

Annual Report 2016



Homme
Inc. of Wisconsin

Homme Home for the Aging, Inc.
Homme Home Foundation, Inc.
Homme Heights, Inc.

Executive Director's Report

What to say about the 2015-2016 year which we had just concluded? Perhaps a more accurate question would be "what the heck has happened over the last 12 months"? I think it would be fair to say that over the last 12 months, the world we know as Homme Inc. of Wisconsin has been more surprising than we had anticipated.

One of the first major projects completed in this last year was our refinancing of both the Homme Heights, Inc. and Homme Home for the Aging, Inc. bond issues. After eight months of effort we were able to conclude our refinancing, which was completed in partnership with AbbyBank. This work helps to assure fine long-term financial stability, and creates additional cash flow for the organization. The refinancing project was completed just prior to Christmas, 2015. In addition to lower costs of borrowing, AbbyBank also brings significant advancements in electronic banking to all the Homme institutions.

A review of our last year would also point to the impact of the new to a new phenomenon which is affecting all phases of healthcare, not just long-term care. A massive and critical health care labor shortage, brought on by years of neglect of our reimbursement system, has led facilities throughout the State of Wisconsin to experience levels of vacant positions not seen before. The significant underfunding of the Medicaid program has led to many facilities not being competitive in an era of rapidly increasing wages. Coupled with the decline in the number of younger employees seeking a career in healthcare, this tsunami has affected providers in every part of the state and in the country as a whole.

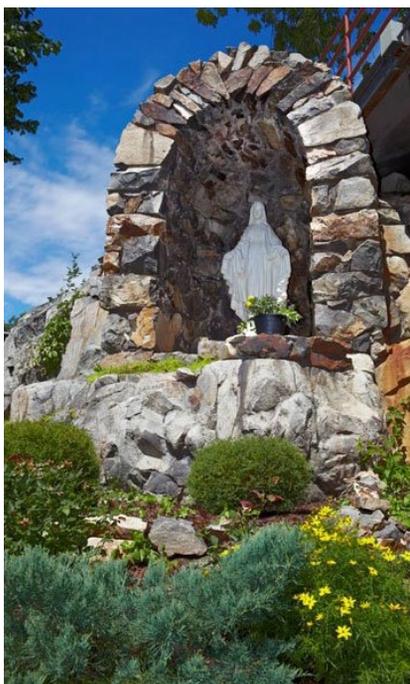
The impact of these vacant positions on Homme is significant, and in spite of our best efforts to recruit new staff it has affected our ability to admit residents to the facility. To assure that we have adequate numbers of staff to care for our residents we have temporarily reduced our skilled nursing occupancy to a maximum of 50 residents. This is just one of many strategies to cope with such a labor shortage.

We have just completed the first phase of a multi-year plan to upgrade Homme's Wittenberg campus. In an effort to upgrade the environment for residents we have chosen to renovate the main resident dining room and lobby / chapel areas of the facility. This is the first step in a long journey to renovate our Wittenberg building.

On the Forest Park Village campus, the demand for our residential and assisted-living services remains consistent, and the Independent Plus program serves as a steppingstone to promoting independence while still receiving needed services and assistance. And our Adult Day Center remains a positive resource for individuals living at home who are caring for or living with the effects of dementia for themselves or for a loved one.

From a regulatory perspective Homme's skilled nursing and assisted living programs continue to meet compliance requirements, remaining well below state averages for citations or violations.

And, as always, as an organization Homme Inc. of Wi continues to be grateful for the support and interest of our churches, our communities, and the families of those we serve. We treat the trust that people place in us with great respect and regard, and remain honored to be able to serve our residents throughout the year.



Homme Home of Wittenberg Nursing Home Report

This year Homme Home of Wittenberg faced an ongoing struggle with a workforce shortage. The workforce shortage was primarily in Certified Nursing Assistants. Through networking of leadership with other nursing homes, it was determined in the Wausau area that there were over 70 open positions for Certified Nursing Assistants. To ensure that we were providing adequate care to our residents, we voluntarily put a restriction on admissions of new residents and reduced our total census in the nursing home to 50.

Numerous recruitment efforts were conducted to attract new Certified Nursing Assistants. We utilized print advertising, direct mailers, and social media to recruit new Certified Nursing Assistants. We created a new classification of employee, Assistant Caregiver, to assist Certified Nursing Assistants in non-direct care duties. An Education Assistance Program was created to pay for individual to go through a CNA course with the local technical college and take the CNA certification test. Our recruitment efforts have been easing the situation, however there will still be significant work ahead.

Clinical Quality Care and Best Practices remain another top priority in our nursing department. This year Homme will be implementing the INTERACT program. INTERACT is an acronym

for Interventions To Reduce Acute Care Transfers, in which licensed staff will be given a toolkit to address resident change of condition proactively to not create a worsening condition, therefore reducing preventable hospital transitions.

Training Tomorrow's Leaders in Health Care

is a focus of the Homme Home, we are proud to work with the educational institutions to energize tomorrow's leaders in health care. With our dedication to better the field the following educational systems have programs at Homme Home:

Wittenberg Birnamwood High School:

Youth Apprenticeship Program Site

Marion High School:

Youth Apprenticeship Program Site

University of Wisconsin Stevens Point:

Healthcare Administration Internship site

Rasmussen College:

Registered Nurse BSN Clinical Site

NorthCentral Technical College:

Registered Nurse Clinical Site

Licensed Practical Nurse Clinical Site

Skilled Nursing Statistics

Total Admissions: 111

Education Assistance Recipients: 8

Discharges: 91

Average Length of Stay for Rehab Residents: 28.72 Days

Survey Outcome: 4 Deficiencies



Homme Residential CBRF Report

The last year has seen Homme Residential- Wittenberg CBRF become as full part of the State of Wisconsin's Family Care program, as of January of 2016. Family Care is a publicly funded program that utilizes different Managed care organizations to coordinate and manage a recipient's community based long term care services. In the last year we have seen an increase in the number of residents we serve, as well as a marked increase in the services they require. Some of these services include Physical, Occupational and Speech Therapy, restorative nursing programs, the need for increased medication monitoring, wound care services, and coordinating transportation for appointments. While we have provided these services in the past, the volume of new requests is quite a bit higher. All these services now require prior authorization from the Managed Care Organization before we can initiate them. Currently we have 25 residents enrolled in Family Care.

Residents residing in the CBRF have a new option when choosing a primary care physician. Dr. Turnbull and his team from the Birnamwood Clinic are now seeing CBRF resident's right here in the facility, eliminating the need for residents to go out to see the doctor. Homme Residential-Wittenberg is the only CBRF in the area to have a Medical Doctor or one of his team members, in the facility weekly. We are extremely proud of this program, and residents and their families have also expressed appreciation to Dr. Turnbull and his team for providing easier access to medical care and treatment.

Our CBRF is always looking for ways to improve the quality of life for our residents. As part of our Quality Improvement Program, we instituted 30 minute needs assessment checks on those residents identified as "at risk" for falls. Staff stop to check on each resident every 30 minutes to see if they need anything like: a glass of water, assistance to an activity, help to the bathroom etc. The program has been in place almost two months now and we are quite pleased with the results. Staff have worked hard to implement this program and the results have been well worth the extra effort.

CBRF Statistics

CBRF Census	45
Admissions	21
Discharges	12
Expired	6



Homme Heights Report

After celebrating our 25th Anniversary last summer, it's been relatively quiet and business as usual. Of course, business as usual keeps us very busy and part of our usual business is to push to enhance what we do and how we do it. Here are a few highlights from the past year on our Wausau campus:

Homme Heights Highlights

- We have started a new campus newsletter that goes to residents and families every other month called "The Heights."
- We have also started family council meetings at both Stone Crest residence and the Garden apartments. The goal is to enhance communication with and provide support to our family caregivers.
- We started a new initiative to encourage employee retention. Elements include the "Golden Hearts" recognition program, "The Pulse" caregiver newsletter, and monthly in-services.
- We are in the final stages of a complete review and re-write of our policies and procedures for the Gardens and Stone Crest. All in a effort to set up our caregivers for success in their positions.
- Our annual satisfaction surveys again reflected that we have very satisfied residents and family members.
- We have created a programming committee of residents at Forest Park Village to help provide ongoing input and support about the programs and activities we offer on campus.

Forest Park Village Statistics (Independent & Independent Plus):

As you know, we now offer two options for independent living. There is the traditional "Independent" living in which you rent an apartment from us and pay your own utilities and then can ala carte services such as meals and housekeeping. The other is our "Independent Plus" option. Independent Plus is a dynamic bundle of services simplifying household management of expenses for senior adults. Instead of paying several different fees for several different services, one monthly payment provides personnel to assist in providing the following amenities.

- An apartment with utilities including water, sewer, and electric
- Daily comfort checks by staff
- Daily lunch and supper meals
- Weekly housekeeping
- Weekly laundry service

Admissions: 17 people into 14 apartments (couples)

Discharges: 12 people out affecting 11 apartments

Our recently created Independent Plus program has been averaging a census of 10. At the time of this report we are serving 8 residents in 6 apartments. We anticipate our census to increase back to that average of 10 with some anticipated move-ins.

Homme Adult Day Center:

We have been maintaining a solid census of approximately 7 participants per day. We work with a variety of payor sources including private pay, the VA, Family Care and IRIS.

The Garden Apartments: (RCAC)

Admissions: 8 people into 5 apartments (couples)

Discharges: 13 people affecting 11 apartments

Stone Crest Residence: (CBRF)

Admissions: 16

Discharges: 18



Consolidated Statement of Operations

	Homme Home for the Aging	Homme Heights	Homme Foundation	Homme Inc. of Wis.
Revenue				
Nursing Home	\$4,766,695			
Community Based Residential Facilities	\$2,248,709			
Rental Income	\$50,300	\$737,474		
Resident Services		\$732,467		
Adult Day Care		\$76,196		
Food Service		\$253,043		
Contributions		\$9,293	\$90,231	
Other		\$19,383	\$5,666	\$64,843
Total Revenues and other support	\$7,065,705	\$1,827,856	\$95,897	\$64,843
Expenses				
Nursing services	\$3,429,744	\$516,984		
Other Professional Services	\$148,882	\$336,911		
General Services	\$1,411,761	\$335,355	\$26,583	
Administrative services	\$1,032,732	\$284,265	\$47,644	\$55,740
Employee Benefit's	\$941,636	\$35,404		
Depreciation and Amortization	\$211,711	\$197,689		
Interest	\$67,007	\$58,567		
Total Expenses:	\$7,243,472	\$1,765,175	\$74,227	\$55,740
Income (Loss) from Operations	(\$177,768)	\$62,681	\$21,670	\$9,103

Consolidated Balance Sheet

	Homme Home for the Aging	Homme Heights	Homme Foundation	Homme Inc. of Wis.
Assets				
Currents Assets:				
Cash & Cash Equivalents	\$566,254	\$80,648	\$135,171	\$195,924
Account Receivable Net	\$1,030,185	\$27,366		\$969,367
Inventory	\$43,779	\$6,411		
Prepaid and Others	\$34,416	\$1,063	\$1,296	\$1,063
Total Current Assets	\$1,674,634	\$115,488	\$136,467	\$1,166,355
Investment's				
Assets Limited as to Use	\$1,243,728	\$236,527	\$341,172	\$639,285
Property & Equipment - Net	\$701,570	\$18,895		
Deferred Financing Fees	\$1,289,083	\$2,115,242		\$110,710
	\$33,926	\$30,464		
Total Assets	\$4,942,941	\$2,516,616	\$477,639	\$1,916,350
Liabilities				
Accounts Payable - Trade	\$244,699	\$252,672	\$2,589	\$2,128
Accrued Liabilities:				
Payroll	\$150,668	\$17,508	\$1,078	\$887
Vacation , holiday, sick	\$194,444			
Other	\$36,287	\$583,140	\$7,807	\$374,246
Bonds Payable Short - Term	\$106,718	\$89,382		
Bonds Payable Long - Term	\$2,668,983	\$2,531,301		
Total Liabilities:	\$3,401,798	\$3,474,003	\$11,474	\$377,261
Net Equity	\$1,541,143	(\$957,387)	\$466,165	\$1,539,089
Total Liabilities' and Net Equity	\$4,942,941	\$2,516,616	\$477,639	\$1,916,350

Homme Foundation Report

The Homme Home Foundation, Inc. focused a lot of our attention this year on the Annual Angel Appeal. This focus paid off, we saw an 11% increase with our donor support for the Annual Angel Appeal. This year many of our donations came in memory of past residents whom we have called family for years. Not only are we grateful for these gifts, but we feel blessed to have been a part of your loved one's life. We also received a large Estate donation that encouraged the Wittenberg campus to receive a new look.

Foundation Statistics

- Foundation has 69 new donors

Matching funds program

- We raised over \$3,000 with matching fund donations.
- Donors are from ITW (1), Thrivent Choice Dollars (5), Give with Liberty (7)

Annual Angel Appeal

- We hit a record high of raising over \$28,000
- 27 new donors to the fundraiser
- 17 donors increase donation from previous years
- 13 donors decrease donation from previous years
- 194 Angels hung at our 4 facilities

20th Annual Golf Outing

- 100 golfers decrease in golfers from last year
- 36 Corporate Sponsors that is an increase of eight more than last year
- Over \$4,000 of expense was covered by Corporate Sponsors
- We raised about \$20,000

Bequests, Estates, & Endowments:

- Our main dining room, lobby, and Bethany Chapel have been renovated. This renovation project was achievable through two large Estates. The Clara Radtke Estate, and The Lois Glenda Bjelland Estate.
- Ethel V. Hill Estate was received in July of 2015.

Other Fundraisers:

- iPad/Touchscreen Computer for CBRF Residents at Wittenberg is half way to goal.

- Skilled Memory Care Floor raised funds to receive a flower garden. The flowers were raised by using a Thirty One Fundraiser, Consultant Gwen Williams. The garden box was built by Mt. Olive Church. With this fundraiser we were able to provide each resident on the floor a nice tote for their personal items in their room too.
- Soup supper at Forest Park Village had an increase in attendance raising more contributions.

As the Foundation turns to the next fiscal year we hope you will join us on our journey to achieve our mission. We invite you to participate as a supporter of the Homme Foundation. You could participate in our Annual Angel Appeal and the Golf Outing. We would like to assist you with your planning of Estates, Life Insurance, and Wills, it's never too early to start planning for the future. We will be developing to one more annual fundraiser in 2017, so stay tuned for more details. The Foundation also encourages year after year for donors to utilize matching fund programs. These matching fund programs are a great opportunity for donors, like yourself to increase charitable gifts. Are you a Thrivent member? Another goal we have is to start building this partnership with Thrivent Action Teams. We would love to share with you our programs that could use Thrivent Action Teams assistance. Through all of this planning for the next fiscal year we want you, our donors, to know we will still stay true to our mission.

Homme Home Foundation's Mission

- To develop and promote financial resources which can support, enhance and expand the ministries of Homme.
- To develop opportunities for supporters and donors to partner in the growth and expansion of Homme's ministry by offering tax deductible charitable giving opportunities. We also are looking for new ways to support our Resident programs to better their way of living at our campuses and we do this through mini fundraisers.



Board of Directors

(2015-2016 Term)

Homme, Inc. of Wisconsin

John Fisher II *

Cheryl Kelly

Heather Yaeger

Zachary Popp

Roger Thorpe *

(Homme Home for the Aging, Inc. Representative)

Delores Kessel

(Homme Heights, Inc. Representative)

Travis Rose

(Homme Foundation, Inc. Representative)

Homme Home for the Aging, Inc.

Roger Thorpe *

Rev. Michael Larson *

Jason Rosenow

Lola Eckardt

Anne Lucas

Homme Heights, Inc.

Delores Kessel *

Dan Meschefske *

Cathy Winters

Dan Esterline Jr.

Rev. Tony Patterson

Rev. Kemp Jones

Dave Krause

Homme Home Foundation, Inc.

Dr. Casey Long *

Andrea Schmidt *

Bob Henning

Misty Clendenning

Travis Rose

George Larzelere

Kathy Robbins

*denotes an officer on the boards

Raise the Bell

Live the Legacy Program

We are in the process of calculating every donor's cumulative contributions from 2007 to now. After tons of math, we are excited for how many new donors qualified and how many current donors have upgraded their bell level. The Homme Home Foundation Coordinator, Homme Home Foundation Board Members, and Executive Director invite all the Homme Home Foundation's current donors, Sponsoring congregation's, and new donors to come to this special recognition program. We have tentatively set the date for Friday April 17th at 3 PM at Homme Home of Wittenberg Bethany Chapel.

Raise the Bell Program:

Our "Raise the Bell - Live the Legacy" program recognizes donors for ongoing support of the Homme Home Foundation and its programs. Donors who contribute \$125 or more during the calendar years from 2007 to 2016 will be recognized with a "bell" on the donor wall. When total accumulated giving reaches a new Donor Level, a new bell recognizing the donor's total cumulative giving is added to the wall. The old bell is returned to the donor as a thank you for supporting the Foundation.

The Bell Program was created by the Homme Home Foundation Board of Directors, who felt that it was important to create a way to recognize and thank those who keep the Homme mission and vision alive through their generosity.

Donor Levels

- \$125
- \$500
- \$1,000
- \$2,500
- \$5,000
- \$10,000

For more information on the Raise the Bell Program and its Rules and Restrictions please visit our website <http://homme.org/support-raisethebell.shtml> or contact Kristeanna Crick, Foundation Coordinator.

Sponsoring Congregation

Homme Inc. of WI values its partnership with their sponsoring congregations of the Evangelical Lutheran Church in America and The Luther Church Missouri Synod. Together we bring quality Christian care to members of our communities.

Our Sponsoring Congregation includes:

Langlade County

Calvary Antigo
Arbutus Pearson
St. John Polar
St. Matthew White Lake

Lincoln County

Our Saviour's Merrill
Calvary Pine River
Grace Tomahawk

Marathon County

Bethany Aniwa
St. Peter Hamburg
St. John Mosinee
Mt. Calvary Rothschild
Zion Stratford
First English Wausau
Good Shepherd Wausau
Immanuel Wausau
Pilgrim Wausau
St. Andrew Wausau
St. Stephen Wausau
Zion Wausau

Oneida County

Calvary Minocqua

Portage County

North New Hope Amherst
Junction
Faith Rosholt
Trinity Stevens Point

Shawano County

St. Paul Aniwa
St. John Birnamwood
St. Paul Birnamwood
Trinity Birnamwood
Lutheran Church of the
Wilderness Bowler
St. Matthew Bowler
St. Paul Bowler
Zion Caroline
Zion Eland
St. John Mattoon
Immanuel Morris
Zion Shawano
Peace Split Rock
St. John Tigerton
Zion Tigerton
Elias Tilleda
Peace Tilleda
Redeemer Wittenberg
St. Paul Wittenberg

Waupaca County

St. John Marion

Wood County

Faith Marshfield

Affiliate Congregation

Holy Family Congregation
Wittenberg
St. Anthony Catholic Church
Tigerton
Wittenberg United Methodist
Church Wittenberg



Homme Home Organization Directory

Homme, Inc. of WI

Steve Seybold, Executive Director
715-253-2125, ext. 151 • steves@homme.org

Kristeanna Crick, Executive Assistant
715-253-2125, ext. 152 • kristeannac@homme.org

Main Phone Number: 715-253-2125
Main Fax Number: 715-253-3198
Main email address: info@homme.org
Mailing address: 604 S. Webb St.
Wittenberg, WI 54499

Homme Home Foundation

Kristeanna Crick, Foundation Coordinator
715-253-2125, ext. 152 • kristeannac@homme.org

Main Fax Number: 715-253-3198
Mailing address: 604 S. Webb St.
Wittenberg, WI 54499

Skilled Nursing Facility

Justin Cieslewicz, Administrator
715-253-2125, ext. 149 • justinc@homme.org

Main Fax Number: 715-253-3538
Mailing address: 604 S. Webb St.
Wittenberg, WI 54499

Homme Residential CBRF/Sunburst

Arlene Hanus, CBRF Administrator
715-253-2125, ext. 150 • arleneh@homme.org

Fax Number: 715-253-2134
Mailing address: 604 S. Webb St.
Wittenberg, WI 54499

Wausau Campus/Forest Park Village

Amy Forst, Director of Operations
715-845-1214, ext. 311 • forestpv@gmail.com

Fax Number: 715-842-8389
Mailing Address: 2901 N. 7th St.
Wausau, WI 54403

Stone Crest Residence

Tanya Ballard, LPN, Facility Manager
715-849-5462 • stncrst@gmail.com

Fax Number: 715-849-4563
Direct Care Staff: 715-849-9563
Mailing Address: 805 Parcher St.
Wausau, WI 54403

Garden Apartments

715-842-7709, For Direct Care Staff
Fax Number: 715-848-5010
Mailing Address: 801 Parcher St.
Wausau, WI 54403

Adult Day Services

Lisa Jaeger, Adult Day Center Coordinator

715-845-1214, ext. 310 -hommeadc@homme.org
Fax Number 715-842-8389
Mailing Address: 2901 N. 7th St.
Wausau, WI 54403

Homme Home Apartments Wittenberg/Bowler

Arlene Hanus, CBRF Administrator
715-253-2125, ext. 150 - arleneh@homme.org

Main Fax Number: 715-253-2134
Mailing address: 604 S. Webb St.
Wittenberg, WI 54499

For a more detailed contact list please refer
to our website, www.homme.org.



Find us on
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Homme Homes Wittenberg Campus
Homme Homes Wausau Campus



Homme
Inc. of Wisconsin

Mission Statement

“Homme, Inc. of Wisconsin is a not-for-profit association based on caring Christian love, dedicated to providing excellent care and services through a holistic approach that meets the changing needs in health care, housing, and community-based services, while advocating for the needs of our residents, our employees, and the communities we serve.”