

 Phoebe

Messenger

News from Phoebe Ministries

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**ANNUAL
REPORT
2023-2024**



Savoring the Moments:

Dining with Distinction at Phoebe
Plus: Phoebe Organic Farm at Founders Farm

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Phoebe-Devitt Homes is the official name of the 501(c)(3) not-for-profit corporation doing business as Phoebe Ministries. Founded in 1903 and incorporated as such in 1984, Phoebe-Devitt Homes is responsible for the supervision of communities, long-range planning, development, and fundraising for a network of retirement communities, affordable housing, pharmacies, and a continuing care at home program, which combined serve thousands of seniors annually.

Phoebe Ministries is affiliated with the United Church of Christ and is a member of LeadingAge, LeadingAge PA, and the Council for Health and Human Service Ministries of the United Church of Christ.

The official registration and financial information of Phoebe-Devitt Homes may be obtained from the Pennsylvania Department of State by calling toll free within Pennsylvania at 1-800-732-0999. Registration does not imply endorsement.

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On the cover: Phoebe Terrace residents Darlene Wenner and Richard Reider enjoy dinner prepared by Kristin A. Melnick, Regional Director of Culinary Services.

Mission Statement:

A community of faith, called by God, to enrich the lives of our seniors, their families, and the communities we serve.

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Phoebe Ministries

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A MESSAGE FROM THE PRESIDENT

Dear friends,

If I had to choose one word to encapsulate our work at Phoebe Ministries in 2024, it would be **compassion**. From the topic of this year's Phoebe Institute on Aging Conference, to the personal and heartwarming stories that fill this issue of the *Messenger*, I am incredibly proud of the work we have been able to accomplish together through caring, empathetic service.

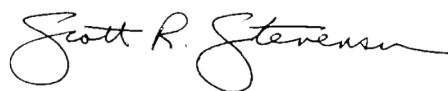
Our cover story highlights a critical part of our everyday operations: dining services. You will read all about the culinary side of Phoebe and learn about our commitment to nutrition from the perspectives of our hard-working staff.

This year, we cut the ribbon at the grand opening of Chestnut Ridge at Rodale, celebrated the 25th anniversary of our Basket Social event, and enjoyed the 16th year of our annual Golf Tournament. In our Annual Report section, we thank our loyal sponsors, donors, and business partners who supported Phoebe and allowed these goals and programs to be fully realized.

We also highlight affordable housing in this issue—a critical part of our mission in offering high quality living solutions for adults who may otherwise face barriers. With affordable options across four counties, Phoebe offers hundreds of seniors the opportunity to live with greater peace of mind.

Phoebe continues to grow in exciting ways. I am hopeful and thrilled for the future of this organization. To the donors, staff, and residents that keep Phoebe the warm and welcoming community it has always been, thank you.

Peace,



Scott R. Stevenson
President & CEO



Stevenson with Margaret Yu (left) and Lisa Cowan (right), both from RLPS Architects, at the ribbon cutting at Chestnut Ridge.

*“The Lord is gracious and righteous;
our God is full of compassion.”*

— Psalms 116:5



*Kristin A. Melnick,
Regional Director
of Culinary Services,
prepares elevated dishes
for Phoebe residents.*



Savoring the Moments:

Dining with Distinction at Phoebe

Food is a major deciding factor for older adults when moving into a Continuing Care Retirement Community like Phoebe. Among their concerns are nutritional value, food quality, cost, and variety.

With multiple campuses and hundreds of residents to feed each day, Phoebe Ministries is responsible for ensuring our food not only tastes good but promotes a healthy lifestyle.

MAKING A PLAN

The food we consume often looks vastly different from person to person. Everyone has their own unique set of tastes, nutritional requirements, and aversions. In order to meet the diverse needs of our community, a personalization process begins the moment a resident moves into their new home.

Depending on whether a resident moves into a health care facility or an independent living community, they will meet with either a dietitian or several members of the dining staff. During this meeting, residents discuss the foods they like and dislike.

According to Kathleen Guzevich, a Clinical Dietician at Phoebe Allentown, when a resident moves into Phoebe, a complete picture of the resident's health is obtained to

develop a food plan. A dietician then works closely with doctors and family members to help each resident meet their nutritional needs by examining how certain foods affect their health. This plan of action accounts for food textures, preexisting medical conditions, allergies, activity level, and what the resident typically ate before arriving at Phoebe.

Guzevich and our team of dietitians advise and oversee resident diets while suggesting nutrient modifications and supplements when necessary. It's not all data and charts, though. Guzevich wants residents to feel empowered and unrestricted in their choices. "We're able to work on the foods they like while optimizing their nutrition," says Guzevich. Residents must enjoy what they eat above all.

This data then gets uploaded to the resident's secure online profile where the appropriate staff, including nurses and chefs, can be kept in the loop about the resident's health. When residents order food, their restrictions are listed on their food ticket to ensure any necessary modifications are made.

When nutrition works for our residents, the differences are apparent, according to Guzevich. She notes that a great diet promotes a healthy weight, a positive mood, increased mobility, and more effective wound healing.



Phoebe Terrace residents (left to right) Bill McLaughlin, Darlene Wenner, Richard Reider, and Pat Koncsics wait for dessert being prepared by chef Bonnie Schwenger.

CUSTOM MENUS AND COUNTLESS OPTIONS

Phoebe’s signature menu operates on a pre-determined, four-week cycle, though an “always-available” menu also has a range of sandwiches and smaller meals to choose from. This menu is the same for every Phoebe location. Additionally, residents are able to request items not on the menu.

The menu is based almost entirely on resident input and feedback. The process of putting it together is collaborative, involving managers from every Phoebe location. Together, the team goes over what has and hasn’t been working, and improves from there.

“We have the freedom to change things if people want to,” says Phoebe Allentown Executive Chef Culinary Services Manager Corinne Sabella.

The team incorporates specialty days for variety, and a separate snack calendar for quick bites in between meals. This ensures residents remain engaged with their food and get what they want when they want it.

“Let’s say a resident wants a specific snack. If we can bring it in, we will make sure that resident gets that snack,” says Sabella.

Some Phoebe locations feature campus-specific specialty menus, such as Chestnut Ridge at Rodale’s “Foundry Favorites” featuring rich, rustic dishes. In early 2023, Phoebe Berks opened “The Pub,” a casual tavern serving alcoholic beverages.

Kristin Melnick, the Regional Director of Culinary Services, says that establishing three meals a day that residents can be excited about is a goal for the team. If a resident has a specific menu request, they can alert any staff on their floor, and the request will be passed on to a dining manager.

Phoebe’s longtime food service partner, Cura Hospitality, a division of Elior North America, which currently operates at our Berks and Richland campuses, shares all the same values in quality choices and great nutrition.

Naturally, good food comes from good ingredients. “No matter how wonderful of a chef you are, if your lettuce is looking a little rough, there’s not a whole lot you’re going to be able to do about that,” says Melnick. “My goal is to provide the best quality food we can in the best dining venues possible.”

This starts with responsibly sourcing ingredients. All of our produce and meats come in fresh from local farms through our food distribution partners, emphasizing the shortest possible timeframe from farm to table.

FARM FRESH

Our farm-to-table commitment can be traced back to 1907, when friends of Phoebe Allentown contributed a greenhouse where caretaker Henry Krise raised vegetables, flowers, trees, and other plants. A second greenhouse was gifted to Phoebe in 1911 by the Hillegas family of East Greenville. Residents enjoyed spending time in the greenhouses, not only for the enjoyment of solitude, but also to assist the caretaker where possible with the gardening. The greenhouses provided an improved diet of fresh fruits and vegetables year-round, and they eventually became a profitable side business for Phoebe, with extra produce being sold at the local market.

The farm-to-table tradition continues today. Organic, natural, and high-quality ingredients are a priority when preparing meals at Phoebe. Timothy Stella, Executive Chef Dining Director at Chestnut Ridge, explained that fresh ingredients produce more flavorful and nutritional dishes. His team elects to prepare meals that keep this goal in mind; for example, grilling and sautéing vegetables instead of steaming them, which strips the vegetables of their taste and nutrients.

Stella helps to prepare fresh soups, sauces, and pizza dough from scratch every morning. He'll even take on the role of butcher for large meat orders.

Chestnut Ridge residents have brought Stella fresh ingredients such as basil and vegetables grown directly from the campus garden. He happily incorporates those ingredients into his dishes as a token of appreciation.

PHOEBE ORGANIC FARM AT FOUNDERS FARM

Phoebe's most recent dining news is incredibly special. We are now collaborating with Rodale Institute, a global leader in regenerative organic agriculture, to grow organic food that will be used in our facilities. Together with Rodale Institute, we have established "Phoebe Organic Farm at Founders Farm," located on the Institute's Minesite Road property in Allentown, PA.

On November 6, 2024, a ribbon-cutting ceremony marked the official opening of the farm, attended by a small group of Phoebe Governing Board Trustees and staff, media representatives, and members of local foundations. While still in the initial planning stages, Phoebe is enthusiastic about the many possibilities this new partnership holds.

This relationship carries a special significance, as Chestnut Ridge at Rodale, Phoebe's newest independent living community in Emmaus, is built on land that was formerly part of the Rodale family's original property on S. 10th

Scott R. Stevenson, President & CEO of Phoebe, and Jeff Tkach, CEO of Rodale Institute, at the groundbreaking for the Phoebe Organic Farm at Founders Farm. Photo by the Rodale Institute.





A gardener tends to one of Phoebe’s earliest gardens, containing vegetables such as cabbage, tomatoes, and scarlet sage. These gardens provided fresh, organic diets for residents.

Street. The creation of Phoebe Organic Farm at Founders Farm not only deepens this historical connection, but it also brings the Rodale’s longstanding commitment to organic living full circle—now providing fresh, organic produce to residents of Chestnut Ridge.

“Phoebe Ministries and Rodale [Institute] will be producing the healthiest, most nutrient-dense food for residents of Phoebe, starting with Chestnut Ridge,” said Jeff Tkach, CEO of Rodale Institute, at the groundbreaking event. “The idea is that the impact of this food will continue to span out across all of Phoebe’s campuses.”

Phoebe will be guided by staff and resident feedback in selecting the crops we will grow, ensuring that the farm’s produce aligns with the preferences of those who dine at Chestnut Ridge’s venue. Initial crops are likely to include things like green leafy vegetables, lettuce, beets, and sweet potatoes, grown on 2 to 4 acres of land, with plans to change and possibly even expand offerings over time.

Eventually, Phoebe hopes to distribute surplus produce to other facilities within our network, and even to charitable causes, maximizing the farm’s impact. Additionally, there are early discussions about hosting a community farmers market at Chestnut Ridge, allowing residents and the broader East Penn community to experience the benefits of our fresh, locally grown food. Nothing will go to waste.

As Phoebe Ministries and Rodale Institute embark on this innovative journey together, the potential to enrich residents’ lives while fostering community connections is truly inspiring.

At Phoebe, food is more than just food—it’s about nurturing a healthier, more sustainable future for all those we serve, and providing the highest quality of life possible for our residents every single day. To this we say: *bon appétit!* 🍴

To learn more about Phoebe, visit phoebe.org.



Harvest Home, an initiative that collected food donations from the local community, provided vital food supply for the Phoebe community from its earliest years until 1967 when state regulations prohibited home-canned goods in meals for the elderly out of safety concerns.

This photo captures two women at Phoebe canning peaches for Harvest Home.

Spotlight on Clinical Pastoral Education

“That’s the real beauty of CPE! You’re learning from your peers. Most of the learning does not happen in the classroom,” exclaims Reverend Leah Knox, Regional Director of Pastoral Care and Education. “The residents become the teachers.”

Knox is referring to Phoebe’s nationally-accredited Clinical Pastoral Education (CPE) program. CPE is an interfaith professional education program for ministry that combines academic learning with hands-on experience in a clinical setting, such as a hospital, hospice, or nursing home. It focuses on developing pastoral skills, self-awareness, and the ability to provide spiritual care to people in crisis.

According to Knox, the benefit of Phoebe’s program existing within the aging services field is that it “gives people the opportunity to practice outside of a hospital.” While most

the following class. Naturally, these conversations can be quite personal, so the resident’s identity is kept entirely confidential.

When the student presents the conversation to the class, the presenter and another student reenact the visit word-for-word. The class then collectively reflects on what stood out about the conversation, noting potential situations that may need to be addressed in the future while suggesting constructive criticism on what can be improved. It’s an inherently collaborative process meant to garner multiple perspectives, something Knox highly values.

This experiential learning model prepares CPE students for real-world applications.

From Knox’s perspective, the humanity of the job demands this type of open-minded and empathetic learning. She takes

“That’s the real beauty of CPE! You’re learning from your peers. Most of the learning does not happen in the classroom.”

—Reverend Leah Knox, Regional Director of Pastoral Care and Education

CPE programs in the United States are in hospital settings, Phoebe’s CPE program is one of very few in the country to operate in a long-term care setting. It has been a critical offering for local chaplains and pastors for over 25 years because of the scarcity of such learning opportunities in long-term care.

Knox leads the teaching faculty as a Certified Educator Candidate for the Association for Clinical Pastoral Education (ACPE). She works with ACPE throughout the year to maintain Phoebe’s accreditation.

At the heart of the curriculum are student-led case studies colloquially referred to as “verbatimim.” The process of presenting a verbatim begins when a student is first assigned to a resident request for pastoral care services. Having already learned the basics of pastoral care, the student focuses on the resident’s needs through a personalized visit. The student records the conversation to be transcribed word for word and presented in

her commitment to eliminating discrimination seriously, emphasizing the importance of having open conversations with people of various faith traditions both in and out of the classroom. CPE fosters these types of open discussions.

“Ministry and this kind of work can be very isolating. [It demands] good peer support and trusting relationships where you can be honest,” says Knox.

The CPE program typically holds two structured courses per calendar year: an intensive, 10-week summer program at 40 hours a week, and a 22-week fall program offering greater flexibility for students with varying schedules. ☞

To learn more about the CPE program and how to apply for an upcoming session, please visit <https://phoebe.org/education/clinical-pastoral-education/>

Chestnut Ridge at Rodale | RIBBON CUTTING



Left to right: Amanda Laporte, Executive Director of Phoebe Richland; Scott Stevenson, President & CEO; William C. Hacker, Phoebe Ministries Governing Board Chair; Bob Richards, COO; Karen Sinkovits, Independent Living Manager; Michell Staska-Pier, Vice President, Health Care Services; and Tom Baer, CFO.

Cutting the Ribbon: Grand Opening at Chestnut Ridge

Residents of Chestnut Ridge at Rodale have something important in common: they love a good party—and the grand opening of their brand-new community did not disappoint.

On the afternoon of May 23, 2024, Chestnut Ridge residents, staff, and community leaders gathered to celebrate the long-awaited opening of their new campus. Seated together, they witnessed the ribbon cutting and celebrated Phoebe’s continuing commitment to serve seniors in Lehigh County and beyond.

Amanda Laporte, Executive Director of Phoebe Richland, welcomed the residents to the newest chapter in Phoebe’s history in her opening speech, saying, “We honor the dedication of our beloved residents; the steadfast work of Phoebe’s staff members across many departments; the creativity of our designers, architects, engineers, and construction team; and our partnership with the Borough of Emmaus.”

Governing Board Chairman William C. Hacker took the podium to discuss how Chestnut Ridge is bringing innovation to the aging services field. “Phoebe has gone to great lengths to ensure this is an all-inclusive community that inspires active retirement living with the aid of modern technology, nestled right here at the foot of the South Mountain,” said Hacker. “Residents enjoy a focus on holistic wellness here, which is more than just physical well-being; it is emotional, social, intellectual, spiritual, occupational, and environmental. There are no independent living communities in Pennsylvania with an offering quite like Chestnut Ridge.”

Hacker expressed how proud he was of Phoebe’s newest project, and showed confidence for the future. He then turned the podium over to President & CEO, Scott Stevenson, who expressed his gratitude for the residents.



Attendees were treated to a gourmet assortment of food and drinks.

Stevenson also discussed the community’s commitment to environmental sustainability through the use of energy-efficient apartments and sustainable landscaping. “It’s a place where our residents can live in harmony with nature while still enjoying the comforts of modern living in retirement,” he said. “It’s about being part of a movement for senior adults to expect the highest quality of life as they age. At the end of the day, that is Phoebe’s ultimate goal.”

Stevenson expressed gratitude to RLPS Architects, John Delfini and the team at Trilogy Construction Management, Wohlsen Construction, engineering consultants Barry Isett & Associates and Reese Hackman, Emmaus Mayor Lee Ann Gilbert, Emmaus Borough Manager Shane Pepe, the entire Borough of Emmaus, Truist Bank, the Rodale family, and Phoebe staff members.

Stevenson finished by offering a warm “welcome home” to Chestnut Ridge’s first residents.

After the ribbon was cut, attendees mingled in the main hallway and dining area, where an impressive

charcuterie board, an open bar, fresh seafood, and pastries were available. Hors d’oeuvres were also passed around by the staff. The talented dining team had not a single detail out of place with a truly picturesque display of provisions. The George Torrella Trio (GT3) set the tempo with upbeat jazz music as residents enjoyed each other’s company and toasted their new community. Everyone enjoyed the atmosphere so much that they stayed long after the music ended and lingered while the dining team was cleaning up.

The celebration was a truly positive and memorable moment in honor of Phoebe’s newest independent living offering in Emmaus. 🍷

Chestnut Ridge has a limited number of units remaining. For more information and to schedule a tour, please visit chestnutridgeatrodale.org.

The beautiful courtyard at Chestnut Ridge. ©2024 Nathan Cox Photography



Phoebe Allentown **Basket Social** Celebrates 25 Years



Phoebe Basket Social Committee (left to right): Bobbi Jo Novogoratz, Administrative Assistant, Nursing; Carmella Simmons, Residential Services Coordinator, The Terrace at Phoebe Allentown; Joan Wickel, Community Life Campus Manager; Do Vanderdrift, Community Life; Tara Kralik, Project Management Supervisor; and Linda Plunkett, Administrative Assistant, Administration.



The Phoebe Basket Social had over 100 baskets on display.



Left to right: Pam Kleckner, Founder of the Basket Social, Amie Schmitz, and Joan Wickel.

“The winner of this basket is...”

Anticipation filled Phoebe Allentown’s Moyer Hall as residents, staff, and members of the Lehigh Valley community hoped for their chance to win one of over 100 baskets at the 25th Annual Phoebe Allentown Basket Social.

The Phoebe Allentown Basket Social has become “one of—if not THE best—basket social in the Lehigh Valley,” according to Tara Kralik, member of the Basket Social Committee and Project Management Supervisor at Phoebe. “Not only do we have a lot of baskets available, but ticket prices are extremely reasonable and a variety of great food trucks join us every year!”

In 1999, Phoebe staff member Pam Kleckner made a few baskets and placed them on a table on the front lawn at Phoebe Allentown in the hopes to raise additional funds during an Alzheimer’s Walk. During the walk, Phoebe staff made barbecue and homemade pierogies, and a Phoebe cookbook was also available for purchase. Funds went to support resident activities on Bridgeways, Phoebe Allentown’s Memory Care neighborhood.

The following year, Kleckner decided to plan a large basket social after Kathy Bonnenberger, another Phoebe employee, saw the initial four baskets Kleckner made and told her, “I bet you could do a fundraiser with this!” Kleckner wasted no time and enlisted the help of Bobbi-Jo Novogoratz, the late Harriet “Midge” Coker, and several others to help plan an official basket social.

Novogoratz has been with Phoebe for over 40 years as the Nursing Administrative Assistant, and for 24 of those years she has been actively involved in the annual basket social as a committee member. As the basket social has continued to grow over time, Novogoratz is proud to boast that “we typically have over 100 baskets... and each basket is valued at a minimum of \$100.”

In the past, prizes included bikes, iPads, gift cards, kayaks, outdoor furniture, grills, vacations, and

‘themed’ baskets full of wine, beer, lottery tickets, spa items, cleaning supplies, and even cash. All prizes and baskets are donated by members of the Lehigh Valley community, Phoebe residents, and Phoebe staff. This year, the basket social committee solicited donations of several high-dollar items. For the 25th anniversary, the large prizes included a luxury private suite to a Lehigh Valley Phantoms game, a \$1000 gift certificate for Great Wolf Lodge, and an electric bicycle.

Novogoratz said her favorite part of the basket social is “anticipation when they’re pulling the numbers—especially for the good baskets. And kids, when they come in—because they put all their tickets in one item, like the Nintendo Switch we had last year, thinking they are going to win it.”

Joan Wickel, Community Life Campus Manager at Phoebe Allentown, has also been involved in the Basket Social for many years and is the emcee of the event. “I love when we [as a team] put the baskets together—because I am not a basket maker.” Volunteers and Phoebe staff ensure all baskets and prizes are put together and categorized in the weeks leading up to the social.

Over the past 14 years, the basket social has raised over \$164,000 that goes directly to resident life and programming for seniors at Phoebe Allentown. This year, the basket social raised \$21,479. 🍷

For more information on Community Life programming at Phoebe Allentown please visit phoebe.org.

The 26th Annual Basket Social will be held on September 25 & 26, 2025.

Honoring the Legacy of Chief Operating Officer **Bob Richards**

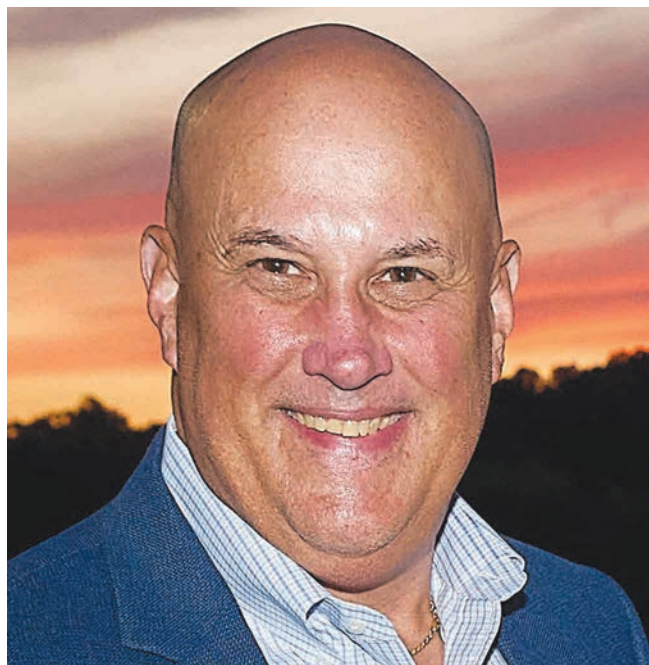
Bob Richards, Chief Operating Officer (COO) of Phoebe Ministries, will retire on December 6, 2024. His ability to build strong relationships, both within the organization and with external partners, has been a key factor in the sustained growth and success of Phoebe Ministries.

Richards joined Phoebe in 2015 as the Senior Vice President of Finance, bringing a wealth of experience in healthcare administration. Prior to joining Phoebe, he served as Vice President of Finance/Chief Financial Officer (CFO) of Good Samaritan Health System in Lebanon, PA. Before that, he was the Vice President of Finance at Montgomery Hospital in Norristown. He brought significant experience around capital markets, self-insurance, strategic planning, and managing strategic relationships. He was appointed CFO for Phoebe in July 2017 and was most recently promoted to Chief Operating Officer (COO) in January 2022.

As the COO, Richards has been responsible for Health Care Services, Pharmacy Services Operations, Pathstones by Phoebe, Marketing, Human Resources Administration, and Retirement Housing Operations. Richards also serves as the staff liaison to Phoebe's Governing Board and board committees and is a member of the subscriber committee for the Phoebe Reciprocal Risk Retention Group.

Over the years, he has been instrumental in shaping the strategic direction of the organization, ensuring that Phoebe remains at the forefront of senior living services. "He's a talented financial leader who had wonderful impact in that area. In his most recent role with the organization, he helped us in repositioning and dealing with the pandemic," says Scott Stevenson, President & CEO. "He has a broad spectrum of skills that have benefited our ministry. He's also a very open and likeable leader who leaves the organization with the admiration and respect of his colleagues. He will certainly be missed."

Richards' leadership style has been characterized by his people-first approach. Colleagues describe him as a mentor and a motivator, someone who has high expectations for his



staff and trusts them to get the job done. He puts a high value on work-life balance and believes in treating everyone with respect.

In reflecting on his time at Phoebe Ministries, Richards shared, "As a leader, you try to surround yourself with smart people who are experts in their area of the business. I have tried to uplift the team around me by ensuring we have strong leadership in place in the departments that report to my position. In this way, I hope to leave behind a positive impact on the organization."

As Richards prepares for his retirement, he is deeply grateful for the opportunity to have served Phoebe and proud of the accomplishments of the Executive Team during his tenure. He is confident that Phoebe will continue to thrive and provide exceptional care for many years to come.

The Phoebe community wishes Bob a fulfilling and joyous retirement as he embarks on this new chapter of his life. 🍷

"I have tried to uplift the team around me by ensuring we have strong leadership in place in the departments that report to my position. In this way, I hope to leave behind a positive impact on the organization."

—Bob Richards

Phoebe's 16th Annual GOLF TOURNAMENT

Phoebe's annual Golf Tournament isn't just our most anticipated event of the year, it's also our largest. All proceeds from the event directly support charitable care for our seniors in need. Through the selflessness of our loyal friends and partners, Phoebe provides eligible residents with continuing care in the event that they outlive their financial resources.

With 232 golfers in attendance this year, Phoebe is proud to report the event raised \$115,936 (net) for our Charitable Care program.

There are many ways for Phoebe supporters to get involved in the Golf Tournament each year. The tournament always begins with the much-anticipated helicopter ball drop, a luck-based contest with the chance to win up to \$2500. There is also the silent auction, available online for the first time this year, in which guests and the general public could bid on prizes ranging from food and drink baskets to a Caribbean cruise. Many attendees participated in golf-based contests throughout the day, and prizes were awarded during the dinner announcements in the Saucon Valley Country Club ballroom.

Over the last 15 years, the Golf Tournament has generated over \$1.5 million to support charitable care. Phoebe would like to formally thank all sponsors and volunteers who attended the tournament and assisted on and off the course to make the event a success.



Phoebe thanks the 65 volunteers for their valuable help on the day of the tournament.

We would also like to thank every golfer in attendance for their support. We can't wait to see everyone on August 11, 2025 at Saucon Valley Country Club for the 17th Annual Golf Tournament. For a list of information on tournament sponsors and winners, please visit Phoebe.org/golf.

Thank You to Our Generous 2024 Golf Tournament Sponsors!

We extend our heartfelt gratitude to **Fitzpatrick Lentz & Bubba, PC** for their incredible support as the Golfer Giveaway Sponsor with a generous \$15,000 sponsorship.

A special thank you also goes to **Arbor Insurance Group, Inc.** and **Morgan Stanley – The Emrick Group**, our **Awards Dinner Sponsors**, for their generous \$10,000 sponsorships.

Your support helps make this a memorable and impactful event for all involved. Thank you for standing with Phoebe in support of our mission!



Participants enjoyed perfect weather for a day of golf at Saucon Valley Country Club.

Pathstones: Continuing Care Without Walls

Continuing Care Retirement Communities like Phoebe—also known as CCRCs—are residential communities for older adults, generally over the age of 55, where residents have access to a continuum of health care, including personal care and skilled nursing.

Residents of CCRCs pay an upfront entrance fee and an ongoing monthly fee, based on the type of living unit selected. In exchange, residents receive the promise of maintenance-free living in a communal setting with various amenities, such as swimming pools, planned social activities, and restaurant-like dining facilities.

Regulated by the Pennsylvania Insurance Department, CCRCs have been in existence for more than 50 years. Joining a CCRC requires a legal contract. There are two main types of CCRC contracts: a Type A or Lifecare Contract, and a Type C or Fee for Service Contract.

Pathstones by Phoebe offers a Lifecare contract, meaning there is no real estate transaction. The membership fee is based on age at the time of membership, and the monthly fee is based on the

membership plan selected. Members live wherever they choose, whether their current residence, a residence in a 55+ community, or a CCRC with a Fee for Service Contract.

Combining Pathstones with a traditional Type C contract gives ultimate peace of mind, especially if someone desires the amenities that a CCRC offers. Not only are there no home maintenance concerns, but when higher levels of care are needed, there are no worries about the cost. Pathstones will pay all the fees, depending on the Pathstones plan that is chosen.

Pathstones by Phoebe is a membership-based program. Active older adults join Pathstones when they are in good health and do not need any services. As life changes, Pathstones serves as a partner to support their needs. Services include coordinating and paying for care when needed. There are some similarities to long-term care insurance, but payment requirements are less restrictive and there are no waiting periods.



Partners on Your Journey for Aging in Place

Left to right: Lisa Hoffman, Executive Director; Donna Schudel, Retirement Living Specialist; and Mimi Leinbach, Sr. Wellness Coordinator.



Mimi Leinbach, Sr. Wellness Coordinator, discusses the benefits of Pathstones.

The Importance of Compassion in the Journey of Aging

One of the reasons that members join Pathstones is that it provides them with peace of mind to know that they will not need to deplete all of their assets to pay for care as they age. While most older adults wish to age in their homes, many are unaware of the excessive costs. Eight hours of home care provided each day by a licensed and trained home care aid can cost over \$90,000 per year, which a Pathstones membership would cover for as many years as needed.

Financial asset protection is an important reason why Pathstones members initially join, but as they continue, many members value the relationship they develop with their wellness coordinator the most. While the initial relationship is based on helping active members stay well, as they age, the focus changes to assist members in managing and accepting their decline and eventual passing.

Showing sincere compassion is critical in the role of a wellness coordinator at Pathstones by Phoebe. While

coordinators may come from different backgrounds, such as mental health, social work, counseling, or nursing, the primary responsibility is to develop a trusted relationship with the member. Through this relationship based on compassion, members understand how having a trusted partner on their aging journey can genuinely improve their lives. 🌱

If you would like to learn more about how Pathstones coordinates with traditional CCRC contracts, please call 610-794-6700 or visit pathstonesbyphoebe.org.

Pathstones[®]

by Phoebe

A Phone, A Pen, and A Sewing Machine:

Bringing a Community Together



Loretta DeLabar could usually be found at her sewing machine. Here she is pictured making masks during the COVID-19 pandemic.

What do a phone, a pen, and a sewing machine have in common? For longtime Phoebe Allentown resident Loretta DeLabar, these were the tools used to bring a community together.

A Sewing Machine

DeLabar was well known in the Phoebe community for her selfless acts, benefitting employees and residents alike. Her deep connections with those around her fueled her desire to create.

“My purpose is my ministry,” she said proudly. According to friends and staff, DeLabar frequently called Phoebe her “church home.”

In March 2020, DeLabar was suddenly faced with the rapidly evolving COVID-19 pandemic. Amidst fear and uncertainty, she chose to help, using her talents for the greater good.

As soon as DeLabar heard of the increased need for personal protective equipment, the talented seamstress took it upon herself to sew custom masks and gowns for Phoebe staff and residents. As a former registered nurse, DeLabar was familiar with the struggles faced by frontline healthcare workers, and so this project was personal to her. Along with her help and expert guidance, a volunteer sewing team at Phoebe cut and sewed 1,200 masks within a week’s time. Phoebe needed 3,000 masks to ensure that all staff had at least two per person, and the sewing team came together to meet this great need. When the masks were completed, the volunteers used an original pattern developed by DeLabar to sew gowns for the frontline staff.

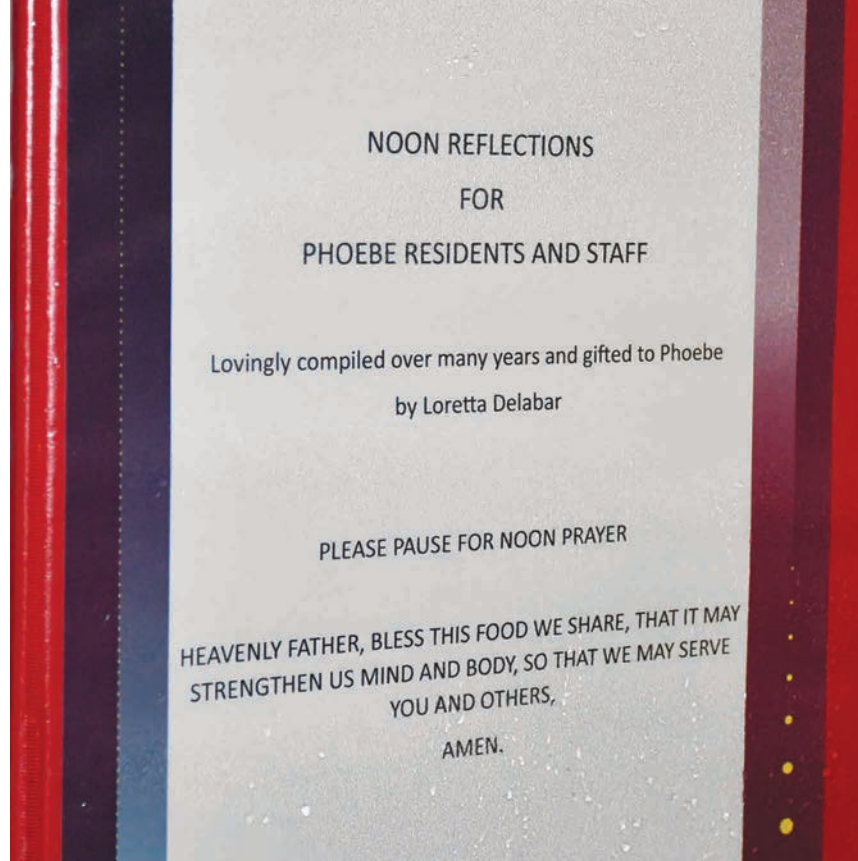
Participating in this initiative not only helped keep those around her safe, but also injected hope and love into an otherwise dark time. Staff at Phoebe were sincerely grateful for her donations, and appreciated the ability to stay safe.

A Pen

DeLabar had always been a deeply religious person. Her faith fueled her love of volunteering, as demonstrated above, and she would often go out of her way to help with critical operations regarding religious programming and events.

“Loretta was very faithful in assisting the Pastoral Care department in many different areas,” said Reverend Albert Martin, Chaplain at Phoebe Allentown. “She would organize bulletins and participate in devotions.”

Her “claim to fame,” as Phoebe Allentown Community Life Coordinator Diane Kendra put it, was her noontime prayers.



A copy of DeLabar's Noon Reflections prayer book.

What would eventually become of these noontime prayers started as a simple passion project: an exercise of DeLabar’s faith. Beginning in 2008, DeLabar began writing down prayers in a journal by hand. Combining excerpts from the Bible with personal reflections, her complete book of prayers reads like a consolidated yet comprehensive exploration of one’s faith. The size of the book, bound in a binder, is staggering.

“If anybody’s going to compile different types of prayer forms, she would be the one to do it. She knew the Bible inside and out,” said Kendra.

Eileen Fasolka, a close friend of DeLabar, has since lovingly archived the book. Multiple physical copies exist, and a digital version is currently in progress for others to enjoy.

Fasolka’s mother was also a Phoebe Allentown resident and friends with DeLabar, resulting in Fasolka and DeLabar’s friendship.

The idea to digitally archive the noontime prayers came about when Fasolka visited DeLabar and noticed her handwriting was not very legible. Fasolka then offered to type out the book so that DeLabar could more easily read from it. DeLabar jumped at the offer.

Fasolka, occasionally enlisting the help of a friend or two, chipped away at the archival for years. In doing so, she found herself connecting with the book.

“As I’m typing, I’m thinking: ‘Wow, I needed to hear that,’” said Fasolka.

Giving Back | IN MEMORIAM

“I wrote it for myself, not necessarily for everybody else,” said DeLabar. Yet, what started as a cathartic experience for one person soon became a cherished tradition for many.

“It was important to her that this would continue on,” said Fasolka.

Shortly after she began documenting her prayers, word quickly spread throughout Phoebe of DeLabar’s prayers. She began hosting residents in her home to deliver one-on-one prayer sessions.

“A lot of people would gravitate to her,” said Kendra. Residents immediately cherished DeLabar’s words. As the practice gained popularity, DeLabar found herself with an excess number of residents lining up to have prayers read to them.

This was the start of something beautiful.

A Phone

Not having enough time to continue hosting individual prayer sessions, DeLabar had to adapt to the increased demand. Working with Phoebe Allentown Health Care Center staff, DeLabar organized what would eventually be known as the noontime prayers.

She began scheduling prayers that would be delivered to the entire building via the intercom system. From the comfort of her room, DeLabar would read her prayers using her landline phone. She used her prayers to bring the community together and give back.

“Loretta helped recruit volunteers who would take turns offering a brief blessing before lunch,” said Martin. “Originally, she had a chime that she would use to signal the beginning of the prayer. When the chimes rang out over the intercom, it was amazing how everybody would pause as she offered a prayer, a scripture passage, or a brief word of encouragement or devotion.”

The noontime prayer quickly became a regular tradition. “There was a brief period of time when she was unable to lead the noontime prayer, and people would always tell me how much they missed it,” said Martin. “It was so important to her, and it came through in her voice. She faithfully reminded people to be grateful and give thanks for the day.”

The noontime prayer left a lasting mark on the Phoebe community and served as a testament to one woman’s love of her peers and faith.

DeLabar passed away in June, but her memory lives on in the minds of Phoebe staff, friends, and family.

“I think she felt a strong responsibility to be an advocate for everyone,” said Fasolka. “She made sure her voice was heard so that things got better for everybody.”

Phoebe Ministries fondly remembers Loretta DeLabar, with sincere gratitude for her dedication to service and her commitment to volunteering at Phoebe. 🙏

DeLabar's spoken prayers would be broadcast over the intercom system to the entire Health Care Center.





Left to right: Kaleisha Garcia, CNA; Kim Bordner, CNA; Keisha Garcia, CNA; Ariel Ramirez, CNA; Anna Clarke CNA; Amber Guzman, LPN/Unit Manager.

Cozy Meets Clinical: Scrubs that Feel Like a Hug

Waking up every day and not having to worry about what to wear is one of the perks of being a Certified Nursing Assistant (CNA) at Phoebe. Scrubs are the uniform of choice for most CNAs, Registered Nurses (RNs), and Licensed Practical Nurses (LPNs). While most will agree that scrubs are functional, many will also agree that they are not practical or comfortable.

Ariel Ramirez, a CNA at Phoebe Richland, wears scrubs daily and noticed a distinct need for improved mobility and additional comfort. Tired of settling for what she could purchase that didn't fit her needs, Ramirez set out to design her own line of scrubs that would be the best of both worlds: comfortable and functional.

With 14 years of healthcare experience under her belt, Ramirez had become deeply familiar with the physicality of the job and knew that it was important to medical professionals to be comfortable during long shifts.

"You always hear about scrubs not being comfortable," explains Ramirez, who also points out that standard sizes of scrubs rarely fit perfectly—particularly for women.

Her design process began several years ago, culminating in her new movement-focused scrubs being manufactured

and sold locally for the first time in April of this year. They quickly sold out. Several other nursing staff members at Phoebe Richland are enjoying her designs as well!

The scrubs feature a unique arm cut, joggers for pant legs, and a more flexible material that combines nylon, rayon, and spandex fabric. Ramirez stressed the importance of the pant legs, explaining that standard scrubs tend to be too long for short women and too short for tall women. The jogger design eliminates the associated tugging and pulling that comes with ill-fitting outfits. The arm design also allows for a more significant range of motion. The balance between style and formality was important to Ramirez when designing the scrubs. According to Ramirez, the feedback she has received has been positive.

Ramirez continues to serve Phoebe Richland, and she enjoys spending time with the residents. Proudly wearing her scrubs, she appreciates the all-day comfort she has cultivated for herself and others. 🧡

For more stories about Phoebe and our talented staff, please visit <https://phoebe.org/news-and-events/>.

An EYE in the Sky



Phoebe Apartments resident Kenneth Butler sitting at Lehigh Valley International Airport watching the planes take off and land.



Many people dream of traveling the world, but few actually achieve it. Even with countless trips under his belt at the age of 88, Kenneth Butler, a resident of the Phoebe Apartments in Allentown, prefers to stay on the ground these days.

Since his college years, Butler has been interested in airplanes and, by extension, exploring the world. He has been on so many flights in his lifetime that it feels futile for him even to attempt to put a number to it.

It was a hobby sparked by a close college friend named Tom, who has since passed away. The duo had bonded over their shared passion for travel.

“Our first trip was over to Greece back in the ‘70s,” said Butler. It was a three-week trip that included a visit to Turkey.

Greece was only the beginning. A few of Butler’s favorite destinations include the Swiss Alps, Aruba, Curaçao,

Trinidad & Tobago, and the island of Saint Martin. When asked about his all-time favorite trip, he answers without hesitation: “Barbados. The water is like a bathtub.”

These days, Butler rarely flies. He even gave up driving just last year, content with all the ground he has covered up until now. Given his love of planes and traveling, one might assume that he pursued aviation as a profession. However, his career was completely unrelated to the field of aviation. Butler graduated from the Temple University School of Pharmacy in 1959 and worked in a hospital until 1984. He then transitioned to the pharmacist role he held for many years before retiring in 1998.

Not being able to travel as much has not put an end to Butler’s love of travel. To keep up with his hobby, he makes calls from his Phoebe apartment to various runways in the Caribbean, inquiring about the number of flights received that day. Butler also calls the Lehigh



Valley International Airport (ABE) weekly to receive updated stats and travel information.

Well-known to ABE staff, Butler's fascination with planes and travel did not go unnoticed. On Wednesday, June 5th, Butler was invited for a guided tour of ABE and its recent expansions. While there, Butler reminisced about the days when he used to park near Hangar #7 and watch Amazon airplanes take off. He remains particularly impressed by the sheer scale of these vehicles.

Butler was shown around the airport and its newest additions, occasionally pausing to watch airplanes take off from the comfort of the gates, breakfast in hand. His passion was palpable as he asked questions and shared his aviation knowledge. The tour was a highlight that brought back fond memories of his many adventures. As he gazed at the planes, he reflected on a life well-traveled.

Kenneth Butler may have traded his passport for a phone and a window view from the Phoebe Apartments, but his love for travel and airplanes continues to soar high. 🛩️

Did you know?

Phoebe Affordable Housing Locations

The increasing cost of living and the limited availability of affordable housing has created a significant challenge for seniors who struggle to find affordable accommodations.

Phoebe Ministries is a crucial provider of affordable senior housing in four Pennsylvania counties: Berks, Lehigh, Northampton, and Union. Our eight apartment buildings offer 356 seniors a safe and affordable living environment. This offering is exclusively for individuals aged 62 or older with low incomes. The wait list can be two to three years long, depending on the location.

Phoebe Ministries relies on various subsidies to operate these housing units—including tax credits, HUD Section 8, HUD Project-Based Vouchers, and USDA Contracts. These financial supports are essential in offsetting the operational costs and maintaining the affordability of the housing units.

Phoebe's Affordable Housing locations, such as the Phoebe Apartments, benefit residents with features such as secured building entry, laundry facilities within the building, and affordable accommodations.

To learn more about Phoebe's affordable housing locations, please visit <https://phoebe.org/communities/senior-affordable-housing/>.



Newly renovated one-bedroom at Phoebe Apartments in Allentown.

Phoebe Pharmacy Welcomes Executive Director Frank Tiano, Jr.

Phoebe Pharmacy provides comprehensive pharmacy services to 46 long-term care communities and behavioral health facilities across seven Pennsylvania counties. Executive Director Frank Tiano Jr. has been actively managing all pharmacy operations since January 1, 2024.

Tiano's vision for Phoebe Pharmacy is "to be a trusted regional leader of choice in the Pennsylvania marketplace while delivering superior customer care to our residents and providers."

Phoebe Pharmacy serves thousands of long-term care, personal care, assisted living, and independent living residents throughout Eastern and Central Pennsylvania. In Tiano's new role, he oversees the operation and supervision of four pharmacies located in Lehigh, Lancaster, and Montgomery Counties. He is also responsible for the budget and revenue cycle for all aspects of the pharmaceutical supply chain.

With over 200 Continuing Care Retirement Communities (CCRCs) in Pennsylvania, the state where CCRCs originated, the competition for pharmaceutical care is fierce. Tiano understands the need "to be receptive and responsive to the various demands of these communities. We at Phoebe Pharmacy embrace this challenge with innovation and agility, to be the regional partner of choice to the communities we serve."

Tiano has worked in pharmacy operations leadership for over 25 years, with extensive experience in mail order, supply chain management, retail, long-term care, and specialty pharmacy industries. Prior to Phoebe Pharmacy, Tiano was the Director of Operations for New Castle RX, LLC in New Castle, Delaware. Before that, he served as the Vice

President of Pharmacy Operations for Wedgewood Pharmacy in Swedesboro, New Jersey; the Director of Pharmacy Operations for DS Pharmacy, Inc. in Swedesboro, New Jersey; and the Pharmacy District Manager for Rite Aid Pharmacy in Delaware and Philadelphia.

When asked what attracted him to make the move to Phoebe Pharmacy, Tiano states that he was "looking for an opportunity to lead and grow with a company, to be innovative, and whose culture would enable my team to service our communities with compassion, empathy, and a sense of urgency."

A North Wales resident, Tiano has four children, all of whom are in the healthcare industry. Just recently, his son graduated from DeSales University's Nursing program. "[My son] was telling me about his rotations at Phoebe Richland and he frequently commented on how he cherished the culture of compassionate care for their residents," said Tiano. "I closely started following the history of Phoebe, and most importantly their mission, which really resonated with me."

We are pleased to welcome Frank Tiano, Jr. to our team, where his expertise and enthusiasm will undoubtedly contribute to the continued success of Phoebe Pharmacy. 🌿



PHOEBE 
PHARMACY

For more information about Phoebe Pharmacy and the services we provide, please visit phoebepharmacy.org.



Annual Report of Gifts 2023–2024

Dear Phoebe Friends,

As I reflect on the past year at Phoebe Ministries, I am overwhelmed with gratitude for the incredible support and generosity shown by our community of donors, partners, and volunteers.

Your unwavering commitment has been the cornerstone of our efforts to provide exceptional care and services to our seniors. It is with immense appreciation that we present this annual report, highlighting the profound impact your contributions have made on the lives of those we serve.

Your dedication has allowed us to continue offering crucial programs and services that enrich the lives of our residents. Thanks to you, our residents continue to foster a sense of community and well-being.

Phoebe's Annual Report is a testament to the collective effort and compassion of our community. We are honored to share the achievements and stories made possible by your kindness. As we look ahead, we remain inspired by your commitment and are eager to continue this journey together, upholding the values that define Phoebe Ministries.

Thank you for standing with us and for being an integral part of our mission. Together, we will make a lasting difference in the lives of those who need it most.

With deepest appreciation,



Executive Director of Philanthropy



The Office of Philanthropy (left to right): Jamie Schiffer, Gift Officer; Kristine Paupini, Donor Relations Coordinator; Erin Dallago, Major Gift Officer; Sarah Panovec, Philanthropy Services Coordinator; Janet Hines, Executive Director of Philanthropy; Jane Harps, Administrative Assistant.

CHARITABLE CARE SPOTLIGHT ON Garry Engelmann

Marian Engelmann spent most of her adult life on a fourth generation family farm in Perkasie, Pennsylvania. She raised her three boys on more than 130 acres of working farmland. Hard work and self-sufficiency defined her life, as well as that of her entire family.

At the age of 92, Engelmann lived as a widow in a house adjacent to her middle son, Garry. Despite her family's best efforts to keep her at home, reality set in that she needed more help than her family was able to provide for her.

At Meadow Glen, Phoebe Richland's Personal Care community, Garry found what he wanted for his mom: a vibrant social community with lots of activities and spiritual support.

After losing her eldest son, Marian had struggled with her faith and her lifelong involvement with the Lutheran church. When she became a resident of Phoebe Richland, she found her path of peace and connection with her renewed faith.

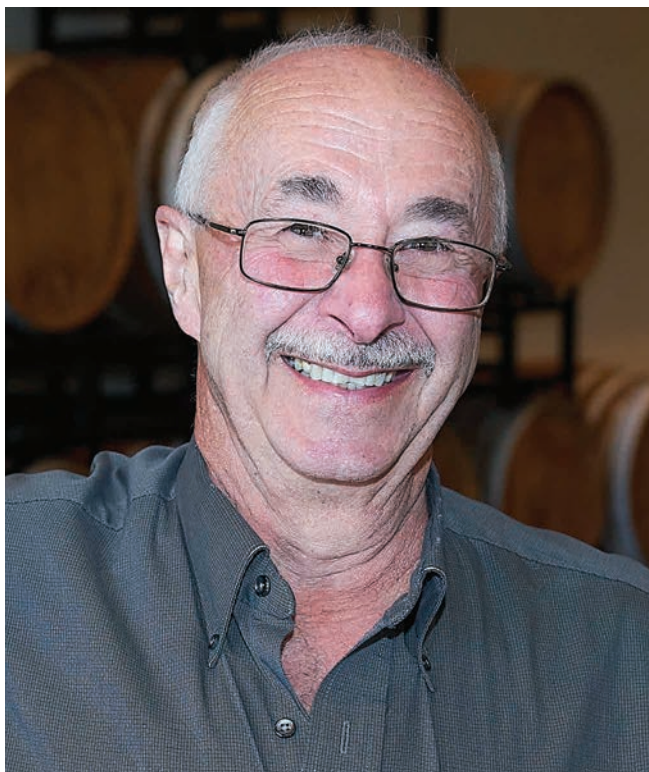
When Marian was 98, she exhausted her funds, but she was eligible to receive charitable care, and she remained

at Phoebe Richland. Garry attests that the family never noticed a difference in the level of compassionate care that she received despite her financial situation. "My Mom never wanted for anything," Garry said. "I always knew that she had a truly good home here."

It is just one small part of the reason that Garry has become a monthly supporter of Phoebe and is part of our Century Circle donor recognition program.

"I can never repay all the kindness and care that my Mom received, and my donations are inspired by the gratitude and appreciation that I still feel," said Garry. "We never expected her to live to 100, and we are so blessed by the care she received at Phoebe."

At Phoebe, the elderly and financially disadvantaged are at the heart of our mission and ministry. Over 56% of our seniors in skilled nursing rely on Phoebe's charitable care program. In fiscal year 2023, Phoebe provided more than \$18 million in charitable care to our residents in need. 🙏



"I can never repay all the kindness and care that my Mom received, and my donations are inspired by the gratitude and appreciation that I still feel."

—Garry Engelmann

WITH GREAT **APPRECIATION**

Phoebe Ministries relies on the generosity of others to help continue its mission and ministry. Our organization is blessed to have a multitude of individual, corporate, and foundation supporters, who make annual contributions and participate in our fundraising events. Our annual events include the Phoebe Golf Tournament at Saucon Valley Country Club, the Phoebe Institute on Aging (PIA) Conference, and the PIA Gala.

Century Circle and One Percent Club Recognition Dinner

Among Phoebe's most generous donors are our Century Circle and One Percent Club members. Century Circle donors contribute \$1,000 or more to Phoebe Ministries in a single fiscal year. One Percent Club members are employees who donate one percent of their annual salary back to Phoebe through annual contributions or by participating in the payroll deduction program.

Every November, Phoebe recognizes members of these giving societies at our annual donor recognition dinner at Lehigh County Club. Our 2023 dinner featured

remarks by Phoebe President & CEO Scott R. Stevenson, and Phoebe Terrace resident and Century Circle member Sandra Davis. Davis shared her experience at Phoebe when her daughter Audrie resided at the Phoebe Allentown Health Care Center after suffering a stroke. She reminded donors how their support enables Phoebe to continue to provide quality, compassionate care services, support for family caregivers, and charitable care for the aging community. In the 2023–2024 fiscal year, Century Circle and One Percent Club members contributed over \$710,000 to Phoebe Ministries.

Century Circle Socials

Century Circle and One Percent Club members were our special guests at the 2024 Century Circle Socials. These unique events enable donors to meet the seniors who benefit from their generosity. Donors also have the opportunity to experience the arts, music, recreation, and therapy-driven activities that enrich the lives of our residents alongside them. This year's events included a Rockin' 1950s Party at Phoebe Allentown, a Country Fair at Phoebe Berks, Viva Las Vegas with Elvis at Phoebe Richland, and a 365 Birthday Celebration at Phoebe Wyncote.



*Rockin' 1950s Party,
Phoebe Allentown*



*County Fair,
Phoebe Berks*



*Viva Las Vegas with Elvis,
Phoebe Richland*



*365 Birthday Celebration,
Phoebe Wyncote*

Annual Appreciation Lunch

At Phoebe's annual spring appreciation lunch, held at the Folino Estate Winery in Kutztown, guests sampled wine, enjoyed lunch, and had an opportunity to send a Thinking of You Card with custom messages to Phoebe residents.

This event allows Phoebe to recognize our 1903 Club and Legacy Society members, monthly supporters, and committee volunteers. We also celebrated members of Pathstones by Phoebe, our Continuing Care at Home program designed to meet the changing needs of today's active seniors, allowing them to live independently in their homes for as long as possible.

Since the founding of the 1903 Club, 1,273 members have made 24,770 gifts totaling more than \$5.9 million. This year the 1903 Club included 64 individuals who have supported Phoebe for 20 or more years.

We also honored our Legacy Society members, forward-thinking individuals who have included Phoebe in their estate plans or made other planned gift arrangements, including charitable gift annuities, charitable remainder trusts, insurance, IRA distributions, or other retirement plans.

Monthly donors are part of a growing number of supporters who have established a recurring gift to Phoebe for general operating support or to fund a specific campus or program. No matter the size of the gift, recurring donations add up and make an impact at Phoebe!

1903 and One Percent Club member, Bob Richards, COO, and 1903 and Legacy Society Member Vivien Aulenbach at the annual spring appreciation lunch.



Joe Anderson of Dual Temp and Whitney Anderson at the 2023 Century Circle Dinner.

We appreciate and value these committed supporters who consistently demonstrate how one person can make a significant difference in the lives of our seniors. 🌱

For information about the 1903 Club, Century Circle, One Percent Club, Legacy Society, or becoming a monthly donor, contact the Office of Philanthropy at 610-794-5132 or philanthropy@phoebe.org. You can also learn more about giving opportunities at phoebe.org.



Phoebe

by the Numbers*





187 Personal Care Residents



241 LPNs and CNAs



470 Independent Living Residents



495 Health Care Center Residents



Fiscal Year 2024
Charity Care Provided

\$17,258,000

*Numbers as of September 2024.

FISCAL YEAR 2023–2024 July 1, 2023–June 30, 2024

PHOEBE-DEVITT HOMES GOVERNING BOARD:

CHAIRPERSON: William C. Hacker
VICE CHAIRPERSON: Robert Bertollette
TREASURER: Kenneth R. Charette, Esquire
SECRETARY: The Rev. William Paul Worley
The Rev. Dr. Bonnie Bates
Carmen A. Bell
The Rev. Dr. Carrie Call
John T. Lawton
Emmett Lien
Debora Merrill
Robert W. Miller
The Rev. Daniel T. Moser II
Joshua A. Sloan
The Rev. Dr. David Charles Smith
Scott R. Stevenson, President & CEO
Nick Tranguch
Donna Wright

PHIL-MONT STRATEGIC ADVISORY COUNCIL:

CHAIRPERSON: Joshua A. Sloan
GOVERNING BOARD LIAISON:
The Rev. William Paul Worley
Gary Kozick
Eugene G. Rall Jr.

AUDIT, FINANCE, & INVESTMENT COMMITTEE:

CHAIRPERSON: Kenneth R. Charette, Esquire
Jill D. Brewster, CPA
Brian P. Gallagher
William G. Koch Jr., CPA
Debora Merrill
Robert W. Miller
Victoria N. Pritchard
Donald A. Seibert
Philip W. Steeley

PHOEBE APARTMENTS BOARD OF TRUSTEES:

CHAIRPERSON: William C. Hacker
VICE CHAIRPERSON: Robert Bertollette
TREASURER: Kenneth R. Charette, Esquire
SECRETARIES: The Rev. William Paul Worley
The Rev. Dr. Bonnie Bates
ASSISTANT SECRETARY: Donna A. Bollinger
The Rev. Dr. Carrie Call
John T. Lawton
The Rev. Daniel T. Moser II
The Rev. Dr. David Charles Smith
Scott R. Stevenson, President & CEO

CHURCH RELATIONS COMMITTEE:

CHAIRPERSON: The Rev. Dr. Carrie Call
EX-OFFICIO: William C. Hacker
The Rev. Elaine Ely
Deacon William Hassler
The Rev. Cliff Herring
Pastor JoAnne McGee
The Rev. Daniel T. Moser II
The Rev. Dwayne A. Mosier
The Rev. Elmer B. Reinhold Jr.
Pastor Alex Rodriguez
The Rev. Dr. David Charles Smith
Pastor Eugenia Watson
Scott R. Stevenson, President & CEO

DEVITT HOUSE BOARD OF TRUSTEES:

CHAIRPERSON: The Rev. Douglas Schader
VICE CHAIRPERSON: Dea Schader
TREASURER: Audrey Bingaman
SECRETARY: The Rev. Michael Romig
The Rev. Jeffrey Hauck
The Rev. Ricky Phillips
Mary Schnure
Larry L. Snook
Scott R. Stevenson, President & CEO

* Deceased

EXECUTIVE COMPENSATION COMMITTEE:

CHAIRPERSON: William C. Hacker
VICE CHAIRPERSON: Robert Bertolette
TREASURER: Kenneth R. Charette, Esquire
SECRETARY: The Rev. William Paul Worley
GOVERNING BOARD MEMBER:
The Rev. Daniel T. Moser II

INSTITUTIONAL ADVANCEMENT COMMITTEE:

CHAIRPERSON: Nick Tranguch
EX-OFFICIO: William C. Hacker
Carmen A. Bell
Larry C. Benner
Dr. Michael A. Conrad
Sylvia Muller Doyle
Candy Barr Heimbach, Esquire
Jill Duffey Kearney
June R. Manns
Andrew C. Melzer
Michele Moccio Mullikin
Scott R. Stevenson, President & CEO
Donna Wright

NOMINATING & GOVERNANCE COMMITTEE:

CHAIRPERSON: The Rev. William Paul Worley
EX-OFFICIO & CHAIRPERSON OF GOVERNING BOARD:
William C. Hacker
Emmett Lien
The Rev. Daniel T. Moser II
Joshua A. Sloan
Scott R. Stevenson, President & CEO

PHOEBE-SUPPORTED ORGANIZATIONS AND COMMUNITY EVENTS FY 2023–2024:

ALLENTOWN ST. PATRICK'S DAY PARADE

ARTSQUEST VETERANS DAY

BERKS ART ALLIANCE JURIED SHOW

EAST PENN RESTAURANT WEEK

EMMAUS KIWANIS CLUB
PANCAKE BREAKFAST

EMMAUS SUMMER CONCERT SERIES

EMMAUS MAIN STREET PARTNERS
LUCKY BUCKS BINGO

LEHIGH CONFERENCE OF CHURCHES HUNGER
& HOMELESSNESS AWARENESS WEEK

LEHIGH VALLEY IRON PIGS

LEHIGH VALLEY PRIDE

MOUNTAIN VIEW CASH BINGO

OHEB SHOLOM 2024 JEWISH FOOD &
CULTURAL FESTIVAL

CHARLES & DON PATT GOLF TOURNAMENT

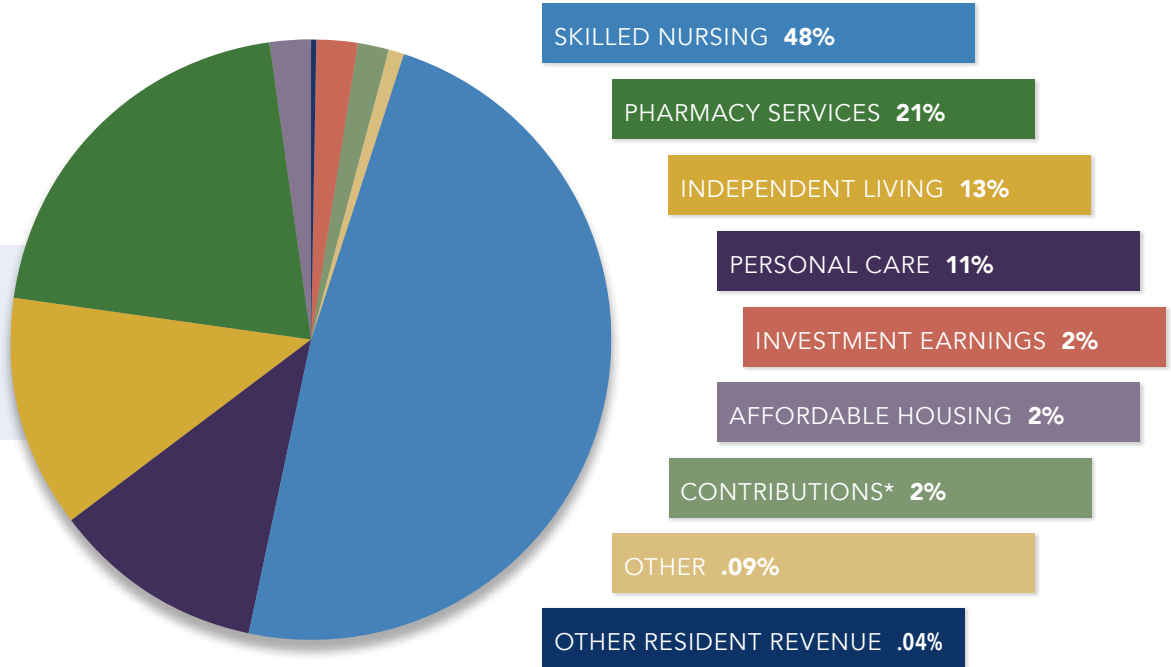
READING PHILS

Annual Report 2024 | FINANCIAL SUMMARY

Though we rely on the commitment and support of our partners and volunteers, we would not be able to do the work we do without the generous contributions of our donors. Every year, Phoebe provides benevolent care and housing to individuals who can no longer support themselves. This is the foundation of our mission and our history. With your support, we can continue to ensure a bright and vibrant future for the older adults in our care, both at home and in the community.

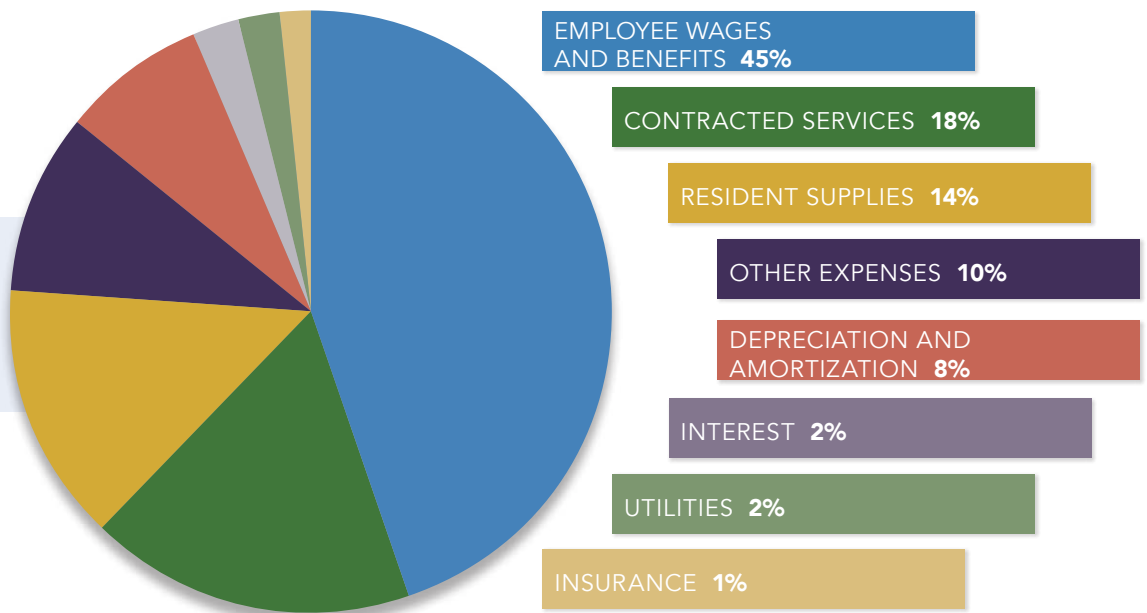
OPERATING REVENUES

\$142,676,000



OPERATING EXPENSES

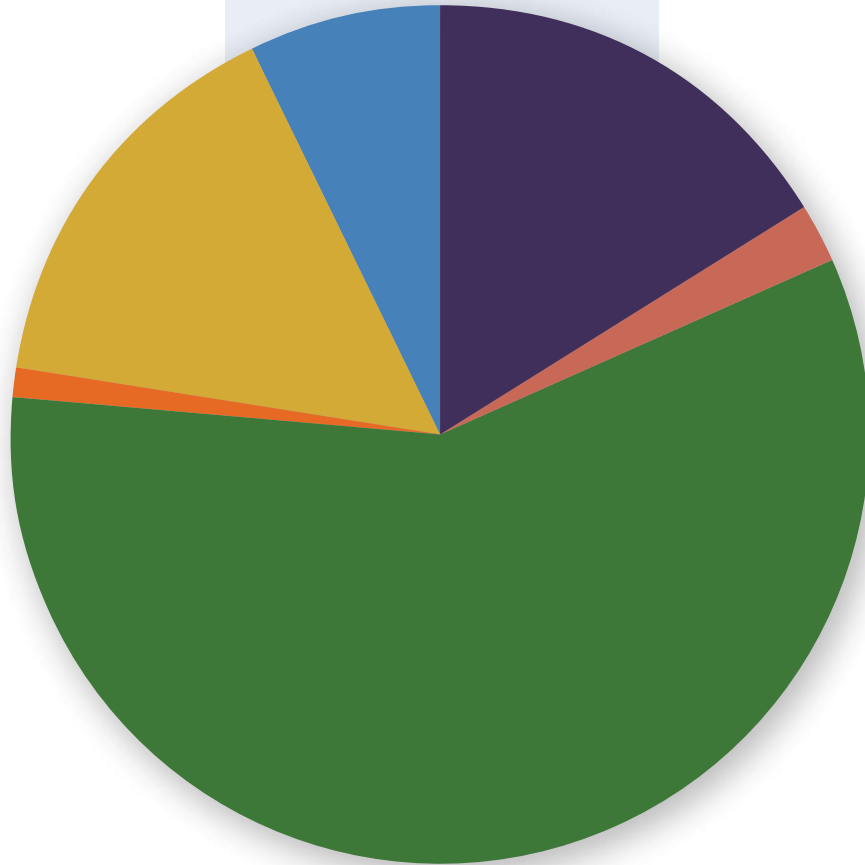
\$153,595,000



* Accrual-based reporting

**CONTRIBUTIONS
& TRUST INCOME[†]**

\$2,397,819



ESTATES
\$1,373,756 **57%**

INDIVIDUALS
\$369,985 **15%**

TRUSTS
\$179,232 **7%**

**BUSINESSES &
ORGANIZATIONS**
\$387,010 **16%**

CHURCHES
\$56,661 **3%**

FOUNDATIONS
\$31,175 **2%**

THANK YOU FOR YOUR SUPPORT THIS YEAR.
We are proud to call you our partners and patrons.

[†]Cash-based reporting

LEGACY SOCIETY



Phoebe's Legacy Society celebrates people who have included Phoebe in their estate plans or made other planned gift arrangements including charitable gift annuities, charitable remainder trusts, insurance, IRA distributions, or other retirement plans.

Anonymous (8)	Mrs. Elisabeth A. Bridgers*	Helen L. Fasold*	Valeria Hartman*
Helen M. Adam*	Mary Bright*	Floyd Faux*	Mr. & Mrs. Thomas Hartz
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 Dr. Carol A. Pulham &
 Mr. Jeffrey A. Pulham
 Mr. John Quirk
 Mr. Hans Radelow
 Mr. William Rauch
 Stacy Reehl
 Mrs. Patrice M. Reiche
 Mr. Richard Reider
 The Rev. & Mrs. Elmer Reinhold
 Ms. Constance A. Reynolds
 Mr. Stephen D. Richart &
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 Ms. Tracey Smith
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 Mr. Brendan Speers
 Mr. & Mrs. Thomas G. Stauffer
 Ms. Patricia Steiner
 Mr. Barry & The Rev. Rebecca Stephens
 Mr. & Mrs. James A. Stoneback
 Mr. & Mrs. Harold W. Thomas
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 Ms. Shannon Trinkle
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 Mr. & Mrs. Robert Woodrow
 Mrs. Suzanne Wright Rydzewski
 Miss Deborah L. Yarborough
 Mr. & Mrs. David W. Zimmerman

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Anonymous (32)
 Act 1 DeSales University Theatre
 Adventure Aquarium
 AECOM
 AGiRepair Inc.
 AKCG - Public Relations Counselors
 Allentown Art Museum
 of the Lehigh Valley
 Allentown Farmers Market
 Allied Resources Medical Staffing
 America on Wheels
 Applebee's Neighborhood Grill
 Aramark
 Arbor Insurance Group Community
 Fund of the Lehigh Valley
 Community Foundation
 Arbor Insurance Group Inc.
 Arcadia Financial & Personal Services
 ArtsQuest
 Baker Tilly US LLP
 Balton Construction Inc.
 Baristi Coffee Roasters
 Barry Isett & Assoc. Inc.
 Bartlett Foundation
 Becky's Drive In Theatre
 Bellezza Salon & Spa
 The Benevity Community Impact Fund
 Biaggio Restaurant
 BJ's Restaurant & Brewhouse
 BLB&B Advisors LLC
 BLBB Charitable
 Eric B. & Denise M. Blew Fund of the
 Lehigh Valley Community Foundation
 Blue Ridge Pressure Casting
 BruDaddy's Brewing Co.
 BSI Corporate Benefits LLC
 Buckeye Partners
 Campbell, Rappold & Yurasits LLP
 CarePatrol of the Lehigh Valley &
 Upper Bucks
 Cetronia Ambulance Corps Inc.
 Citizens
 Civic Theatre of Allentown
 Clark Food Service
 ConnectCare3 / The Benecon Group Inc.
 Copperhead Grill
 Crayola Experience
 Crystal Signatures
 Cura Hospitality
 Daniels Health
 Danowsky-Reeds Memorial Fund
 David Yurman
 DeSales University
 DesignPoint Inc.
 Devitt House Board of Directors
 Division 09 Contract Flooring

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Dual Temp Co. Inc.
 Dun & Bradstreet
 Eastern State Penitentiary
 Eastern Time
 Edge Insights Inc. -
 Expense Reduction Strategies
 Egypt Star Bakery
 Elements Massage
 Elk Mountain Ski Resort
 emi Landscape
 The Emrick Group - Morgan Stanley
 Private Wealth Management
 ESHYFT
 Financial Independence Planning
 First Commonwealth Federal Credit Union
 Fitzpatrick Lentz & Bubba P.C.
 Freefall Trampoline Park
 Gannon's Gourmet Kitchens & Gift Baskets
 General HealthCare Resources Inc.
 Giant Food Stores
 Greater Valley YMCA - Bethlehem Branch
 Green Pond Country Club
 Gross McGinley LLP
 Guyette Communication Industries
 Hands-on House, Children's Museum
 of Lancaster
 Harborview Rehab & Care Center
 at Landsdale
 Hawk Mountain Sanctuary Association
 HCSC/Miller-Keystone Blood Center
 The Healing Bee
 HealthSkil/Hobbie Personnel Services
 Hershey Gardens
 Highmark Blue Shield
 HJ Sims
 HNL Lab Medicine
 The Charles H. Hoch Foundation
 The Inside Scoop
 IntelyCare
 Josh Early Candies
 K & H Custom Window Treatments
 Keystone Pub and Grill
 Keystone Savings Foundation Fund of the
 Lehigh Valley Community Foundation
 Kistler O'Brien Fire Protection
 Kobrovsky Family Fund
 Kuhnsville Car Wash
 Latsha Davis & Marshall P.C.
 Lehigh Valley Home Care/
 Lehigh Valley Hospice
 Lehigh Valley Iron Pigs
 Lehigh Valley Phantoms
 Liberty Painting
 Lindenwold Advisors
 Link Beverages
 Longwood Gardens
 Lost River Caverns
 Managed Health Care Associates Inc.
 Martin Guitar Company
 Meredith Family Foundation
 Miller Supply/Ace Hardware
 Minks Candies

Mission BBQ
 Morefield Communications
 Morgan Creek Community Association
 Mr. Bill's Poultry Market
 Nacci Printing
 National Constitution Center
 The Neffs National Bank
 Net Health
 New Castle Lawn & Landscape
 Newmanstown Volunteer Fire Co.
 The Nolf-Unger Fund for Senior Living of
 Berks County Community Foundation
 Patina Health Inc.
 Pennsylvania Sinfonia Orchestra
 PenTeleData
 Pet Nanny Plus LLC
 Philadelphia Eagles
 Philadelphia Museum of Art
 Philadelphia Theatre Company
 Philly Pretzel Factory
 Phoebe Berks Health Care Center Auxiliary
 Phoebe Berks Peddler's Shop
 Phoebe Floral & Home Decor
 Pocono Whitewater
 Pott's Hotdogs-Bethlehem
 Power Stair Lifts Inc.
 Premier Environments Inc.
 Principal Financial
 Prologis
 Putt U Miniature Golf
 QNB Bank
 Radio Maintenance Inc.
 Razor Technology LLC
 Reading Fightin Phils Baseball
 Red Robin Lehigh Valley Restaurant Group
 Renaissance Consulting Group Inc.
 Rich Mar Florist
 RKL LLP
 RLPS Architects
 Robert Half Talent Solutions
 The Roost
 Sacred Heart Senior Living by Saucon Creek
 Schneider Downs & Company Inc.
 The Scholler Foundation
 Seidel Family Fund of the Berks County
 Community Foundation
 Senior Helpers
 Service Electric Cable TV
 SFCS Architects
 The Shanty
 ShopRite of Hunterdon County Inc.
 Skeggy's Axe House
 The Harold P. Smith Fund
 SoftWriters Inc.
 South Mountain Memory Care
 Specialty Moves by Design
 St. Luke's Home Health & Hospice
 St. Luke's University Health Network
 Stefanos Sicilian Grille
 Sterner Energy
 Stevens & Lee
 Strands Hair Salon

The Terrace at Phoebe Allentown -
 Residents Association
 Texas Roadhouse
 Thomson's Meat Market
 Thrivent Charitable Impact & Investing
 Toshiba Business Solutions
 Trago Mechanical Inc.
 Trilogy Construction Management Inc.
 Truist
 The Udder Bar
 Uline
 United Healthcare
 United Way of the Greater Lehigh Valley
 United Way of Greater Philadelphia and
 Southern New Jersey
 United Way of Southwestern Pennsylvania
 University of Scranton - IT Division
 Unum
 Warfel Construction Company
 Watkins Architect LTD
 Webber Advisors
 Wegmans
 Weis Markets
 Wind Creek
 Wohlsen Construction Company
 Working Dog Press
 YoFresh Yogurt Café
 Zook Interiors

CONGREGATIONS

PENNSYLVANIA CENTRAL CONFERENCE

David's UCC (Herndon)
 First UCC (Middleburg)
 Hummelstown UCC
 Paradise UCC (Milton)
 Salem UCC (Elizabethville)
 Salem UCC Rohrerstown (Lancaster)
 St. John's UCC (Lewisburg)
 St. John's UCC (Shamokin)
 St. John's UCC (Tylersville)
 St. Paul's UCC (Selingsgrove)
 Trinity UCC (East Petersburg)
 Trinity UCC (Watsontown)

PENNSYLVANIA NORTHEAST CONFERENCE

Ben Salem UCC (Andreas)
 Bethany UCC (Bethlehem)
 Christ Church UCC (Bethlehem)
 Christ UCC (Bath)
 Christ UCC (Jim Thorpe)
 Church of the Manger UCC (Bethlehem)
 Ebenezer UCC (New Tripoli)
 Emmanuel UCC (Bowmanstown)
 First UCC (Hellertown)
 First UCC (Nescopeck)
 Fork's UCC (Stockertown)
 Good Shepherd UCC (Slatedale)
 Grace UCC (Northampton)
 Greenawalds UCC (Allentown)

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Heidelberg UCC (Slatington)
Jerusalem Western Salisbury
UCC (Allentown)
Jordan UCC (Allentown)
Longswamp UCC (Mertztown)
Lower Saucon UCC (Hellertown)
New Creation Church of Christ
Old Zionsville UCC (Old Zionsville)
Orangeville UCC (Orangeville)
Penn Northeast Conference
Salem UCC (Weatherly)
Solomon's UCC (Macungie)
St. John's UCC (Allentown)
St. John's UCC (Emmaus)
St. John's UCC (Fullerton)
St. John's UCC (Howertown)
St. John's UCC (Laurys Station)
St. John's UCC (Mickleys)
St. John's UCC (Nazareth)
St. John's UCC (Slatington)
St. Mark's UCC (Allentown)
St. Matthew's UCC (Kunkletown)
St. Matthew's UCC (Weatherly)
St. Paul's UCC (Big Creek Lehighton)
St. Paul's UCC (Indianland)
St. Paul's UCC (Swiftwater)
St. Pauls UCC (Seiberlingsville)
St. Peter's Union Church (Lynnville)
St. Thomas UCC (Bethlehem)
Trinity UCC (Bloomsburg)
Trinity UCC (Great Swamp)
Trinity UCC (Pleasant Valley)
Union UCC (Neffs)
Zion UCC (Lehighon)
Zion UCC (Nanticoke)
Zion UCC (Orangeville)
Zion's Reformed UCC (Ashland)

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Allegheny UCC (Alleghenyville)
Christ Church UCC (Norristown)
Christ Church UCC (Trumbauersville)
Faith Reformed UCC (Landingville)
First UCC (Royersford)
Friedens UCC (Lenhartsville)
Glenside UCC (Glenside)
Heidelberg UCC (Schwenksville)
Huffs Union Church (Alburtis)
New Goshenhoppen UCC
(East Greenville)
Pennsylvania Southeast Conference
Pleasantville UCC (Chalfont)
Reformed Church of the Ascension UCC
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Solomon's UCC (Bedminster)
St. Andrew's UCC (Reading)
St. John's UCC (Lansdale)
St. John's UCC (Richlandtown)
St. John's UCC (Orwigsburg)

St. Paul's UCC (Fleetwood)
St. Paul's UCC (Kutztown)
St. Paul's UCC (Robesonia)
St. Paul's UCC (Sellersville)
St. Paul's UCC (Summer Hill)
St. Peter's UCC (Orwin)
St. Stephen's UCC (Perkasie)
Trinity Reformed UCC (Pottstown)
Zion's UCC (Pottstown)
Zwingli UCC (Souderton)

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Faith United Church of Christ
Mission Team
First UCC Womens Guild (Royersford)
Hope Lutheran Church
King's Daughters of the First Reformed
Church (Phillipsburg)

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Mrs. Mae E. Clay
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Mrs. Midge Coker*
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Ms. Betty Epler*
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Mrs. & Mr. Susan Gaffney
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Barbra Seider
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The Rev. Dr. Albert E. Teske*
The Rev. Richard H. Whitney*
Mrs. Esther M. Whitney*
Ms. Amelia Yeoman*

* Deceased

PROVIDING FOR THE COMMUNITY



"I want to help any way I can and every gift makes a difference."

Bonnie Rissmiller provides for the community she knows and loves by making a gift to Phoebe Ministries.

She had visited friends at Phoebe many times before deciding to move in about two years ago, and now enjoys her residence at Phoebe Berks. To support the community she knows and loves, and to help ensure others can enjoy the same quality care and services in the future, she used a retirement account to make a gift to Phoebe Ministries.

Bonnie encourages everyone to give. Gifts of all types and sizes combine to help Phoebe provide care to our community for many years to come.

To find the gift that best meets your charitable, family, and financial goals, visit myphoebelegacy.org or call **610-794-5132**.

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