

Linwood Community

2023 ANNUAL REPORT



A Ministry of Fox Valley Lutheran Homes



Table of Contents

- STAFF..... 3
- 2022-2023 BOARD COMMITTEE DIRECTORY 3
- Donations..... 4
- IN-KIND DONATIONS (cont.) 5
- ANNUAL MEETING AGENDA 6
- FVLH Annual Meeting Minutes 7
- Board Chair Report 10
- Executive Director Report..... 11
- Wellness Coordinator Report 12
- Community Resource Advocate Report..... 13
- Marketing/Mission Ministry Report 14
- Property Report 15
- Capital Projects 2023 & 2024..... 16
- Finance Report..... 17
- 2023 Achievements..... 18
- FVLH Profit and Loss Summary 19
- Statement of Financial Position 1/1/2023 21
- Statement of Financial Position 1/1/2024 22
- Mission Statement 23
- Vision Statement..... 23
- Core Values 23
- Non-Discrimination Statement 23
- Diversity Statement 23

STAFF

Clausing Rusch, Lynn Ann Executive Director
 Abel, Yon Wellness Coordinator
 Burnett, Lynn Building Manager
 George, Jean Community Resource Coordinator
 Gillis, Gloria Administrative Assistant
 Hujet, Chuck Maintenance Manager
 Verhoven, Sue Executive Assistant

2022-2023 BOARD COMMITTEE DIRECTORY

Executive Committee

Lynn Ann Clausing Rusch*-Exec Dir	Deni Kuchler-Chair
Gwen Schwandt-Secretary	Cheryl Muggenthaler-Treasurer
Karen Roherty-Vice-Chair	

Marketing and Development

Allen Borgwardt	Deni Kuchler - Chair
Gwen Schwandt	David and Sharon Erickson
Lynn Ann Clausing Rusch*-Exec Dir.	Ann Voermans

Nominating Committee

Gwen Schwandt	Karen Roherty
---------------	---------------

Property

Ron Robertson-Chair	Sandy LeMoine**
Pete Miller**	Ozzie Rapp**
Ted Parish**	Lynn Burnett*-Bldg Mgr
Chuck Hujet*-Maint Mgr	Lynn Ann Clausing Rusch*-Exec Dir
Dirk Bjornstad**	

Finance

Lynn Ann Clausing Rusch*-Exec Dir.	Deni Kuchler-Chair
Pastor Amy Engebose	Cheryl Muggenthaler-Treasurer
Karen Roherty-Vice Chair	Carl Evans

Mission and Ministry

LaVonne Babcock**	Lynn Ann Clausing Rusch*-Exec Dir.
Pastor Jennifer DeNetz	Pastor Barb Girod
Judy Goes**	Ann Voermans
Tom Meltz	
Marilyn Orvedahl**	

<p>*Staff ** Non-board member</p>
--

Donations

THANK YOU FOR YOUR ON-GOING SUPPORT

CHURCHES

Alliance Church, Appleton
Bethany Lutheran Church, Wisconsin Rapids
Christ The King Lutheran Church, Sherwood
Christus Lutheran Church, Greenville
Faith Lutheran Church, Appleton
First English Lutheran Church, Appleton
Gloria Dei Lutheran Church, Neenah
Grace Evangelical Lutheran Church, Appleton
Peace/Elias Lutheran Church, Tilleda

Prince of Peace Lutheran Church, Appleton
Saint Andrew Lutheran Church, Wausau
St Francis Xavier Catholic School, Appleton
St Mark's Lutheran Church, Neenah
St Paul Lutheran Church, Neenah
St Timothy Lutheran Church, Menasha
Trinity English Evangelical Church, Appleton
Trinity Lutheran Church, New London
Zion Evangelical Lutheran Church, Appleton

BUSINESS and PUBLIC SUPPORT

Abel Manufacturing
Ace Hardware
Appleton, City of
Appleton Conference East Central Synod
Appleton Fire Department
Appleton Parks
Appleton Police Department
Appleton VIP Support Group, Inc
Baker Tilly
Beauty by Liz
Sgt. Chris Biese
Breadsmith
Copper Rock Coffee Co
Culver's of Appleton
Echoes Gift and Thrift
Fox Cities Amateur Sports Authority
Gallery on Hair & Day Spa
GBU Financial Life
High Cliff Golf Course
Jenny & Katie's Helping Hands LLC
Jewelers Mutual
Alderson Vaya Lauren Jones
Mark's East Side
Marigold Mile
Miller Electric

New Horizons Band Fox Valley
Old Glory Cafe
Thrivent
Timber Rattlers
Treeo's
Valley VNA Senior Care
Wichmann Funeral Home

IN-KIND DONATIONS

Yon Abel
Dawn Bizer
Jim Borowski
Matt Coenen
Judy Drumm
Dick Gamble
Gloria Gillis
Mary Jane Hartley
Lois Hill
Pastor Jan LaVake
Bonnie Johnson
Lynn Keberlein
Bruce Koestner

IN-KIND DONATIONS (cont.)

Brian and Jeanne Krauss

Henry Krokosky, Jr

Jill Michaud

RJ Murray

Judy Natz

New Horizons Music Band, Fox Valley

Mary Beth Nienhaus

Diane Putzer

Judy Roemer

Lori Schmidt

Marilyn Schucknecht

Jann Seidl

Pastor Dave Skarsten

Jeff Tews

Jody Tews

Rosie and Tracy Thorson

Jim and Kay Tripp

Sue Verhoven

Chad Wilczek

Encore Strings, Linda Wirtz

Kathy Zeitler-Poretto, Signs that Sell, LLC

Thank you to our many individual and family donors, which are too numerous to list!

Our sincere apologies if we forgot any donation.

ANNUAL MEETING AGENDA

April 20, 2024 9:00 a.m.

LEADER	TIME	AGENDA	TOPC/DESIRED OUTCOME(S)
Deni Kuchler	5 min	Welcome and Introductions	Build Community
Pastor Amy Engebose	5 min	Opening Devotion	Prayer and Inspiration
Deni Kuchler	2 min	Approve Annual Meeting Minutes (April 23, 2022)	Review and Action
Deni Kuchler	5 min	Board Chair Report	Highlights
Lynn Ann Clausing Rusch	10 min	Executive Director and Staff Reports	Highlights
Deni Kuchler & Tom Meltz	10 min	Marketing, Mission & Ministry Report 2023-24 Calendar of Events and Initiatives	Highlights
Ron Robertson	10 min	Property Report 2023-24 Capital Projects	Highlights
Cheryl Muggenthaler	10 min	Finance Report: 2023 Budget Report	Highlights
	1 min	Motion to Accept Committee Minutes	Minutes Accepted
Gwen Schwandt	5 min	Nomination and Election of new Board members	Introduction and Action
Deni Kuchler	10 min	Old/New Business	Discussion and Action
Deni Kuchler	1 min	Next Meeting: ANNUAL MEETING: April 26, 2025 (9:00 am)	Mark your calendars
Allen Borgwardt	3 min	Closing Prayer	Prayer and Farewell

FVLH Annual Meeting Minutes

April 23, 2023 @9:00 AM in Linwood Commons

Board members Present: Allen Borgwardt, Lynn Ann Clausing, Rev. Jake Czarnik-Neimeyer, Dawn Jones, Rev. Leon Knitt, Deni Kuchler, Ron Robertson, Gwen Schwandt, Jody Tews, and Ann Voermans. Via Zoom: Tom Meltz and Karen Roherty

Not Present: Rev. Jennifer DeNetz, Rev. David Skarsten

Mission: Supportive Independent Living in a Faith-based Senior Community

Introductions: Welcome Delegates, tenants, and board members

Devotion – Pastor Amy Engebose

Thanks

- -Thank you to Jerry Hines for the limerick entertainment
- -FVLH trivia from Bob Herder
- -History of FVLH from Bernie
- -Celebration of Bernie's B-day

Approval of Annual Meeting Minutes from April 24, 2021 – Jake

- **MSC** to approve the minutes Bernie/Ann Voermans – no dissent

Board Chair Report: Jake shared highlights of 2022

- Thanks to the Board for dedication
- Big thanks to Lynn Ann, shared importance of relationship between ED and Chair
- Thanks to all staff and delegates for being here and for the representation to the congregations
- Appreciation to Dawn Jones and Jody Tews and Pastor Leon Knitt for their dedication as they leave the board
- Shared the honor and privilege to serve as Board Chair

Executive Director and Staff Reports: Lynn Ann highlights from 2022

- Shared appreciation for Jake and all that she had learned from him
- Short history on how she came to work here
- Staff report hiring of Lynn and Sue. Thanks to Gloria. Acknowledgement of Dick and Cheryl.
- We are looking for staff – just hired new maintenance manager but still looking for wellness coordinator (described position in more detail)
- ELCA Elderly Endowment fund Grant has – 3 year \$73K grant
 - Educate Tenants on Community Resources and will help Tenants work through processes
 - Education with Congregations so they can be supported
 - Education to the community, on resources and who Linwood Community is

Mission and Ministry Report: Jody Tews and Tom Meltz

- Shared how they lifted spirits of tenants around fun holidays with treats and meals during pandemic
- Shifting activity development to the tenants to build their own community
- With assistance of Pastor Barb, worship services are scheduled

Marketing and Development Report: Deni thanked the committee and shared highlights

- Lynn Ann shared the partnership between LC and Rebuilding Together Fox Valley
- Jake shared info on larger grants we've been receiving

Property Report: Ron Robertson shared highlights of 2022

- Renovation of room 111
- Façade update
- New Sign on Linwood
- For 2023 – two major projects
 - Re-roof, tuckpointing and painting the garage outside
 - Completely repaving the rear parking lot – scheduled to be complete by mid-summer
- Thanks for all donations and volunteer work
- Looking for volunteer lawn mowing (LC provides riding lawn mower and gas)

Finance Report: Cheryl Muggenthaler shared a few highlights of 2022

- Acknowledged how we've creatively raised funds to do the projects needed to make LC desirable place to live
- Exceptional number of individual and businesses that donate
- Looking at new fundraising programs for 2023
- Jake highlighted budget comparison –
 - ended year with \$9,744 profit
 - \$22k in savings account
 - Linwood will be repaved in 2025, we will have a special assessment for water and sewer at \$14K. We can pay this out of the savings account that we add \$500 into each month
 - A loading zone will be added to the front of the building
- Designated/Restricted Funds
 - We can only use designated funds for what they are specifically donated for i.e. elevator, parking lot, façade
 - Request for additional funds for:
 - "Angel Fund" – for tenants in emergency situations
 - Converting all tubs to cut out tubs – approximately 18 left to do (approximately \$1K)

MSC to accept committee reports: Motion by Betty Broeske, CTK in Sherwood seconded by Gwen Schwandt, Zion Lutheran. Approved without dissent

Nomination Report: Gwen Schwandt presented three candidates to the board

- Pastor Carl Evans
- Sharon Erickson
- David Erickson
- Vote for unanimous consent – approved without dissent
- 4 members leaving, 3 coming on. We will have 13 members, our bylaws require 12
- Thank you Gwen and Karen for your work in finding valuable candidates for the board

Acknowledgement of updated Mission and Vision Statement, additional of Core Values and approval/implementation of Non-Discrimination and Diversity Statement

Old/New Business – Jake

- Linwood Community Promo Video
 - Jonathan Johns – thanks for video
- Volunteers of the Year:
 - Vivian Schuette, Zion
 - Steve Jensen, grass cutter
- Donor Recognition:
 - Pauline Buss, donation greatly contributed to the updated of the façade
 - Mary Beth Neinhaus, donations made laundry and apartment 111 renovation
- Special Presentation from Pastor Dan and Becky Luett
 - \$70K gift from Grace Lutheran Church
 - Special acknowledgement of Joy DeBaal, Bernie and Cheryl Muggenthaler
- Thank you to Dawn Jones, Jake Czarnik-Neimeyer, Pastor Leon Knitt
- Review of 3-5 Year Strategic Plan, special thanks to Nancy Heykes for guidance
- Comments from the Floor
 - Thanks to Jake
 - Announcement of Strings Performance and celebration of retirement for Cheryl and Dick

Next Annual Meeting – April 20, 2024 @ 9:00 AM

Adjournment and Prayer – Allen Borgwardt

Board Chair Report

And we know that for those who love God all things work together for good, for those who are called according to his purpose.

Romans 8:28

Last year we began to live into our re-branded name of Linwood Community. Community can be defined as “a feeling of fellowship with others”. This feeling was broadly felt in 2023, by tenants, neighbors, volunteers and donors.

2023 was a year of physical updates – these improvements to the property only reflect the positivity and good will flowing out of Linwood Community.

As you will read in subsequent reports, the progress made toward goals set for 2023 were made possible, in large part, by the partnerships our tenants, staff, congregations and volunteers have forged over the years. We have joined forces with generous donors and other nonprofits to magnify our mission *To provide a Faith-based, Inclusive, and Safe Independent Living Experience for Moderate Income Adults (ages 62+)*.

To all of these valued partners we express our profound gratitude for all you do.

For the past three years I have had the privilege of working closely with Linwood Community’s exceptional team. Our Executive Director and staff members are second to none. They are enormously talented, hard-working, and caring. On behalf of an appreciative board of directors, I want to thank everyone on Linwood Community’s staff for their efforts in making Linwood Community one great place to live!

Respectfully Submitted,

Deni Kuchler

Chair – Board of Directors

Executive Director Report

“For where two or three gather in my name, there I am with them.”
Matthew 18:20

The tenants, staff and volunteers at Linwood are part of a faith-based community. Family members of our tenants and staff are also integral members of our community. We are people of God who learn and grow together, live life together, worship and pray together. We celebrate each other in good times and support each other in difficult times. Each one of us are blessed as we celebrate each other’s unique gifts and qualities of gentleness, humbleness, patience and empathy. Living in harmony is a blessing we enjoy.

Blessings to our community come in many forms, including:

- A successful third annual auction thanks to sponsors, donors and buyers, generating \$5,300.
- Painting and grounds work by corporate and church groups and high school students.
- A new garage roof, windows, underground motion sensor garage lights, automatic door openers, east parking lot lights and a new west parking lot.
- Community Resource Advocate, Jean George, funded by the ELCA Elderly Endowment Fund.

We enjoyed opportunities for fellowship and celebration including:

- Three well attended summer concerts and our annual pie & ice cream social.
- Social meals sponsored by congregations, staff members, tenants and their families.
- Musical programs including choral groups, bands, and individual musicians as well as invitations to local musical theater programs.
- Advent and Lenten services led by area clergy and celebrations of life for members of our community that are in heaven.
- Partnership with our elected officials to learn more about our community during monthly gatherings.
- Social visits from adults and youth from local churches and businesses.

We also celebrated the service of our former employees Cheryl and Richard Mahloch and welcomed Chuck Hujet as our new Maintenance Manager and Yon Abel as our new Wellness Coordinator.

These wonderful gifts and acts of kindness toward one another are a good reminder that God is among us, we are One in Christ and are strongest with we work together doing God’s will.

In His Name,



Lynn Ann Clausing Rusch, Executive Director

Wellness Coordinator Report

As a new hire in late May of 2023, my initial responsibilities were to get acquainted with the tenants and explore the best ways to interact with them to maintain their independence, be able to assess them regularly, and find opportunities to increase their well-being through educational opportunities.

I was able to do this through:

- Being available for blood pressure assessment
- Doing new tenant assessments as needed
- Tai Chi classes held Mondays and Thursdays
- Facilitating 2 immunization clinics by working with Hometown Pharmacy
- Assisting the Police in doing a Safety check on one of our tenants and establishing an on-going relationship with that tenant to act as a support for her
- Being available for tenants to listen to and discuss their concerns and life problems with someone
- Providing monthly educational topics for tenants to attend
- Helping facilitate pot-luck meals to renew the sense of community lost during the long Covid period
- Worked to coordinate events with our new Community Resource Advocate

Respectfully submitted.

Yon Abel,

Wellness Coordinator

Community Resource Advocate Report

In July 2023, I came to Linwood Community to create a Community Resource Advocate Program. My first objective was to create a Senior Resource Advisory Council. This objective was met, and a seven-person advisory council was established.

Next, we created a survey to assess the needs of the Linwood Community tenants.

The tenants were interviewed on an individual basis to identify the needs to be filled that would help them maintain independence. We also identified barriers preventing access to appropriate resources.

The following are my activities during 2023:

- Conducted thirty-six tenant assessments to determine needs and barriers to resources.
- Started a “Helping Seniors Remain Independent” Resource Booklet
- Started attending the Fox Valley Senior Resource Networking Group
- Helped one wartime veteran tenant apply for VA health care, medications, supplies, and hearing aids and adding wife as a dependent under his VA Compensation.
- Arranged the following education programs:
 - Basics of Elder Law by a local attorney
 - Funeral Preplanning by a local funeral home director
 - Scamming the Elderly and Representative Payee options by a staff member from Goodwill Center
- Helped three tenants apply for Housing Authority Rental Assistance
- Helped nine tenants apply for Energy assistance.

Respectfully submitted,

Jean George,

Community Resource Advocate

Marketing/Mission Ministry Report

Marketing and Development Sub-Committee Members: Deni Kuchler (Chair), Ann Voermans, Allen Borgwardt, Gwen Schwandt, Lynn Ann Clausing Rusch

The Marketing and Development sub-committee had a very productive 2023!

Our annual fundraisers were fun, full of fellowship and very fruitful! Overall, income from fundraisers and appeals was 10% higher than originally budgeted.

The Pie and Ice Cream Social was hosted in June in Linwood Commons offered a chance for tenants and guests to visit and enjoy delicious donated pie and ice cream while helping to financially support Linwood Community.

In March, the Board of Directors hosted a “Donuts with Directors” event encouraging tenants and Board members to get to know each other. It was a joyful event with a “speed dating” type feel to the day.

The Summer Concert Series gave us a great community engagement. Guests of all ages enjoyed Gospel, Jazz and Rock n’ Roll Music. The weather cooperated and the events were well attended.

The year ended with another prosperous online auction as well as a solid performing advent appeal.

Marketing and Development Sub-Committee Members: Deni Kuchler (Chair), Ann Voermans, Allen Borgwardt, Gwen Schwandt, Lynn Ann Clausing-Rusch

Respectfully Submitted by Deni Kuchler

Property Report

2023 was a very busy and productive year. Some much needed improvements were addressed and completed. See completed projects below:

Projects completed in 2023

1. Replacement of outside garage roof.
2. Repaired and painted the garage.
3. Mud jacked inside garage stall areas.
4. Resurfaced and paved the complete rear parking lot area.
5. Replaced west side windows (1st stage)
6. Painted all balconies.

Projects scheduled or in-planning stages for 2024

1. 2nd stage of window replacement in apartment units.
2. Facade refacing, west and east side.
3. Landscape improvements/upgrade.

Thanks go out to all donors, volunteers, and dedicated staff for all their hard work and commitment.

We are so thankful for all your support.

Ron Robertson, Chair

Property Committee

Capital Projects 2023 & 2024

2023 Completed Projects	Final Cost
Garage Mudjacking	\$3,645
Detached Garage Flat Roof	\$24,875
Signage Electricity	\$15,196
Replace Back Parking Lot	\$40,000
Underground Garage Lighting	\$305
Auto door openers basement	\$7,562
West Windows – 6	\$20,268
Detached Garage Tuck Pointing & Painting	No Cost
Tree removal/treatment east side of building	\$4,267
Tree removal west of property	\$24,500

2024 Planned Projects	STATUS	Estimated Cost
Fire Extinguishers	Planning	\$2,000
East Parking Lot Lighting	Complete	\$820
Landscape Edging/Upgrade	Spring	\$5,000
South Lawn fill	Spring	TBD
West Windows -13	Early Summer	\$27,672
Façade Upgrade	Summer	\$1,000

Note: Should anticipate funding replacement of Commons Schindler elevator within 2027 - 2036 time frame. The elevator will be 16 years old at the expiration of the next maintenance contract. Life expectancy of this model is 25 years. Cab shell would be retained. Approx. cost to replace is \$125,000 - \$130,000. Recommend setting aside some money each year.

Finance Report

2023 Finance Report

2023 was a very productive year for Fox Valley Lutheran Homes. We were able to complete several projects. Projects that were completed, thanks to several donations for 2023, including Grace Lutheran Church of \$70,000 from the sale of the church included: garage mudjacking, new garage roof, building sign, west parking lot, 6 west windows, basement door openers, garage painting, east side tree removal and underground garage lights.

The property committee has outlined a 2024 project list that will be funded with board allocated funds, grants and donations.

In 2023, BOS was hired to handle bill paying and has been a great help to our staff. As with all new programs there was some time for adjustment, but overall, it is working well.

We have not received the bill for the water/sewer line replacement done in 2023 and expect the road paving to be completed this year.

Rent Increase: Discussion and approval to increase the tenant rent by 3.2% effective January 1, 2024.

Employee Raises: Discussion and approval to increase employee salaries by 3% effective January 1, 2024

The mortgage has been reduced from \$861,379 to \$757,714.

Net worth has increased from \$1,698,771 to 1,835,552.

We have done well on donations and on our various fund raisers receiving \$27,577 and budgeted amount for year was \$25,175.

God's Blessings,
Cheryl Muggenthaler
Treasurer

2023 Achievements

Priorities	Resources	Action Plans	Measures
1. Upgrade Our Facilities and Grounds	<ol style="list-style-type: none"> Staff Property Committee Volunteers Board Members 	<ol style="list-style-type: none"> Prioritize Needs (Safety vs Cosmetic) Pursue funding from alternate sources Recruit volunteers for some projects 	<ol style="list-style-type: none"> Tenant Satisfaction Curb Appeal Volunteers recruited
2. Expand donor and grant support	<ol style="list-style-type: none"> Staff Marketing & Development Committee Supporting Congregations Board Members 	<ol style="list-style-type: none"> Reconnect with past donors Increase new donor support Research and pursue new grant opportunities 	<ol style="list-style-type: none"> Increased donations Increase in grants applied for and approved Increase in first time donors
3. Increase Social and Spiritual Opportunities for Tenants	<ol style="list-style-type: none"> Tenants & Their Families Volunteers Staff Mission & Ministry Team Congregations and other organizations Volunteer Fox Cities 	<ol style="list-style-type: none"> Continue relationship with Volunteer Fox Cities Engage congregations and other organizations to facilitate programs Encourage and engage tenant leadership 	<ol style="list-style-type: none"> Tenant Satisfaction Increased activity (spiritual and social) in Commons as documented on calendar Increase in leadership from past year
4. Create a Three-Year Strategic Plan	<ol style="list-style-type: none"> Staff Board Members 	<ol style="list-style-type: none"> Identify Priorities for Three years (2023-25) Incorporate Mission, Vision, Values and SWOT Analysis Create Executive Purpose and Summary Statement 	<ol style="list-style-type: none"> Meeting held to identify priorities Strategic Plan written Purpose and Summary written
5. Board Development	<ol style="list-style-type: none"> Staff Community Volunteers Partner Congregations and Faith Based Communities Board Members 	<ol style="list-style-type: none"> Identify Corporate Leaders Provide Board Development Resources Cultivate Relationships with partner congregations and other faith-based communities 	<ol style="list-style-type: none"> Corporate leaders recruited Resources provided at board meetings ED will meet with 1-2 congregations/month

FVLH Profit and Loss Summary

2023 Operating

Ordinary Income	
Rent	387,034.18
Appeal Spring	2,921.00
Appeal Advent	6,069.04
Pie & Ice Cream	1,887.00
Concert Series	2,638.50
Virtual Auction	5,346.78
General Donations	10,213.02
Benevolence	4,373.00
Matching	334.33
Thrivent Choice	2,014.00
Grants	9,900.00
Onsite Worship	623.46
Laundry	1,694.20
Other	856.75
Total Income	435,905.26
Expense	
Insurance Premiums	24,498.00
Appliances/Fixtures	3,847.22
Window/Door/Blinds	650.93
Bath/Kitchen	592.80
Bath Safety	3,630.00
Flooring	4,616.82
Plumbing	7,173.93
Electrical	1,077.45
Heating/Cooling	734.22
Painting	2,445.34
Elevator	6,711.27
Roof	707.34
Entrance & Garage Repairs	501.97
Safety Systems	2,626.60
Cleaning Serv & Supplies	10,937.11

Misc Repairs & Tools	389.33
Cable TV	11,073.74
Water & Sewer	12,734.73
Waste Disposal	1,960.74
Electricity Building	13,560.18
Security System	1,615.08
Grounds Care	24,471.06
Mortgage Principal	75,417.57
Mortgage Interest	27,962.43
Bank Fees	230.08
IT Equipment	761.53
Internet & Telephone	2,639.99
Accounting	2,220.00
Membership Dues	655.00
Printing/Copies	917.36
Office Supplies	594.29
Legal Fees	294.52
Background Checks	321.85
Zoom/Meeting Expense	204.87
Food & Beverage	139.07
Worship Materials	45.00
Mailing & Printing	1,136.89
Concert Expenses	1,497.49
Website Expenses	19.99
Outreach Events	467.97
Payroll	118,570.49
Mileage & Meals	71.60
Awards & Recognition	869.99
Employee/ Board Training	810.00
Transaction Fees	251.22
Total Expense	372,655.06
Net Ordinary Income	63,250.20

Statement of Financial Position 1/1/2023

Assets	\$ 2,559,900
Bank Accounts	
Cash Operating	\$ 90,856
Cash Savings	\$ 22,065
Cash Designated	\$ 37,724
Real Estate	
Appraisal (2015)	\$ 2,381,000
Apartment Appliances	\$ 16,800
Reserve Appliances	\$ 5,455
Office IT Equipment	\$ 3,000
Miscellaneous Property	\$ 3,000
Liabilities	\$ 861,379
Mortgage	\$ 833,335
Security Deposits	\$ 28,274
Net Worth	\$ 1,698,771

Statement of Financial Position 1/1/2024

Assets	\$ 2,626,065
Bank Accounts	
Cash Operating	\$ 148,562
Cash Savings	\$ 28,192
Cash Designated	\$ 42,411
Real Estate	
Appraisal (2015)	\$ 2,381,000
Apartment Appliances	\$ 16,800
Reserve Appliances	\$ 3,100
Office IT Equipment	\$ 3,000
Miscellaneous Property	\$ 3,000
Liabilities	\$ 790,514
Mortgage	\$ 757,918
Security Deposits	\$ 32,596
Net Worth	\$ 1,835,551

Mission Statement

To provide a Faith-based, Inclusive, and Safe
Independent Living Experience
for Moderate Income Adults (ages 62+)

Vision Statement

Fox Valley Lutheran Homes (Linwood Community)
will have Supportive Independent Living in a
Faith-based, Diverse Senior Community

Core Values

- Safe and Comfortable Living
- Access to Community Resources
- Holistic Health
- Sense of Community

Non-Discrimination Statement

Fox Valley Lutheran Home, Inc. (FVLH) does not discriminate on the basis of race, color, religion, national origin, gender, age, handicap, sexual orientation or any other characteristic protected by Law. FVLH is an independent living facility for seniors (62+)

Diversity Statement

Linwood Community (a ministry of Fox Valley Lutheran Homes, Inc. is a vital, faith-based Independent Senior Living Community welcoming adults (62+) of all races, ethnicities, sexual orientations, secular and religious backgrounds.

Our values of safety, accessibility, holistic health and community challenge us to become more inclusive. We will continue to strive to increase our efforts to attract and involve aging individuals from our diverse community.

By using our resources and talents to champion diversity and inclusiveness among tenants, staff, and volunteers, we believe that Linwood Community will thrive as a vital place to live, work and volunteer.