

MARTHASM & MARY

To: Martha & Mary Board of Trustees

From: Lynette L. Ladenburg, CEO

Re: CEO Report

Date: February 19, 2018

Financials/Audit

Consolidated Change in Net Assets for the month of January was a gain of \$67,710. The Health Services census averaged 165 for the month, resulting in a net gain of \$2,700 overall. This represents a positive variance from budget of \$8,581. Children Services, after management fee has a net gain of \$20,717; \$7,147 above budget. Ebenezer ended the month with a net profit of \$15,610, which included investment earnings of \$8,798. At Home, after management fee, has an overall net income of \$3,931 for the year. Overall, the year has started positive for all corporations.

Recruitment and Retention

The second Job Fair at Martha & Mary took place on January 31, 2018 and was very successful. We had 24 people attend. Two of them were from Peninsula Services trying to find jobs for their clients. The other 22 were seeking employment for themselves. Congratulations to Human Resources and everyone who worked hard on making it another successful event.

The candidates were interested in the following jobs:

- NAC, LPN, RN
- Hospitality Aide
- Dining
- Housekeeping
- Teacher Assistant/Teacher
- Caregivers/HCA
- Med Tech
- Office Assistant
- Volunteer

They heard about the Job Fair through the following methods:

- Fleet/Family Center (Navy)
- Olympic College
- Newspaper Ad
- EHL Sign
- West Sound Tech
- Friends

Several of the candidates were hired or have applications pending.



Operational Efficiencies

We continue to look at efficiencies and recognized with the change in the Executive Administrative Assistant position we have been struggling with support for the leadership and daily administrative duties being accomplish on a timely basis for the third floor staff. In addition, the changes in Training and Development duties reallocated are not being accomplish timely. We have recently decided to restructure duties and hours of administration, training and development and human resources to provide for this need. We were able to rearrange budget hours within departments to accommodate hiring an Administrative Assistant and give support back to T&D.

Health Services

Congratulations to Kami Deheer in completing her Administrator-in-Training program and successfully passing her test. Kami is now a licensed Administrator and is the *Assistant Administrator* for Martha & Mary Health Services. Kami's strength is her ability to work with the regulations and state requirements in long-term care. We are happy to have her as part of the Health Services Team. Congratulations again to Kami!

Community Events

We are very thankful to Pastor Paul Stumme-Diers and the members of Bethany Lutheran Church for their generosity and kindness shown to Martha & Mary at a recent fundraiser.

Bethany Lutheran Church bought out the house at the Jewel Box Theatre on February 2, 2018 for the performance of *Church Basement Ladies*. They sold tickets to their members and friends for \$20.00 per person, and they raised approximately \$1,400 for Martha & Mary's Chaplain Fund. In addition to the play ticket, attendees sampled beers, wine and root beer made and provided by one of Bethany's members. The idea for the event came from a Bethany member, who noticed the play being presented at the Jewel Box Theatre, and thought it would be a great fundraiser for Martha & Mary. Paula Rimmer and I attended the event and had a wonderful time. We are grateful to our partnership with Bethany Lutheran and all our member churches.

On February 10, 2018, several of the leadership team and board members represented Martha & Mary at the Fishline Gala. The event was successful and well attended by the community. Thank you to everyone who joined in.

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Development

The Gala Committee is hard at work procuring auction items, selling tickets and designing the night for this year's Generations of Care - Black and White Gala. This year we are trying something new by highlighting local companies (Poulsbo, Kingston & Bainbridge) who donate to the Gala. Special attention with "buy local" signs will be attach to items from local businesses who support Martha & Mary. We are thinking differently by trying to bring attention to the importance of supporting the community and small business owners.

We hope everyone will join us on May 4, 2018.

LeadingAge National and LeadingAge Washington Reports

Please find included in this month's board packet reports from LeadingAge National and Washington State. These reports provide an update on the legislative initiatives and policy areas that are of primary concern for LeadingAge members. The workforce bill that modify the collective bargaining requirement for community colleges for educators is important to Martha & Mary along with all long-term care providers in Washington.

2017 Planning Retreat – 2018 Directions, Goals, Vision

Operational efficiencies, recruitment and retention are the focus for 2018, along with opportunities of growth, development, partnerships and expansion. We are setting priorities by thinking differently. Our message needs to be simple, engaging and results driven. As we work on workforce investment and using our talent and resources wisely, we will focus on the "right person, right job", regular communication to staff, outreach to the community, and in restructuring employee relations – separating day-to-day human resource management from employee recruitment strategies and activities. Senior Leadership maintained, in order to thrive and continue to grow, Martha & Mary needs to focus on accountability, continuous improvement and stability.

MARTHA & MARY
2018 GENERATIONS OF CARE

Black and White GALA
Our Annual Fundraiser



**Please support our
"Buy Local" campaign
with a donation to this year's
LIVE or SILENT Auctions!**

At this year's fundraising event, Martha & Mary will feature donated products and services from right here in North Kitsap.

*To encourage our 300+ guests to 'Buy Local,'
donations from North Kitsap businesses will receive:*

- 'Buy Local' signage on each item on display at event
- Event reader boards to showcase local businesses
- Special 'Buy Local' section in Event Program
- Prominent 'Buy Local' feature on our Gala Website
- And more!

We look forward to partnering with you for our event!

For more information on how you can donate and become part of our event, please contact us:

supportus@mmhc.org | 360-626-7879

www.MarthaandMary.org