steve and Gail Severson

*Thank You To All
Our 2020 Donors!*

RUSS DOUGLAS PHOENIX GOLF CLASSIC

Gold Level

David and Lynn Myhr
Family of Paul Dwyer
Geritom Medical
John's ProCare
NFP
Paul and Joan Skluzacek
South Robert Street Business Association



Silver Level

The Canopy Group/John Kuhrmeyer

Bronze Level

CBL Floors
Darlene Scott
Steve and Lou Pfeiffer
Tom and Darlene Cherry

Major donation from family member Pat Burns

FUNDRAISING TOTALS

\$5,724 for Gerten's Plant Sale

\$4,296 for Made in the Shade 5K Walk, Run & Roll

\$38,005 for Russ Douglas Phoenix Golf Tournament

\$161,130 for Close the Gap Campaign

Thank you to our generous supporters!

2020 Donations

Thank You To All Our 2020 Donors!

We sincerely apologize if anyone was unintentionally omitted from the donation list. Thank you for your generous donation!

\$70,000

Pat Burns

\$10,000 - \$25,000

Anonymous

Geraldine Hess

\$2,500 - \$9,500

David and Lynn Myhr

Don and Sharon Rask

Jamie Grupe

Jane Hess and Mike Kroll

Kate Dwyer

Kurt and Gina Kastel

Paul and Joan Skluzacek

Paul Severson

South Robert Street

Business Assoc.

Steve and Cheryl Moore

\$1,000 - \$2,200

Becky Butler

Betsy Sagnes

CBL Floors

\$1,000 - \$2,200

Darlene Scott

Eric and Mary Claire Schultz

Geritom Medical, Inc.

Janess Davis

Janice Schneider

Jeff and Debbie Schmitt

John Bredesen Sr. and Betsy Halpern

John Kuhrmeyer

John's ProCare

Libby and Miguel Jeldes Johnson

Linda Steinworth

Mary Thirsten

NFP Corporate Services

Pat Callinan

Steve and Andrea Yoch

Steve and Lou Pfeiffer

Steve and Rayanne Moser

Ted Yoch

Tom Cherry

\$500 - \$999

Bonnie Sykora

Darin Husaby

Dave and Roxanne Tueffel

James Patrick

John Bredesen Jr.

Kathy and Bob Nye

Mark and Judy McClellan

Michael and Laurie Udenberg

\$500 - \$999

Minnesota Coaches, Inc.

Mona Strom

Pat Casey

Polly Young

Randy and Paulene Roering

Roxanne Kasal

Sandra Bredesen Burrowes

Steve and Gail Severson

Twin City Janitorial Supply Co.

\$100 - \$499

Alex Lape

Angela Goodrick

Anonymous

Anonymous

Anonymous

Arlen and Jean Comfort

Audrey Cavegn Riddle

Barb Magnuson

Barbara Soby

Bonnie Featherstone

David and Donamari Mayer

Deb Malmo

Dr. David Rossmiller

Duane and Chris Berg

Duane and Susan Harves

Elizabeth and Greg Severson

Elizabeth Johnson

Geoff and Kaylene Roering

2020 Donations

*Thank You To All
Our 2020 Donors!*

\$100 - \$499

George and Shirley Hosch
Jennette Wasmund
Jenny Buchanan
Josephine Bredesen
Jody Curl
Joseph and Lauren Deeney
Kermath Ward
Kirsten and Eric Gregerson
Liana E. Cohan
Liz McCambridge
Lois Steinworth
Louise Davidson
Mark and Jackie Braun
Mark and Kim Calhoun
Mark and Laurie Sicora
Mark Jaszewski
Mary Peltier
Mike and Joan Gasaway
Nancy Ressler
Paul and Ellen Wilson
Paul Coons
Phil and Gail Osendorf &
Jean Schulzetenberg
Rose Sherman
Ruth Gromek
Sharon Constantine
Sherry Gray and David Blaney
Shirley Bergquist
State Supply Company

\$100 - \$499

Steve and Christine Barrett
Sue Nelson
Tina Hayes
Vince and Sharon Cavegn
Wyndy Knox-Carr

Up to \$99

Ann Hoey
Cheryl Johnsen
Cindy Krueger
Dan and Deanna Roering
Dan Lippert
Diane Pierce
Emily Severson and Jason Kohout
Frank E Bakke
Gene and Florence Engelbrecht
Jackie and Dan Larson
Jackie Jarosz
John and Deborah Besch
Justin and Kathleen Roering
Kris Dyrhaug
Mark and Linda Goddard
Mary Rothchild
Mary Vilmur
Perry and Kathleen Rosentreter
Rosemary and Roger Dickhausen
Tamera Connolly
Tom and Mary Dawn Johnsen
William and Mary White



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

2020 Donations

Thank You to All Our 2020 Donors!

Memorials & Honorariums

In Memory of Don Bond

Arlen and Jean Comfort
Debbie Willis
Janet Cavegn and Family
Jerry and Linda Martin
Louis and Rosanne LaCasse
Maeme Altendorfer
Nancy Cavegn

In Memory of Robin Engelbrecht

Gene and Florence Engelbrecht
Mary Thirsten

In Memory of Mark Wagner

Becky Butler

In Memory of Mary Claire Schmitt

Jeff and Debbie Schmitt

In Memory of Mary Mayer

David and Donamari Mayer

In Memory of Mary Purtell

Angela Goodrick

In Memory of Mark Schulzetenberg

Ann Hoey
Cheryl Johnsen
Phil and Gail Osendorf & Jean
Schulzetenberg
Rosemary and Roger Dickhausen
Tom and Mary Dawn Johnsen

In Memory of Gary Cavegn

Audrey Cavegn Riddle
Darlene Scott
Mary Thirsten
Pat Callinan
Vince and Sharon Cavegn

In Memory of Barb Deeney

Anonymous

In Memory of Karen Carlton

Mary Thirsten
Tamera Connelly

In Memory of Robert Nelson

Liana E. Cohan

In Memory of Rita Sherman

Rose Sherman

In Memory of Roger Patterson

Pat Callinan

In Memory of Jerome Simcoe

Darlene Scott

In Honor of Arlene Schilling

Anonymous
Jackie Jarosz
Paul and Ellen Wilson

In Honor of Jill Jaszewski

Dona and Gene Maki
Geraldine Hess
Jane Hess and Mike Kroll

In Honor of Lydia House Caregivers

Polly Young and Sally Cohen

In Honor of Richard Constantine

Sharon Constantine

In Honor of Wendy Severson

Anonymous

In Honor of Her Coworkers at Minnesota State University

Mary Rothchild

In Memory of Barbara Yoch

Steve and Andrea Yoch

In Memory of Dale Berquist

Mary Thirsten

In Memory of Her Family

Pat Callinan

2020 Donations

*Thank You To All
Our 2020 Donors!*

In-Kind Donations

Alan Berner
Anonymous
Bill and Sandy Husaby
Café Latte
Capetz Family
Cindy Boeder
Cindy Gamis
Cindy Newman
Colby Manufacturing
Commanding Edge, Inc.
Creative Masks
Darlene Scott
Dave Tueffel



David Freeman
David and Lynn Myhr
Deb Malmo
Derayle Jones
Erica Bade
Gail Hassler
Grace Dickinson
Jackie and Dan Larson
Jane Hess and Mike Kroll
Jean Hinds
Jennette Wasmund
Jody Curl
John and Sandra Bredesen
John's ProCare
Jon Poulson
Karen Miller
Kim Human
Kim Phillips
Kirsten and Eric Gregerson
Laurie Boyer
Linda Steinworth
Mall of America
Marin Jaszewski
Mary Duncan
Mary Thirsten
Michelle Ooley

Minda Bourdage
Minnesota Landscape Arboretum
My Pillow
Myra Smiley
Nicole Bechel
Nine Eagles Promotion
ONEOK Viking Gas Transmission Co.
Pam Murphy
Panera Bread - Vadnais Heights
Pat Callinan
Paul and Joan Skluzacek
Ricky Zolen
Robin Hassell
Sharon Doffing
Splash
Sue Johnson
Tamara Dickinson
Tiwana Combs
Total Wine & More
Verna Miller
Wally Sherseth
Wendy Price
Wild Isles Swim
Wild Mountain Taylors Falls Recreation
Wilson Tool
Wingspan Life Resources

Financials

Statement of Financial Position

Assets	2020	2019
Cash	\$2,644,521	\$828,252
Accounts Receivable	\$861,337	\$894,167
Property & Equipment	\$6,553,528	\$6,698,730
Other	\$35,415	\$22,678
Total Assets	\$10,094,801	\$8,443,827

Liabilities and Net Assets

Current Liabilities	\$863,699	\$639,120
Long-Term Debt	\$0	\$0
Total Liabilities	\$863,699	\$639,120

Net Assets

Unrestricted	\$9,090,570	\$7,754,445
Temporarily Restricted	\$140,532	\$50,262

Total Liabilities and Net Assets **\$10,094,801** **\$8,443,827**

Statement of Activities

Revenue & Support	2020	2019
Program Services	\$12,155,292	\$11,470,456
Donations & Special Events	\$230,166	\$250,394
Interest & Other	\$1,982,316	\$124,054
Total Revenue	\$14,367,774	\$11,844,904

Expenses

Program Services	\$11,547,599	\$10,285,665
Administrative Expense	\$1,367,103	\$1,200,592
Fundraising	\$26,677	\$79,549
Total Expenses	\$12,941,379	\$11,565,806

Change in Net Assets **\$1,426,395** **\$279,098**

Board of Directors

Thank you for your commitment to Phoenix!

Garret Colao
Chairman

Jeffrey Points
Director

Richard Ivance, M.D.
Vice Chairman

Sandra Bredesen Burrowes
Director

Jamie Grupe
Treasurer

Kirsten Gregerson
Director

Darlene Scott
President/CEO

Eric Schultz
Director

Jennifer Buchanan
Director

Jim Woodard
Director

Julie Nagorski
Director

Elizabeth Johnson
Director



**Board member
Sandra Bredesen Burrowes**



Board member Jamie Grupe



**In Loving Memory of Laura Nelson from Viking House.
One of our beloved who passed due to COVID.**

2020 Annual Report

Thank You

Thanks to your commitment and generosity, we provided our staff and the individuals we support the care and protection they needed to get through this last year. We couldn't have done this without your generosity, so we thank you!

**From All of Us Here at
The Phoenix Residence, Inc.**