



To: Martha & Mary Board of Trustees

From: Lynette L. Ladenburg, CEO

Re: CEO Report

Date: March 29, 2019

Recruitment and Retention

Recruitment continues to be our number one focus for the organization with the most urgent need in Health Services for Certified Nursing Aides. In the last couple of months, we have made changes in staffing for the recent change in rehab/skilled Market. Today we announced a new wage grid for the Health Services Certified Nursing Aides to be competitive in the market. Further discussion will be held at the board meeting.

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

On March 8, 2019 we delivered a proposal to CKSD for Before and After School Program. They expect to have a decision made in mid-April.

Gala - April 27, 2019

We hope everyone can join us at this year's Gala. The Western theme has been a huge hit and we continue to receive sponsorships for the event. In addition, we are trying to sponsor a live auction item donated by Senior Leadership and the Board of Trustees. We hope you all will participate in the Barrel of Beer by either donating \$20 or by purchasing a 6 pack of microbrew for the barrel. Thanks in advance!

February Financial Overview

The Consolidated Change in Net Assets for the month of February was a loss of \$50,877 and year-to-date loss of \$31,294. Cash flow continues to remain strong at 84 days. Lutheran Services net income for February was a gain of \$10,491 and \$27,389 for the year. Health Services census averaged 168 for the month and overall year-to-date. We are one person above budget but as of the end of February we are 8 below budget on skilled and 9 above budget for long-term care. This market changed represents a net loss in February of \$92,918 and \$144,765 for the two months ended. Children Services, after management fee remains strong at a net gain of \$16,761 and year-to-date at \$53,733. At Home, after management fee, has a monthly net income of \$3,940 and \$11,356 slightly below budget due to census. Ebenezer ended the month with a net gain of \$10,849 and \$20,991 for the year.

MARTHASM & MARY

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.*