

# 2023 IS SOLHEIM'S CENTENNIAL YEAR

2023 is Solheim's Centennial year! We are so excited about this landmark achievement. It takes a lot to get to 100 years. I am grateful for every person who faithfully served on the Board this year and the previous 99 years. Solheim has a very dedicated and competent Leadership Team, with Sam Oden as CEO and Meg Pierce as Senior Director of Healthcare Services. We have terrific staff and the most amazing residents and families!

2022 was my sixth year on the Board of Directors and my final year as Chair. Thank you for allowing me to serve. Solheim is a wonderful place and has a deep connection to the Evangelical Lutheran Church in America (ELCA). I am grateful to the congregations of the Southwest California Synod for being in partnership with us, for sending delegates to this annual meeting, and for dependable support. Solheim was founded as and remains a ministry of the church. We must always work to strengthen the tie that binds us.

The Development and Centennial Committees are hard at work creating our special celebrations for our 100th anniversary! October 28, 2023 is our Masquerade Ball at the La Canada Country Club and September 23, 2023 is Oktoberfest. Please enjoy and engage in this celebration.

The Governance Committee continues to evaluate and improve our Board functioning. We had a productive retreat in February. After many, active years of service to the Board and community, Pastor Keith Banwart, Jr., C.L. Keedy III, and William Krantz are completing terms. Solheim has benefitted greatly from their knowledge and passion and is comforted to know they will continue to be supporters as we start our second century! We are always looking to add talented, faithful individuals to the Board. Please contact Sam or me if you have suggestions or to volunteer.

The Finance & Investment Committee was diligent and dogged in evaluating our fiscal records and supported the effort to obtain federal Employee Retention Credit dollars. Solheim transitioned our dining services and joined Caring Communities for long-term operational benefits. To the Audit Committee, outside auditors noted no material weaknesses in our financial records and operations.

During the year, the Property Committee had a thorough tour of the facility. We continue to complete renovations and maintenance. Upgraded cabling and automated alerting (i.e., SARA) were installed.

Our Health Care and Resident Life (HCRL) Committee is robust and always monitoring the reports, improvement plans and satisfaction surveys.

While the current population of Eagle Rock is about 35,000, in 1923 it was only 6,700. As recognized by the County of Los Angeles, our area was originally and is still inhabited and cared for by the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples.

Over its first 100 years, Solheim has built strong structures of support of both people and property "to provide abundant living for older adults in a caring faith-based community filled with love, peace, dignity, and security." We are ready for the next 100 years and invite you to join us! Our many stakeholders are essential to our long-term operations.

Thank you,



Renee Brandt, Chair



Renee Brandt, Board Chair

# 2022 BOARD OF DIRECTORS

Renee Brandt, Chair
Robert Menzies, Vice Chair
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Bob Gerringer, Secretary
Pastor Keith Banwart
Ben Beckler
Bishop Brenda Bos
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Paul Egge
Ken Kallman

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**Carol Peters** 

## Barbara Rogers,

Resident Voting Member and Resident Representative

**Susan Stark** 

# LOVE WINS AGAIN!

Sometimes all things do work together for good and in 2022, Solheim Senior Community was one of those places in one of those times. We're so pleased our report is a rosy one!

Reflecting on 2022, we love what's looking back at us! For one hundred years, Solheim has maintained our mission to provide abundant living for older adults in a caring, faith-based community filled with love, peace, dignity, and security. As you read in our CEO and Board Chair letters contained in this report, despite a year of recovery and challenge, Solheim continues to shine brilliantly.

Founded in Eagle Rock on November 11, 1923 as a "Cozy Christian Home for Worthy Aged Norwegians" and one of Southern California's first residential care communities for older adults, Solheim remains true to its faith-based mission today. Solheim has become a place that welcomes all faiths and serves a multicultural community of older adults that reflects the diversity of the City of Los Angeles

Solheim is one of Eagle Rock's oldest non-profit organizations and an important part of the fabric of the community, having remained in its original location and maintained its independent status while successfully responding to the changing needs of our community. Solheim has grown from a single Craftsman bungalow to a continuing care retirement community that offers fully-licensed care in residential and assisted living, memory care, and skilled nursing on two and one half acres.

We work in partnership with our residents and their families to provide a vibrant community filled with love, peace, dignity and security, and we have long enjoyed a reputation for superb care and a five-star Medicare quality measures rating, thanks to our outstanding staff. We believe the key to abundant life for the residents is its dedicated staff, and we encourage all staff – licensed, certified, support and administrative – to embody the "Solheim Feeling" – compassion and kindness, dignity and purpose, unified community, and a genuine joy in living.

Solheim is supported by donors and friends and led by a committed Board of Directors whose guidance will allow us to continue to flourish and serve our senior residents. Committed and engaged in our community, Solheim maintains an affiliation with the Evangelical Lutheran Church in America.

Founded 100 years ago by Mr. Larson and the Men's Brotherhood of Our Savior's Lutheran Church in Los Angeles as they were called to care for and love older adults, Solheim is proud to enter its next Century of service with your prayers, support and love. Here's to another century of leading with love!





# 2022 WAS A YEAR OF RECOVERY

In many ways, 2022 was a year of recovery for Solheim. To start, the Leadership Team worked very hard throughout the year to increase occupancy and stabilize our financials, to start 2023 in a strong place. But even beyond that, I think that the entire Solheim staff found itself dealing with the toll that the ongoing COVID-19 pandemic was taking. For some, that meant processing the emotional impact as we entered our third year of this global pandemic; for others, it probably included dealing with the ongoing financial impact inflicted by the myriad of challenges associated with our societal response to the pandemic; for many, I would imagine it included both of those challenges and others.

As I look back and reflect on 2022, I am now confident that, as an organization, Solheim will end 2023 in a stronger place than we found ourselves before the pandemic. But, of course, that does not mean that the pandemic is "behind us." To the



Sam Oden, CEO

contrary, I suspect that in many ways, both large and small, Solheim – and the entire senior living industry – will continue to grapple with the unfolding legacy of the COVID-19 pandemic for years to come.

Right around this time last year, our Leadership Team was working to put together our budget for 2023 to present to the Board of Directors for approval. I have worked in this industry for more than a decade, and I can maybe remember only one other time that a budget that did not project a profitable year for a senior living community was presented. But that's exactly what we were forced to do last year: to keep up with increasing wages, rapidly spiraling inflation, and all-around-increasing expenses, we submitted a proposed budget to the Board of Directors that projected a sizeable deficit for 2023. I must admit that I was nervous; how would the Board react?

I shouldn't have been nervous. Once again, Solheim's Board of Directors proved that they are capable of seeing "the bigger picture." Although I hope it does not need to be said that Solheim does not intend to continue budgeting to lose money in the years to come, I was humbled by how quickly the Board grasped what is important during this uniquely challenging time – Solheim's ability to leverage the considerable financial power that it has accumulated over the last century to continue to care for its residents and staff. During a period when I have watched an increasing number of ostensibly non-profit organizations adopt an increasingly "for-profit" mentality, it was inspiring to be reminded, yet again, that Solheim's Board of Directors understands that these are precisely the times that are supposed to distinguish non-profit organizations from for-profit organizations.

In some ways, at least financially speaking, 2022 proved to be more challenging than 2021 had been – because in 2022, Solheim was called to continue to prioritize the health and safety of the Solheim community while adapting to ever-changing regulations... but without the stimulus funds that had been made available to us the year before. Again, I must admit that I was nervous; how would Solheim's Leadership Team make things work?

Again, I shouldn't have been. In many ways, our team rose to the challenge and grew closer as we explored creative ways to get the job done even when the belt had to be tightened. (Of course, I would also be remiss not to add that we couldn't have rallied the way that we did without the incredible support that we received from Solheim's residents and their family and friends.)

Despite the challenge at hand, we've been able to make progress in many areas. This past year we were able to update our infrastructure at Solheim. Public WiFi speed had been admittedly slow due to widespread daily use, and improving WiFi throughout campus was a priority. Staff now have faster access to important records, and residents in independent and assisted living now have their own router and modem, with a dedicated WiFi network to better suit their streaming needs.

Finishing touches are now being completed on our internal TV channel, which allows management to instantly communicate with residents. This internal channel will also be used to broadcast movie

nights and monthly meetings. This strengthens Solheim's sense of community, uniting mobile residents with those who are housebound.

Our outdoor dining renovations were completed last year, updating another patio—the Sensory Garden—which is used for happy hours and other special events. In the Skilled Nursing campus, Solheim has implemented a new program called "Dining with Dignity," with portable buffet equipment that creates a restaurant style dining experience.

The dining experience has been enhanced throughout Solheim campus. The daily menu has been expanded to include an "always available" choice of popular foods. Now when families visit for a shared meal, the menu offers something for everyone. We're looking forward to the return of warm weather when residents may enjoy their meals outside. Everyone loves outdoor dining!

Our Life Enrichment team continues to explore new activities to stimulate and engage Solheim residents. Our Classical Music Appreciation Society remains popular, Goat Therapy was a smash hit, and we recently enjoyed a gorgeous trip to the California Poppy Reserve. At Solheim, we believe in active fun at every age!

And, as our Centennial Theme this year states: "Unmasking Solheim's Second Century", we were able to literally 'unmask' in early April! Until April 3, 2023, Solheim rigorously complied with California's stringent mask mandates. On April 3, when many regulations were rescinded, the masks came off with a palpable sigh of relief. The most rewarding part of unmasking was regaining full communication with our residents. So much communication is dependent upon lip reading and facial expressions. Now the masks are off, we can smile at each other with our full faces again. Joy has been restored.

As we now prepare to start budgeting for 2024, I am much more optimistic and much less nervous than I was this time last year – and I have to say I am both heartened and encouraged by all the hard work our team has done to put us in the relatively strong position in which we now find ourselves.

These last three and a half years at Solheim have positively wowed me. No matter what difficulties Solheim faced, the encouragement and genuine love shared among the residents, the Board, and the entire team was truly extraordinary. We continue to hold each other up.

Solheim truly is driven by a deep desire to care for older adults and love one another. After joining Solheim I was surprised to learn a few things over the past few years. Hands down, Solheim residents are the absolute best group of residents I've ever had the privilege to serve. The amount of wisdom, encouragement, support, and kindness I receive from the residents astounds me. Solheim residents are the salt of the earth who extend their kindness and appreciation to the staff, whom they treat very well.

My experience serving as Solheim's CEO throughout 2022 only further strengthened my deep respect and appreciation for our Board of Directors. I would like to specifically thank Renee Brandt for her leadership as the Chair of the Board of Directors during this difficult "year of recovery," and for the constant guidance and support that she provided to me throughout the past year. In a world that often felt chaotic, Renee was a rock and an anchor – and for that, I will forever owe her a debt of gratitude. With respect to the rest of the Board, I can only say that it is a privilege to work with such a smart and talented group of individuals, who have shown as they did this past year, that we are a Mission driven organization, and our bottom line is the love and care we provide every day.

Solheim's stellar staff genuinely love the residents. Solheim Senior Community has a remarkably low staff turnover rate (year to date a mere 4% in contrast to the industry turnover rate of over 50%). We attribute this to a pleasant work environment combined with Solheim's commitment to supporting our team with compensation and benefits that allow employees to retire at Solheim.

I continue to feel very blessed to be a part of the Solheim family, and I look forward to serving the Solheim Community for years to come. As I was able to report during my first two years at Solheim, once again, my wife and I are being blessed with a child this year. Truly, in many ways, my time at Solheim thus far has included some of the best years of my life.

In His Service.

Samuel Oden, Chief Executive Officer



BOARD OF DIRECTORS L to R: Top Row: Paul Egge, Adria Navarro, Tom Buckley, Susan Stark, Ken Kallman, William Krantz, Carol Peters, Ben Beckler, Adam Yarian, Meg Pierce, Dave Pierce. L to R: Bottom Row: Sam Oden, CL Keedy III, Renee Brandt, Bob Gerringer, Robert Menzies. Board Members not shown: Pastor Keith Banwart, Bishop Brenda Bos, Barbara Rogers.

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**Carol Peters** David Starleaf\* Renee Brandt, Board Chair, ex officio Sam Oden, CEO, ex officio Meg Pierce, Senior Director of Health Care Services Marie Garnett, Director of Nursing

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Paul Egge, Chair Ben Beckler **Bob Gerringer** Ken Kallman



LEADERSHIP TEAM FROM L to R: Tina Antypas, Lupe Roman, Meg Pierce, Ashley Brayman, Gabby Guzman, Monique Montalvo, Marie Garnett, Adam Yarian

Robert Menzies Masa Suzuki\* Renee Brandt, Board Chair, ex officio Sam Oden, CEO, ex officio Felipe Herrera, Director of Facilities Adam Yarian, General Counsel, Director of Operations

\*Community—Non-Board members

Mary Rough, Chair

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Lowell Ehrhardt
Jeanne Mignard
Aletta Parker
Ty Veden
Alice Ward
Barbara Rogers, Resident Representative
to the Board of Directors
Barbara Rogers, Resident Member
of the Board of Directors (voting)

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Eileen Olson, Secretary
Mandy Anderson-Carreno
Lowell Ehrhardt
Shirley Parker
Alice Ward
Sam Oden, CEO, ex officio
Pastor Violeta Sanders, Chaplain

### **LEADERSHIP TEAM**

(through 2/22)

Sam Oden, CEO

Meg Pierce, Senior Director of Health Care Services Marissa Pinto, Director of Nursing (through 3/22) Marie Garnett, Director of Nursing (starting 3/22) Marie Garnett, Director of Residential Health & Wellness (through 3/22) Anna Lee, Interim Director of Residential Health & Wellness (3/22-9/22) Monique Montalvo, Director of Residential Health & Wellness (starting 9/22) Taylor Cordova, Director of Human Resources (through 5/22) Kathy Rust, Director of Community Engagement (through 4/22) Ashley Brayman, Directory of Community Engagement starting 5/22) Felipe Hererra, Director of Facilities Lucy Laloyan, Director of Sales (through 8/22) Mamie Cornett, Director of Marketing Tina Antypas, Director of Development Cynthia Slaterus, Director of Dining Services (through 4/22) Gabrielle Guzman, Director of Dining Services

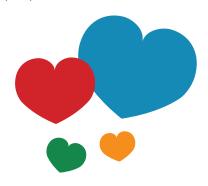
Antonio Davila, Director of Finance, CFO

Jack Yu, MD, Medical Director

Adam Yarian, General Counsel, Director

(starting 8/22)

of Operations



# Solheim Lutheran Home is grateful to the generous donors who have made gifts between January 1, 2022, and December 31, 2022.

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William & Linda Krantz Robert & Donna Menzies James Skinner Oliver & Susan Stark

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Marie Brauer



"Thank you to the caring and compassionate staff who take care of our mom. It gives us such peace of mind knowing you love our family like your own!"

E. Gary & R. Marina Raines William & Elvira Reardon Martin Regan & David Griggs Mary E. Rough Elizabeth Saenz Salem Lutheran Church Women, Glendale Rev. Violeta Sanders Asma Saraj **Phyllis Schirmer** Ann Sewill **Edward Sigmon** E.C. Sigmon, Inc. Paul & Leno Sislin Supervisor Hilda Solis Olga Spilewsky Jacqueline Steltz-Lenarsky **Dorothy Stemm** Michael L. Stern Letha Stewart William & Agnes Streiber & Family Warren M. Thomas Kelly Tran Theresachrist Ulbricht Margaret Vesper Francyne Vezina & Albert Ramseyer

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"We are grateful knowing that our dad is receiving the best quality of care at Solheim. Everyone is very friendly, helpful and accommodating, and you work hard to make Solhiem a place for our dad to call home."

> Carla Kovack Michael Kovack Patricia & Robert Lavoire Carol Ann & Richard Lee Terry & Kevin Lee Nadine Long Richard and Nancy Manning The Motzkus Family Ruth Nelson Jeff & Rebecca Nord Melody Ogburn Sandra Ohno Robert & Karen Ostash Matthew Pelton William & Karen Peoples Norman & Jean Ann Perry Dick & Shar Pulice David & Natalie Russell Karen Smallfoot Charlene K. Snyder John & Mary Spalding Jim and Kristin Tranguada Alexander Volman Alice Ward Josephine A. Whitney William & Marji Whiting Consuelo S. Woodhead Edmond Yee

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**IN MEMORY OF:** 

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### A SPECIAL THANKS

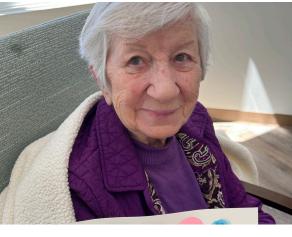
To Trader Joe's Eagle Rock for regularly supplying fresh flowers to help beautify Solheim's campus!

# After nearly 100 years Solheim continues to shine













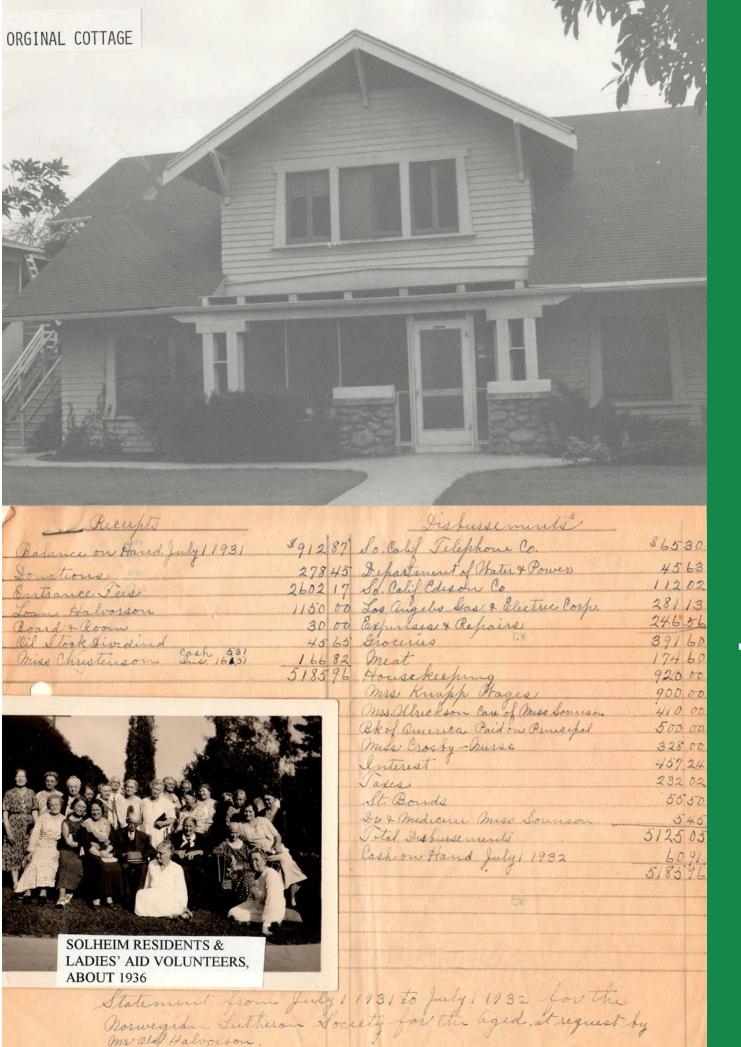










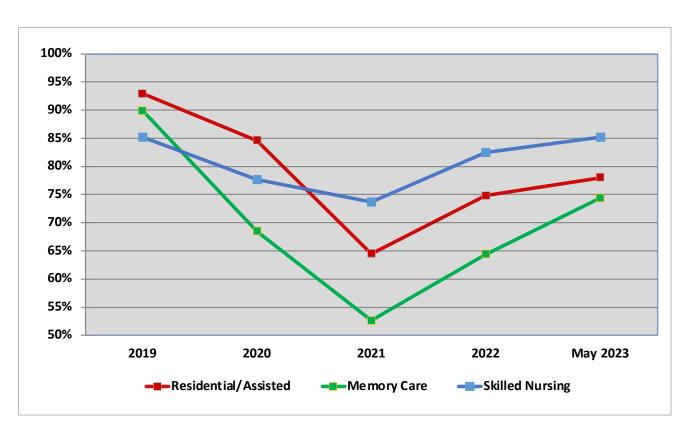


# Statements of Financial Position December 31, 2022 and 2021

Assets	2022	2021
Cash and cash equivalents	\$ 312,943	\$ 159,997
Investments	8,987,756	11,306,614
Accounts receivable, net	1,439,241	1,342,193
Prepaid expenses and other assets	392,322	306,627
Facilities and equipment, net	5,481,995	5,624,445
Deferred costs	-	22,075
Total Assets	\$ 16,614,257	\$ 18,763,299
Liabilities and Net Assets		
Accounts payable and accrued expenses	1,172,001	1,165,497
Refundable entrance fees	319,933	121,629
Deferred revenue - entrance fees	2,278,156	2,137,278
Deferred Revenue - other	-	6,500
Long-term debt and accrued interest payable	241,139	295,780
Refundable advance - PPP loan	-	-
Net assets	12,603,028	15,036,615
<b>Total Liabilities and Net Assets</b>	\$16,614,257	\$18,763,299

# Occupancy at a Glance

# 5-Year Trend



# **Statements of Activities** Years ending December 31, 2022 and 2021

Revenues Resident Fees - Skilled Nursing Resident Fees - Memory Care Resident Fees - Assisted Living Resident Fees - Residential	<b>2022</b> \$ 7,954,898 2,372,036 1,546,161 1,109,555	\$ 7,012,258 1,820,076 1,388,064 823,525
Entrance fees earned Ancillary services and other fees Interest and dividends, net Contributions - bequests Contributions - other Provider relief fund	530,440 1,394,166 198,286 3,232 211,837	670,845 1,061,202 212,666 10,177 1,743,280 76,020
Other revenue  Total operating revenues	215,933 <b>15,536,544</b>	190,568 <b>15,008,671</b>
Operating Expenses Departmental expenses COVID-19 expenses Depreciation Other Total operating expenses	15,520,418 78,245 675,822 115,777 <b>16,390,262</b>	13,619,619 131,794 655,575 94,435 <b>14,501,423</b>
Total Operating Income Net gains (losses) on investments Loss on disposal of equipment Impairment of deferred costs	(853,718) (1,429,639) (78,916) (22,075)	<b>507,248</b> 808,4241 (74,016)
Change in Net Assets without Donor Restrictions Additional Information Revenue reduction attributable to char	\$ (2,384,348)	\$ 1,241,653
and Medi-Cal contractual adjustments.	\$ 158,000	\$ 127,000

# Solheim 2022 Revenues

# Solheim 2022 Expenses





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