

To: Martha & Mary Board of Trustees

From: Lynette L. Ladenburg, CEO

Re: CEO Report

Date: February 27, 2019

Snow Armageddon

I hope you all survived the recent Snow Armageddon. Martha & Mary, like all business organizations was challenged by limited staff and the dangerous road conditions. The appreciation for our staff's hard work and determination during this time is beyond gratitude. It reminds me of why we do the work we do. We are truly blessed by the love and dedication of our staff.

Central Kitsap School District Request for Proposal – Before and After School Program

On February 5, 2019, Central Kitsap School District posted a Request for Proposal (RFP) for childcare services. Currently, Martha & Mary has provided Before and After School services for the last 12 years at Cougar Valley. We will be submitting a proposal for program services for Cougar Valley and Jackson Park (new), although, CKSD has stressed in their proposal, and at the meeting on February 14, that preference will be given to a single Contractor who can oversee all locations and programs for the District. This includes twelve locations for Before and After School Programs, two locations for Preschool and one location for Birth to Three. The contract will be for a period of up to five years beginning September 1, 2019. The closing date was scheduled for February 28, 2019, however, they have extended the date to March 8, 2019. More information will be available at the board meeting.

Awards – This one for Health Services

More “wins” recognizing the team's dedication and hard work at Martha & Mary. Pinnacle Quality Insight recognized Martha & Mary for achieving Best-in-Class customer satisfaction standards in *Dignity and Respect*. Congratulations Health Services!

Recruitment and Retention

We continue our efforts to recruit and retain staff at Martha & Mary. We are proud to tell everyone that M&M KIDS have hired and filled several of their open positions with qualified individuals. In addition, we filled the open Director position at the Learning Center from an internal candidate. Martha & Mary Health Services currently has only one part-time license nurse position open as of today. We also hired 14 new nursing assistants throughout the organization from the nursing assistant training class that graduated Friday, February 22, 2019.

Congratulations goes to all the corporations for making positive recruiting progress in the last two months. Way to go team!

Marina Dining Room - Max Hayslette

Last week we were honored to install a breathtaking “trptych” painting in the Marina Dining room called the “Song of the Olympics”. Max has only painted a handful of Triptych paintings in his lifetime for very special reasons. He has been a wonderful partner and supporter of Martha & Mary. We are especially grateful to him for his continued generosity these last two years where we have added numerous paintings to our art collection.

Please take the time to go see this wonderful masterpiece. In addition, we will be celebrating Max’s 90th birthday in June and in September at the open house we will have a special dedication of the “Song of the Olympics” painting.



January Financial Overview

The Consolidated Change in Net Assets for the month of January was a gain of \$19,853. Cash flow continues to remain strong at 85 days. Lutheran Services net income for January was \$16,898. Health Services census averaged 168 for the month, representing a net loss in January of \$51,576. Children Services, after management fee has a net gain of \$36,973. At Home, after management fee, has a monthly net income of \$7,415. Ebenezer ended the month with a net gain of \$10,143.

Continued Goals for 2019

*Operational efficiencies, recruitment and retention continue to be a primary focus in 2019, 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.*