

 Phoebe

Messenger

NEWS FROM
Phoebe Ministries
Volume 104, Issue 2
FALL/WINTER 2023

Celebrating
25 Years

OF PASTORAL CARE EDUCATION

ANNUAL
REPORT
2022-2023



CELEBRATING

120
YEARS

Table of Contents

PHOEBE AT WORK

- 4 25 Years of Pastoral Care Education
- 12 New Governing Board Chair
- 14 Putting Compassion Into Action
- 16 Recognizing Dedication and Service

PATHSTONES

- 18 Aging in Place

CHESTNUT RIDGE AT RODALE

- 20 Focusing on Wellness

PHOEBE PHARMACY

- 24 Making Connections

ANNUAL REPORT

- 25 Introduction to the Annual Report
- 26 A Message from the Executive Director
- 27 Employee Giving Spotlight
- 28 Century Circle and One Percent Club Recognition Dinner
- 30 Appreciation Event: 1903 Club and Legacy Society
- 32 Employee Giving
- 34 Governance and Leadership
- 36 Financial Summary
- 38 Thanking Our Partners

On the cover: Left to Right: Clyde Brower, Phoebe Allentown resident; Rev. Albert Martin, Phoebe Allentown Chaplain; Marilyn Decker, Phoebe Allentown resident.



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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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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CORRECTION:

In the Spring 2023 issue of the Messenger, we incorrectly identified Douglas Richart as Donald Richart in the article “Exploring the Outdoors at Phoebe.” Upon discovery of this error, the article in the online version of the magazine was updated with the correct name.

*“...With men this is impossible,
but with God all things are possible.*

Matthew 19:26

A MESSAGE FROM THE PRESIDENT

Dear friends,

In 2023, Phoebe celebrated a remarkable milestone—120 years of faith, dedication, and service to seniors. Our mission, rooted in Christian principles of love, compassion, and unity, has been a guiding light in all we do. As we close out this milestone, we find ourselves in awe of the countless lives touched and transformed by the grace of God through our organization.



**Scott Stevenson with Donald Miller,
Phoebe Allentown resident.**

This issue of the *Messenger* is a remarkable one. We’re celebrating 25 years of our Clinical Pastoral Education (CPE) program—an intense training program for those serving Christ by serving others. In this article, you’ll hear how the CPE program at Phoebe has paved the way for over 230 students who have gone on to serve in various faith-based roles.

We also share our Mind, Body, Spirit, Food program. This initiative supports a holistic approach of wellness and person-centered care. It focuses on resident-directed programs that look at the person, as a whole, to ensure all facets of one’s health and well-being are addressed. This program is already active at our Berks campus and will be offered at Chestnut Ridge at Rodale.

Finally, as this is our annual report issue, you will see the names of our loyal sponsors and donors who supported Phoebe this past fiscal year (July 1, 2022 to June 30, 2023). We are grateful for the many individuals and organizations that continue to put our ministry at the top of their philanthropic priorities.

On behalf of Phoebe Ministries, please accept my most sincere appreciation for all you do to help support our mission.

I wish you and your loved ones a joyous and healthy holiday season and a prosperous new year!

Peace,

Scott R. Stevenson
President & CEO



Donors, CPE alumni, staff, and friends of the CPE program listen to Phoebe's President & CEO, Scott Stevenson, during the Anniversary Celebration at Lehigh Country Club.



Celebrating 25 Years

OF PASTORAL CARE EDUCATION

*“I will instruct you and teach you in the way you should go;
I will counsel you with my loving eye on you.” Psalm 32:8*

Founded as a deaconess home in the Reformed Church by Rev. Dr. Abraham B. Koplin, Phoebe Ministries was formed as an organization that would train deaconesses and be a place of shelter for the aged. The charter was signed by the Lehigh County Courts on January 20, 1903, and emphasized that the Phoebe Deaconess and Old Folks Home would provide “caring for the sick and the spiritually and physically destitute, and needy, and aged, by establishing and maintaining a Deaconess and Old Folks Home, and to engage in such forms of charitable work as may from time to time commend itself to the Institution.”

Fast forward 120 years, and Phoebe continues to grow and strengthen its ministry of serving seniors while still providing learning opportunities for caretakers.

“The legacy of Phoebe is that we started as a training center for those serving Christ by serving others,

and we are still doing that today, 120 years later, through our Clinical Pastoral Education (CPE) program,” reflects Brooks-Cope, Phoebe’s recently-retired Regional Director of Pastoral Care and Education. “The early deaconesses were trained in theology and in medical care, and they were consecrated for their work. In our CPE program, we are bringing students who have great training in the seminary to meet with ‘living human documents’ who become the primary teachers here. They learn from their wisdom, challenges, and struggles, and together we form a community in ministry and in circles of learning and growth.”

What is Clinical Pastoral Education?

CPE is a dynamic form of education and training that prepares individuals, often on a path to becoming chaplains or pastoral caregivers, with the essential skills and competencies needed to provide spiritual and emotional support in various settings.

Cantor Kevin Wartell points to a photograph of his CPE class during the 25th Anniversary Celebration. Since 1997, every class has been documented with a group photo at graduation.



This includes nursing homes and retirement communities, such as Phoebe. Learning in these settings provides unique opportunities for students to develop long-term pastoral relationships, which are comparable to parish experiences.

CPE classes must be conducted by an Association of Clinical Pastoral Education (ACPE) Certified Educator at an accredited center. Training goes beyond traditional classroom learning, instead focusing on the integration of personal growth with professional development. Participants are encouraged to examine their own beliefs, values, and biases, recognizing how these elements may influence their caregiving.

As a result, CPE not only equips individuals with the practical skills to provide compassionate care but also fosters self-awareness and cultural sensitivity, enhancing students' abilities to offer meaningful support to individuals and families during moments of crisis, grief, or profound life transitions. CPE is also a vital

component of holistic healthcare, recognizing that tending to the emotional and spiritual well-being of patients is as crucial as addressing their physical needs, ensuring a more compassionate approach to care.

At Phoebe, CPE classes are a mix of classroom training and care visits with residents. Rev. Jameson Baxter, a recent graduate of the program and current Phoebe Allentown chaplain, describes the experience as being transformative.

Baxter says he “came into CPE unsure of how to ‘do’ pastoral care, unsure of my pastoral identity and unsure of what exactly I was getting myself into. Phoebe’s CPE program supported me every step of the way, through meaningful experiences, a supportive environment, and thoughtful reflection. I experienced growth not just in my ministry but as a person as well. I gained confidence in my caregiving skills and discovered my pastoral identity. CPE enriched my life, and I am profoundly grateful for the experience.”

The Beginning

In 1996, the newly appointed President of Phoebe Ministries, Rev. Rodney Wells, had a strong desire to strengthen spiritual wellness across all Phoebe campuses. With the support of the executive team, Wells created a position that would oversee chaplaincy programs, strengthen ministry to residents, and, most importantly, develop a CPE program. Rev. Dr. Allan Kramer-Moyer received the call to serve at Phoebe and became the first Director of Pastoral Care in early spring of 1996.

Kramer-Moyer shares, "I was called to Phoebe for the 'soul' purpose of developing a CPE program that would benefit the residents, staff, and the greater community; and I had the full support of everyone from senior management all the way down the ranks."

Within his first year at Phoebe, Kramer-Moyer received provisional accreditation with the ACPE, making Phoebe an accredited center, and held the first CPE class in June of 1997. Five students

participated in the class and graduated from the program at Phoebe in the fall.

Two years later, Rev. Albert Martin began studying under Kramer-Moyer at Phoebe. Martin has served Phoebe Allentown as a chaplain for 21 years. "Allan was a great teacher. He used a hands-on approach and cared deeply about people's stories. He was an excellent storyteller. And because of that, the first unit of CPE I had under Allan brought out the innate love of stories in me." To this day, the CPE classes and chaplains hold life reviews with residents, encouraging them to share their stories.

During his time at Phoebe, Kramer-Moyer worked to evolve the Pastoral Care and CPE programs. In 1999, the Pastoral Care and CPE programs received the "Innovative Program of the Year" award presented by the United Church of Christ Council for Health and Human Services.



Left to Right: Carolyn and Tim Albright pose for a photo during the 25th Anniversary Celebration with Rev. Albert Martin, Phoebe Allentown chaplain, and Rev. Suzanne Brooks-Cope.

Through the Years

Kramer-Moyer retired from Phoebe after 15 years as Vice President of Pastoral Care in 2011. In that time, over 150 students completed the CPE program at Phoebe. Many went on to become ordained and licensed pastors, certified chaplains, and parish nurses. Before Kramer-Moyer's retirement, Phoebe President & CEO, Scott Stevenson, remarked that "people at Phoebe will remember Allan as someone who brought cheer into the room. And his legacy here is that he built a five-star, top-notch program that we're very proud of."

After Kramer-Moyer retired, the Rev. Dr. Scott Brooks-Cope became the new Director of Pastoral Care, and continued to strengthen the ministry and CPE programs at Phoebe. Brooks-Cope is an ordained

Pastor in the Presbyterian Church USA with dual standing in the United Church of Christ, and has been an ACPE Certified Educator since 2004.

Brooks-Cope credits the success of the pastoral care and CPE programs to Kramer-Moyer laying a strong foundation along with "support from the board, President Scott Stevenson, and Lisa Fichera [Phoebe's former COO]. We also have top-notch chaplains who are board-certified on all our campuses."

Phoebe offers two CPE classes each year, typically welcoming students in the fall and spring for a semi-intensive course. Students are encouraged to design their own unique learning programs to meet the requirements of their respective seminaries, while learning about aspects of chaplaincy at one of Phoebe's continuing care retirement communities.



Rev. Dr. Allan Kramer-Moyer speaks to the audience about founding the CPE program.

Alumni of the CPE program and past and present Phoebe chaplains pose for a photo during the 25th Anniversary Celebration.



Rev. Christian Creyer more recently participated in a CPE class before moving into the role of chaplain at Phoebe Richland. When asked about his experience with the CPE program at Phoebe, Creyer comments, “Having taken several units of CPE, taking a unit of CPE with Scott Brooks-Cope changed the way I think about many things, but most importantly how I do my work as a pastor and more importantly about my calling as a chaplain at Phoebe.”

Celebrating 25 Years on June 15, 2023

On June 15, students, friends, alumni, staff, and donors gathered at Lehigh Country Club to celebrate 25 years of the CPE program at Phoebe. Over 230 students have taken part in the program since it began, and many attended the event to share their experiences and visit with fellow classmates.

The Pastoral Care team at Phoebe spent several months planning for the event, excited to share the celebration with those who have played a role in the program over the past 25 years.

Former CPE student and Phoebe's new Regional Director of Pastoral Care, Rev. Leah Knox, said the event “was great to re-connect with former students I hadn't seen in a few years, and to meet new folks who'd been trained in the CPE program before I arrived on staff nine years ago.”

After a warm welcome reception, guests were ushered into the dining room for dinner and the program. Rev. Naomi Washington-Leapheart, the Director for Faith-Based and Interfaith Affairs for the city of Philadelphia, gave a keynote address to attendees.

Left to Right: Regional Director of Pastoral Care, Rev. Leah Knox, former Regional Director of Pastoral Care Rev. Dr. Scott Brooks-Cope, and Rev. Naomi Washington-Leapheart. Rev. Washington-Leapheart was the keynote speaker for the 25th Anniversary Celebration.



Moving Forward

As the CPE program at Phoebe continues to grow and move into its next quarter-century, Knox is looking forward to continuing the legacy of both Kramer-Moyer and Brooks-Cope. She is in the process of becoming a fully accredited ACPE educator. “It is a long and arduous process, but I love the work it allows me to do,” says Knox. “I just successfully passed my theory integration presentation in August.”

Knox looks “forward to growing Phoebe’s CPE program and creating new and accessible units that make it possible for ministers and healthcare professionals to experience the transformational learning that is CPE.” Knox currently has four students enrolled in the fall semi-intensive CPE unit. ☸



Alumni and Phoebe staff and chaplains at the 20th Anniversary Celebration of the CPE program, held in 2018.

If you are interested in becoming a student in the CPE program, or would like to donate to the endowment fund that provides scholarship opportunities for CPE students, please visit phoebe.org/CPE.

Rev. Dr. Scott Brooks-Cope: A Legacy of Compassion and Guidance in Pastoral Care

After more than a decade of service to Phoebe Ministries, Rev. Dr. Scott Brooks-Cope, Regional Director of Pastoral Care, has embarked on a well-deserved retirement.

From the moment he joined our staff in 2011, Brooks-Cope put his faith in action, guiding his team of chaplains to help countless residents navigate the emotional and spiritual aspects of their journey through aging. He was an active participant in the religious life of each community, jumping in to help his team where needed. His dedication to providing a listening ear, spiritual guidance, and a compassionate presence offered support to residents and staff members alike.



Brooks-Cope spent much of his time managing and implementing Phoebe's Clinical Pastoral Education (CPE) program. Scott personally taught nearly half of these 230 students over the last 12 years. And, thanks to the Church Relations Committee and Scott's support, the CPE Endowment Fund now stands at just under \$260,000. Those funds allow Phoebe to fund the program and give CPE scholarships to any student who needs assistance.

Brooks-Cope was also a vital team member who helped develop Spirit Alive™ in 2013. Spirit Alive™ is a proprietary spiritual care program for seniors with mid- to late-stage dementia. Brooks-Cope used his prior experience in pediatric chaplaincy to help develop this program, which uses props, music, and prayer to explore worship themes and stories in a playful way. In June, Spirit Alive™ was awarded the LeadingAgePA 2023 Distinguished Service Award for Innovation of the Year.

We thank Rev. Dr. Scott Brooks-Cope for his selfless service, we celebrate his lasting impact on Phoebe's 120-year legacy, and wish him a retirement filled with peace and fulfillment!



A LEGACY OF VISIONARY SERVICE CONTINUES

*William C. Hacker Becomes
Chairperson of the Phoebe
Ministries Governing Board*

Born and raised in Allentown, Pennsylvania, William “Bill” C. Hacker grew up in a community-focused family with a history of serving Phoebe and the residents of Lehigh County.

Hacker’s father, William H. Hacker, served Phoebe in many roles from 1979 until 2006, including as Chairperson of several Phoebe boards. Hacker continues his father’s legacy of service by being named Chairperson of the Phoebe Ministries Governing Board on July 1, 2023.



William’s father, William H. Hacker.

Following in his father’s footsteps, Hacker began working with Phoebe in the late 1990s as an insurance broker through the Arbor Insurance Group, a family-owned company his father started more than 60 years ago. In 2000, Hacker became President of the company. Through his vast knowledge and experience, Hacker saw the financial and risk-based insurance challenges healthcare organizations, including Phoebe, faced. He was determined to assist Phoebe in being a good steward by using its excellent care and reputation to become a self-insured entity.

“Phoebe has always had an amazing faith-based history with dedicated staff and leadership at the top,” says Hacker. “Phoebe’s outstanding history, not always the case in healthcare, supported their ability to self-insure,” he explains. “Taking excellent care of our residents has always been important to Phoebe, and, from a business perspective, it also makes good sense.”

After months of personal visits to every campus building and affordable housing community, Hacker shared his assessments. In 2004, with Hacker’s assistance, Phoebe’s leadership team formed the Risk Retention Group, making Phoebe Ministries a self-insured healthcare organization.

Hacker’s formal service to Phoebe began in 2007, when he was elected to sit on the Lehigh Valley Strategic Advisory Committee. This body was developed to serve Phoebe Allentown. After restructuring the Phoebe boards and committees, the Governing Board was formed, and Hacker was elected to join in 2012. Since that time, he has held the Secretary and Vice Chairperson positions. He has also served on Phoebe’s Audit and Finance Committee, Golf Committee, and most recently, in 2020, as the Nominating and Governing Committee Chairperson.

“It’s been my pleasure to continue my dad’s legacy and work with Phoebe’s leadership and the members of the Governing Board,” says Hacker. “And, because of their passion for Phoebe’s mission and areas of expertise, they make my job as the Chairperson easier than I anticipated. I look forward to helping Phoebe maintain its excellent reputation in any way I can.”

Dedicated to the community at large, Hacker has also served as the President of the Lehigh County Historical Society, the Boys and Girls Club of Allentown, and the Allentown Rose Garden Neighborhood Association, of which he is a founding member. He holds the prestigious title of Master Gardener and enjoys cultivating native plant gardens with his wife, Linda, in their Allentown home. 🌿

COMPASSION IN ACTION: *Phoebe Coworkers Supporting Each Other*

This past spring, Scott Stevenson, President & CEO of Phoebe Ministries, and Rev. William Metzger, President of Renaissance Consulting and consultant to Phoebe's Governing Board and Faith in Action (FIA) initiative, met with Phoebe staff on each campus to hear about the aftermath of the COVID-19 pandemic and learn their greatest needs. The overwhelming request was the need for healing from post-traumatic stress, grief, and fatigue.

"When we met on our campuses, I heard firsthand how much our staff continued to struggle and that they needed added support following the pandemic," said Stevenson.

Shortly thereafter, Stevenson appointed Rachel Gullett, Administrator of the Phoebe Richland Health Care Center, to lead a multi-campus team focused on quickly

coming up with support solutions to offer Phoebe's dedicated, but understandably fatigued, staff. Along with Gullett, the team included Lisa Frantz, Director of Nursing; Alicia Sefcik, Social Worker; Rondell Dawson, Administrative Assistant; Leah Knox, Chaplain; and Donna Schudel, Community Relations Specialist.

Designed and facilitated by this team, Compassion in Action was developed as a flexible offering of tools, programs, and strategies created to support staff in need—meeting them where they are—with tools that can help to alleviate stress both at work and at home.

The initiative kicked off in June of 2023 with the founder of the Trauma Stewardship Institute and widely recognized pioneer in the field of trauma exposure, Laura van Dernoot Lipsky, speaking live from California to

address staff at all four Phoebe campuses. Van Dernoot Lipsky affirmed the reality of pandemic-related trauma for healthcare workers. Immediately following these sessions, Compassion in Action began by offering daily self-care suggestions and book clubs using van Dernoot Lipsky's book *The Age of Overwhelm: Strategies for the Long Haul*.

Following van Dernoot Lipsky's presentations, the United Way of the Greater Lehigh Valley trained Phoebe Allentown staff on how to use the Compassion Resilience Toolkit, a resource used to help organizations, teams, and caregivers build and maintain a culture of well-being and compassion. Support groups on each campus began meeting and using the toolkit.



Left to Right: Phoebe Allentown staff, Joanel Torrillo, Administrator; Sharon Bender, Housekeeping; Alicia Sefcik, Social Worker; Rosemarie Diaz, Laundry; Cindy Bonney, Executive Director; Lisa Frantz, Director of Nursing; Connie Quier, Community Life Lead; Linda Plunkett, Administrative Assistant.



“Inspired by our faith, to lead the way with innovative services that promote fullness of life”

Left to Right: Phoebe Richland staff: AnnMarie Petitto-Thomas, Community Life lead; Dan Bendel, Director of Environmental Services; Rachel Gullett, Administrator; Danielle Rempfer, Administrative Assistant; Tara Ketterer, Certified Nursing Assistant; Cathy Bendel, MDS Coordinator; Devon Kline, Personal Care Administrator; Karli Rooney, Social Worker; Wendy Blair, Unit Clerk; Jennifer Lippincott, Personal Care Nurse Manager; Christian Creyer, Chaplain; Amanda Laporte, Executive Director; Stefani Dividock, Discharge Planner.

In July, Phoebe staff and their immediate family members were offered free subscriptions to the Calm Business app. The app includes a huge library of guided meditations and specialized music playlists to help with stress and focus, and includes mindful movement video and audio, relaxing Sleep Stories, tailored content for children, wisdom-filled masterclasses led by experts, and much more.

“I use the Calm app to help me fall asleep every night! Compassion in Action tools have helped me deal with everyday stress at work and at home” said Alicia Sefcik, Compassion in Action team member from Phoebe Allentown. “As a new member of the Phoebe staff, I liked being part of the solution.”

Compassion in Action continues to be a developing initiative with ongoing feedback and adjustments from all staff. The intention is to truly help all Phoebe employees

manage the stress of the post-pandemic world and the complexities of life in the 21st century. This multi-tiered, wide-range approach is designed to assist in healing and supporting the mental, emotional, and spiritual health for all who worked tirelessly and gave so much to the community, Phoebe residents, and each other throughout the pandemic.

Phoebe’s top priority is to address the consequences of the pandemic by helping to revive and restore wellness to all employees and the organization as a whole. Looking to the future, Phoebe intends to use this program as a springboard to positively influence the overall culture and reinvigorate and recommit to our FIA values. True to our Phoebe vision, we are “Inspired by our faith, to lead the way with innovative services that promote fullness of life” for our residents, and each other. ☸



Left to right: Garry Pezzano, President & CEO, LeadingAge PA; Renny Magill, Vice President of Development, Brethren Village, Chair of the DSA Selection Taskforce; Scott R. Stevenson, President & CEO Phoebe Ministries; Rev. Dr. Scott Brooks-Cope, Director of Pastoral Care Phoebe Ministries; Emily Southerton, Phoebe Berks Chaplain, Spirit Alive Coordinator; Margaret Yu, Director of Client Experience, RLPS Architects, Sponsor of the DSAs

LeadingAge PA Award Winners Recognized

In May 2023, LeadingAge PA awarded three Distinguished Service Awards to Phoebe Ministries. LeadingAge PA is an association representing more than 370 aging services providers in Pennsylvania, and is celebrating its 50th anniversary this year.

Spirit Alive™, Phoebe Ministries' proprietary spiritual care program for individuals with dementia, was selected to receive LeadingAge PA's 2023 Distinguished Service Award for Innovation of the Year. Spirit Alive™ is a hands-on, Montessori-based spiritual program that draws on pastoral care practices and spiritual direction theory to create an interactive experience for individuals with mid- to late-stage dementia.

The program utilizes sensory experiences, creative arts, interpersonal spiritual direction, and familiar stories to facilitate expression. Spirit Alive™ is recognized as a program that serves as a model of innovation and excellence, contributing significantly to the quality of life for older adults.

Linda Plunkett, Administrative Assistant for Phoebe Allentown, was awarded LeadingAge PA's 2023 Distinguished Service Award for Staff Member of the Year. Plunkett has been a dedicated Phoebe Allentown employee for over 25 years. During this time, she has been instrumental in many successful projects, including the Allentown Basket Social, which has raised more than

a quarter of a million dollars directly benefiting seniors of Phoebe Allentown.

Plunkett also led efforts to create lifesaving equipment during the COVID-19 pandemic, which resulted in a volunteer effort to cut and sew thousands of masks and hundreds of gowns. Plunkett is recognized as an individual who has exhibited excellence within her role and enhanced Phoebe Allentown through exceptional service to staff, residents, and families.

Michelle Posch, former Regional Manager of Staff Development for Phoebe Ministries, received LeadingAge PA's 2023 Distinguished Service Award for Manager of the Year. Posch helped organize a program to creatively train existing employees and recruit potential employees to become temporary nurse aides during staffing issues caused by the COVID-19 pandemic. Posch took on the management of Phoebe's Temporary Nurse Aide (TNA) program without hesitation.

Additionally, she supervised a team that instructed more than 300 nurses, nurse aides, and many other front-line employees across four eastern Pennsylvania counties. She also played a significant role in new employee orientation. Posch is recognized as an outstanding manager who has coached, counseled, and encouraged others in personal and professional development. 🍀

Phoebe Ministries
congratulates the recipients
of this statewide honor.

15th Annual Phoebe GOLF TOURNAMENT



Phoebe thanks the many volunteers who help with the golf tournament.

Once again, the annual Phoebe Golf Tournament was the most anticipated event of the year for many Phoebe supporters. All funds raised during the tournament go toward the charitable care program—a critical part of Phoebe's mission. Through the generosity of our loyal friends and partners, Phoebe provides eligible residents and their families with the peace of mind in knowing they will always have a place to live if they should outlive their financial resources.

Phoebe's new Executive Director of Philanthropy, Janet Hines, expressed gratitude for the golfers, sponsors, staff, and volunteers that make this a truly inspiring event. "This was my first experience with the annual golf fundraiser, and I want to thank everyone involved as we raise money to support our residents who are in need of charitable care."

Over the last 15 years, Phoebe's Golf Tournament has generated over \$1.5 million to support charitable care. This year, more than \$61,000 (net) was raised due in large part to the 221 golfers who attended, tournament title sponsor Wohlsen Construction, and lead sponsors Morgan Stanley, Stevens & Lee, and Fitzpatrick, Lentz & Bubba. Many other sponsors participated in the event by donating funds and time. Over 50 volunteers attended the tournament in 2023, assisting on and off the course.

Information about tournament sponsors and winners can be found at Phoebe.org/golf. We thank everyone for their support and hope all who attended enjoyed their day. 🍀

We can't wait to see everyone next year on Monday, August 12, 2024, at Saucon Valley Country Club.

Age in Place with Pathstones®

A recent survey from AARP found that 80% of individuals over the age of 65 prefer to “Age in Place.” The Centers for Disease Control and Prevention (CDC) defines Aging in Place as “the ability to live in one’s own home and community safely, independently, and comfortably, regardless of age, income or ability level.”

Aging in Place, however, requires more than just deciding to remain in one’s current home. It also requires planning. Unfortunately, planning is not typical. It is hard to imagine needing assistance to do the things one is currently doing on a daily basis. It is especially difficult to accept the reality of aging when we live in a culture that views aging negatively.

Current research indicates that about 70% of individuals over the age of 65 will require care at some point in their life. To receive this care while remaining independent at home, rather than in a skilled nursing facility, it is important to have a plan. The National Aging in Place Council (NAIPC) advises that to create a solid foundation for a plan, it is important to consider the Five Pillars of Aging, which are:

HOUSING

As individuals age, home living can encompass more than just living in their current home. It can also include transitioning to a space that is more appropriate for an individual’s needs and circumstances. It is important that the environment where one chooses to live is safe and comfortable.

HEALTH AND WELLNESS

Aging comes with overall changes in health. Remaining as independent and active as possible with changing health requires planning. One needs to understand the choices available, and the resources that are needed to support those choices.

PERSONAL FINANCE

Personal finances often dictate the choices and decisions available. Too many people incorrectly assume that Medicare or Medicare Advantage will pay for all of their long-term care needs. Furthermore, not understanding how Medical Assistance, also known as Medicaid, works can put limitations on one’s available choices.

TRANSPORTATION

Driving a vehicle is an activity that can seem routine. However, what happens when driving is no longer an option? Doing things such as going to the grocery store, visiting family, or getting to medical appointments can become challenging. For this reason, it is important to plan for alternatives for when health issues, either temporarily or permanently, make one unable to drive.



COMMUNITY AND SOCIAL INTERACTION

Remaining socially active and engaged is important to aging in place. Social interactions with others can help with depression, lighten one's mood, and promote a sense of well-being. There is no wrong answer to what it means to be socially engaged. It is different for everyone.

Pathstones by Phoebe addresses all of the Five Pillars of Aging. Members join Pathstones when they are still active and healthy. We guide our members in building a solid foundation for Aging in Place, and then we serve as a partner for their entire journey of aging. This includes helping and guiding members, as well as their families, as needs change. 🏠

To learn more about how Pathstones supports Aging in Place, please call 610-794-6700 or visit our website at pathstonesbyphoebe.org.

Pathstones®



by Phoebe



Mind, Body, Spirit, Food

AT CHESTNUT RIDGE AT RODALE



Donna Leiser tries her hand at Ukrainian Pysanky egg decorating.

Independent Living Manager Karen Sinkovits has created various wellness-focused events, clubs, and educational gatherings for Chestnut Ridge at Rodale depositors over the past three years.

“I was hired as the Lifestyle Specialist the week the world shut down, at the very beginning of the COVID-19 pandemic,” explains Sinkovits. “Luckily, I’m very creative, so I hit the ground running with ideas to help our new depositors connect to Phoebe’s Mind, Body, Spirit, Food lifestyle while also getting to know each other.”

Developed by Phoebe, the Mind, Body, Spirit, Food program supports a holistic philosophy of wellness and person-centered care. This concept has been developing in senior services for the last decade, leaving behind an antiquated medical model emphasizing uniformity and medication in treating older adults. Now, the focus is on resident-directed, person-centered programming that embraces all dimensions of one’s health and well-being: physical, mental, spiritual, and social.

As Chestnut Ridge at Rodale moves closer to completion, soon-to-be residents of the new 60+ community look forward to living an independent and wellness-focused lifestyle. When Phoebe purchased the former Rodale Publishing company’s 38-acre campus in November of 2018, Phoebe wanted to honor the Rodale legacy of health and wellness, which aligns perfectly with Mind, Body, Spirit, Food.

“The wellness focus that will be embedded in this new community maintains our Rodale legacy and then marries it with Phoebe, the leader in senior services in the region,” said the former CEO of Rodale, Inc., Maria Rodale, in a statement provided to *The Morning Call* at the time of the sale.



Left to Right: Roxanne Scheidt, Karen Sinkovits, Independent Living Manager, Elinor Gold, and Donna Leiser.

As a commitment to the Rodale legacy, Phoebe has maintained the existing walking and biking trails during the construction of Chestnut Ridge. Using those trails, Sinkovits organizes weekly walking clubs and activities like “Wags and Walks,” gathering depositors with their furry friends. Plans to enhance the walking trails and open-space areas are also in the works.

Sinkovits offered a selection of outdoor activities during the COVID-19 pandemic. Still, she faced the unique challenge of accomplishing Mind, Body, Spirit, Food without having the opportunity to interact face-to-face. “In the beginning, I used any means available to connect,” says Sinkovits. “We had virtual book clubs and Zoom happy hours. It was a unique time that set the stage for a unique bond.”

As construction plans were finalized and the shovel went into the ground, Sinkovits led a team that continued to create a community without walls, offering opportunities for depositors to engage with one another through programs, events, and gatherings. “Our goal is that no one will move in a stranger,” says Sinkovits.

Mind, Body, Spirit, Food supports that goal through community connection and health by offering various programs, including historical presentations, guided tours, book clubs, fitness classes, Qigong, Yoga, guided meditation, and nature hikes on campus. Other creative gatherings like wreath making, flower arranging, basket weaving, and cupcake decorating have also taken place at Chestnut Ridge, offering depositors an opportunity to learn a new craft or skill.

“At Chestnut Ridge, we are also developing a community around encouraging and supporting everyone’s spiritual needs,” says Rev. Christian Creyer, Chaplain for Chestnut Ridge.

“In our programming, we’ve been focusing on transitions and all the emotions that go with that—excitement about the new move with simultaneous feelings of grief about letting go of the past,” explains Creyer, who leads book clubs and spiritual conversations. “At Phoebe, we have a 120-year-old legacy of offering our residents spiritual support during the complexities of aging and transitioning to a new and different kind of home.”



Kristin Melnick, Phoebe's Regional Director of Culinary Services.

The Phoebe team also understands the importance of feeding the body as well as the soul. With the help of Kristin Melnick, Phoebe's Regional Director of Culinary Services, Sinkovits also creates large depositor gatherings with live music, specialty foods, and drinks featuring guest chefs and private tastings.

"Offering beautiful food at our events helps us introduce our depositors to Phoebe's wellness-focused culinary trends before they move in," says Melnick, a creative and seasoned professional chef. "And it's really fun to design and create nourishing and delicious menus for such an enthusiastic group!"



Karen Sinkovits with Chestnut Ridge depositors.

This summer, for example, depositors enjoyed a “Red, White, And Brew” event created to celebrate the 4th of July with delicious creative fare and cool summer drinks. These events are among the favorites of our future residents.

“Karen comes up with wonderful ways to keep us involved,” says Donna Leiser, who signed on as a depositor in 2021. “At my first event, I was introduced to a group of women. Serendipitously, we found that three of the four of us had the exact same birthday! I just hosted a tea for this year’s celebration!” Leiser is looking forward to moving to Chestnut Ridge to be closer to her new community of friends.

“It’s been a delight to connect our depositors and support their mind, body, spirit, and appetite!” says Sinkovits. “At Phoebe, we truly understand the importance of community and getting to know each person. We’re all eager for the day when everyone is settled in their apartments and a new chapter begins at Chestnut Ridge at Rodale,” she says. ☸



Depositors learn Qijong, a collection of basic Tai Chi-style movements.

For more information about Chestnut Ridge at Rodale, please visit chestnutridge.org or call 610-632-8408.

OUTPATIENT REHABILITATION

Phoebe Rehab Services

- Robust therapy program tailored for each patient.
- Physical, occupational, and speech therapies.
- Locally recognized for excellence in health care services.
- **Covered by major hospitals and insurance providers.**

For more information about our Outpatient Rehabilitation services, please call 610-794-5075.



Phoebe Pharmacy Seeks New Ways to Learn and Connect

Since its beginning 25 years ago in the basement of the Phoebe Allentown Health Care Center, Phoebe Pharmacy has provided comprehensive pharmaceutical services with resident care at the forefront. As a way to stay up-to-date on the latest trends and technology, Phoebe Pharmacy gets involved in multiple industry conferences each year.

- In April, the Pharmacy sponsored a booth at the 2023 Pennsylvania Association of Directors of Nursing Administration (PADONA) Conference in Hershey, PA. Pharmacy staff met and spoke to other clinical professionals, making connections and gaining insight into new techniques and technology.
- The LeadingAge PA Annual Conference was another opportunity for Phoebe Pharmacy to connect with professionals across Pennsylvania. This annual conference was held at Kalahari Resort in Pocono Summit, and focused on new technologies, senior care services, financial operations, and current trends. The conference created an excellent opportunity to share expertise and focus on new ways to engage in resident-centered care.
- The end of the summer brought more opportunities to the Phoebe Pharmacy leadership team. Phoebe Pharmacy Vice President Cindy Richart and Manager of Billing Erin Umstead had the chance to attend the Cardinal Health Retail Business Conference in Boston, MA. Over 7,000 attendees from over 4,000 pharmacies from across the nation gathered to share their experience of managing independent pharmacies. While there, Umstead and Richart had the opportunity to learn about new ways to support clients and residents from other dedicated professionals. 🌿

To learn about how Phoebe Pharmacy serves thousands of long-term care residents throughout Eastern Pennsylvania, please visit phoebepharmacy.org.

Erin Umstead, Phoebe Pharmacy Manager of Billing, and Cindy Richart, Phoebe Pharmacy Vice President, at Fenway Park in Boston.

Erin Umstead, Manager of Billing, found the conferences, especially the Cardinal Health Retail Business Conference, comprehensive and informative, explaining, *“There were many helpful seminars about the newest technology available, best billing practices, and overall pharmacy services. I learned about the changes that will occur in the operations side of pharmacy and how they will affect my specialty, billing, and the future of resident care.”* She adds, *“Those of us who attended gained a new perspective on the overall aspects of pharmacy, which will help us work more cohesively to provide the best service possible.”*

PHOEBE 🌿 PHARMACY





Annual Report of Gifts 2022–2023

Dear Phoebe Friends,

As I step into my new role as the Executive Director of Philanthropy, I am profoundly humbled and inspired by the incredible generosity and dedication of our donors.

Your gifts, whether you make a legacy gift or an annual gift, all are acts of faith. Faith in Phoebe's mission and ministry, and faith in Phoebe's future.

In Fiscal Year 2023, more than 1,100 Phoebe family, friends, employees, foundations, and business partners confirmed their trust in our mission—"A community of faith, called by God, to enrich the lives of our seniors, their families, and the communities we serve."

Your unwavering support has played a pivotal role in driving our mission forward. Your generosity has a meaningful and direct impact on the well-being of seniors in our care. It provides essential support for programs and services that enhance their quality of life, ensure their comfort, and promote their dignity.

While I continue to be in awe of all our donors, an area that continues to inspire me is the generosity our employees show our seniors that goes well beyond their daily care.

In this issue, you will hear Donna Schudel's story of what inspired her to give one percent of her salary to support our seniors. For Donna, her contribution is not just about financial support; it reflects her deep empathy and the sense of responsibility she feels toward those in our community who need our support. Her generosity serves as an inspiring example to her colleagues and contributes to the culture of compassion and caring that we strive to foster within the Phoebe community.

I am committed to building upon the strong foundation you have laid, and I am excited about the opportunities and challenges that lie ahead. With your continued support, we can accomplish much more, touch more lives, and create lasting change for our seniors.

It is an honor to serve you and a privilege for me to facilitate such generous acts of faith, to carry out your wishes, and to preserve your legacy at Phoebe. Thank you for your trust, your generosity, and your unwavering belief in our mission.

Sincerely yours,

Janet A. Hines
Executive Director of Philanthropy



Employee Giving: SPOTLIGHT ON Donna Schudel

Many of our residents and staff members have seen Donna Schudel’s smiling face on one of Phoebe’s campuses. You may have encountered her at one of our fundraising events—she’s usually the one with a camera around her neck, working directly with our guest speakers. Perhaps she crossed your path as she helped design and support the Compassion in Action initiative. Regardless of how or when you’ve met Donna, there is no doubt that she left a lasting impression.

It is rare to find an individual so passionate about the work they do, that their joy fills the space around them. There is no question that Donna believes strongly in the work we do at Phoebe Ministries and the impact that each individual can have on the lives of others.

“I choose to be a regular donor because giving back to the people who helped build my community and those who serve them is important to me and my family.”

Donna’s path to working in senior care was not a direct one. After 20 years in non-profit arts and education, followed by a short time in the corporate world, she knew she had to return to work that fed her soul. That focus, combined with a life-altering experience of watching her mother-in-law pass away, brought forth Donna’s interest to work in long-term care, where she believed she could make a radical impact in the lives of those she served. Donna began her career at Phoebe on the Richland campus, directly serving seniors as a Community Life Director. Now, she brings her talent to the Marketing department as Phoebe’s Community Relations Specialist.

Donna describes herself as faith- and mission-driven. She shared that all of the decisions she makes in life are made in prayer. As an anonymous member of the One Percent Club for over 10 years, Donna decided that it was time to step forward and become a positive influence and advocate for the program by encouraging her peers to do the same. The One Percent Club is made up of employees who donate 1% of their income through annual contributions or by participating in the pre-tax payroll deduction program. Donna says that she barely notices the difference in her paycheck, but what she is most acutely aware of is the deepened commitment she feels in her work.

“I choose to be a regular donor because giving back to the people who helped build my community and those who serve them is important to me and my family,” says Donna. “I believe in Phoebe’s mission to serve our ‘elders.’ I think that celebrating their extraordinary lives, acknowledging them as vital community members, and caring for them with compassion is essential work.” ☪



Phoebe Berks resident Ronnie Backenstoe and Donna Schudel.



Left to right: Richard Miller, Scott R. Stevenson, Richard DeMott, Timothy DeMott, and Thomas Boxton

CENTURY CIRCLE *and* One Percent Club Recognition Dinner

Among Phoebe's most committed 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.

Last November, 100 members of these distinguished giving societies gathered at Lehigh County Club for our annual recognition dinner that included an invocation by former Regional Director of Pastoral Care and Education, Rev. Dr. Scott Brooks-Cope, and remarks by Scott Stevenson, President & CEO.

The event also featured a heartfelt message from our guest speaker, Cheryl Miller, who provided 25 years of service to Phoebe Ministries as our former Dementia Care Specialist and Regional Manager of Staff Development. Miller told donors how important Phoebe Ministries is to our seniors and shared her experience of having four family members reside at Phoebe Berks, including her late mother, Joyce Frederick, who lived at Phoebe Berks for seven years.



Peggy and Rev. Daniel Moser



Century Circle Socials

In addition to our annual recognition dinner, Century Circle and One Percent Club members are invited to attend our annual Century Circle Socials. These fun and lighthearted events are offered at each Phoebe campus and provide our supporters an opportunity to meet those directly impacted by their financial contributions.

The socials also allow donors to experience the community life programs that are a core part of our daily programming and keep older adults active and engaged. This year's socials illustrated how Phoebe incorporates a variety of therapeutic elements into activities that promote overall wellness for our seniors.

The Senior Prom at Miller Personal Care at 19th and Chew at Phoebe Allentown included physical fitness through movement. Adaptive dance lessons were led by ballroom dance instructor Corrine Kanetski, owner of The Dance Dietitian.

Music therapy was front and center at the 1920s Speakeasy party at Phoebe Richland Health Care Center, with live music and mocktails served by our donors.

At the Beach Party and Car Show at Phoebe Berks, guests reminisced about the “good old days” as they viewed a variety of classic vehicles courtesy of the local Corvette Club.

The International Cultural Exchange at Phoebe Wyncote proved you are never too old to enjoy learning different customs and cultures from around the world. Residents shared their experiences traveling, and Phoebe staff helped serve international foods and demonstrated some of their own cultural traditions.

We are grateful to our Century Circle and One Percent Club members for enabling Phoebe to provide exceptional care and uplifting spiritual and recreational programs for our residents. 🙏

If you have questions about supporting Phoebe or becoming a One Percent Club member, please contact us at 610-794-5132 ext. 5132 or email philanthropy@phoebe.org.



Clockwise from top left: Dennis and Sandy Kuhns; Senior Prom at Phoebe Allentown; 1920's Speakeasy Party Phoebe Richland; Beach Party and Car Show at Phoebe Berks; International Cultural Exchange at Phoebe Wyncote.



Jim and Mary Smith, 1903 Club Members (11 years).

APPRECIATION EVENT *1903 Club and Legacy Society*

Phoebe Ministries was established 120 years ago with the help of generous supporters who believed in the mission and vision of our founders. Contributions from church members, auxiliaries, patron gifts, and bequests have supported Phoebe from the very beginning. Today, we continue to serve older adults at our four Continuing Care Retirement Communities (CCRCs) thanks to our long-time donors who give year after year and those who have included Phoebe in their estate plans or made other planned gifts in support of our work.

To recognize these unique donors, Phoebe established the 1903 Club and Legacy Society. The 1903 Club recognizes individual donors who have consistently made gifts to Phoebe for five years or longer.

Since its inception, 1,239 donors have become members of the 1903 Club, donating over 23,927 gifts totaling \$5.6 million in support of Phoebe. We are grateful for these dedicated individuals who continue to renew their annual contributions to Phoebe, as well as our Legacy Society members who have generously included Phoebe in their estate plans or made other planned gifts such as charitable gift annuities, charitable remainder trusts, or insurance.

On May 20, Phoebe held its annual brunch at Lehigh Country Club in appreciation of these generous donors and members of Pathstones by Phoebe®, our Continuing Care at Home program. The brunch included a special thank you from Scott R. Stevenson, President & CEO,

1903 CLUB




LEGACY SOCIETY



who reminded guests of the impact their giving has on our residents and the future of Phoebe Ministries.

At the event, guests were invited to connect with the seniors who benefit from their support by writing a personal message in a 'thinking of you' card that featured artwork by Phoebe Berks Village resident Marie Griffin. In an age of email and social media, less than half of Phoebe residents receive personal mail on a regular basis. The cards allowed guests to send a personalized message to a resident. By the end of brunch, nearly 100 note cards were completed and ready to be hand-delivered to residents at all four Phoebe campuses by community life staff. Our residents greatly appreciated the cards.

We are grateful for the support we receive from our Legacy Society and 1903 Club donors and the time they took to send heartfelt messages to our seniors. If you also want to brighten a senior's day at Phoebe, please visit phoebe.org/contact-admissions/message-of-cheer. Here, you will find a variety of e-cards, including birthday, encouragement, get well, holiday, and thinking of you cards. You can send a card to someone you know at Phoebe, or to any resident needing a smile. Phoebe staff will print your card and hand-deliver it to a resident at no cost. 

For information about the 1903 Club, contact the Office of Philanthropy at 610-794-5132 or philanthropy@phoebe.org. Or visit myphoebelegacy.org to learn more about planned giving opportunities.



June Rung 1903 Club & Legacy Society Member.



Marie Griffin, Artist and Phoebe Berks Village Resident.

PHOEBE Employee Giving

At the core of Phoebe's exceptional care services is a dedicated staff that goes above and beyond to provide our seniors with a safe, nurturing environment where they receive the care they need and deserve.

Many of our colleagues take extra time before and after their shifts to spend time with residents, donate holiday gifts, or find ways to bring joy to our seniors in small yet meaningful ways.

Another testament to the loyalty of Phoebe's staff is their willingness to make monetary contributions to support Phoebe's mission and ministry. Each year, staff make leadership gifts, contribute to Phoebe through our bi-weekly payroll deduction program, and participate in fundraising events-including the annual Un-Gala in support of the Phoebe Institute on Aging Conference and Employee Scholarship Program, and the Phoebe Golf Tournament to help support charitable care for our seniors in need.

Phoebe employees also participate in the annual Employee Campaign, which provides items that enhance or offer new Community Life activities for seniors. In 2023, 70 employees gave \$3,187 to the Employee Campaign. At Phoebe Allentown, employee campaign supporters provided a new tent where residents gather in the summer months to enjoy outdoor activities, summer cookouts, and visits with family.

At Phoebe Berks, residents in the Health Care Center received a new shuffleboard game and indoor horseshoes for recreational activities, and seniors at the Village Gardens received a special delivery of three Joy for All Companion Pets. The robotic tuxedo cat, golden retriever, and spaniel are unique tools used to help improve dementia care and social engagement for older adults.

When Phoebe Richland needed a way to expand its cooking and baking program, employees provided funds for a portable convection oven. The oven can



Phoebe Richland



Phoebe Allentown

be wheeled to any area in the Health Care Center to offer a large or small group cooking activity. Meadow Glen Personal Care residents received an electronic dartboard as well as a composter for their gardening program.

Employees also fulfilled Phoebe Wyncote's wish for a retro-style popcorn machine, cart, and supplies to provide popcorn for residents to enjoy at social gatherings, movie nights, and holiday celebrations.

In addition to monetary contributions, over 30 employees also dedicated their time to volunteer for the annual Phoebe Golf Tournament at Saucon Valley Country Club to assist with event registration, golfer giveaways, and monitor contest games in support of charitable care. 🍄

Employee gifts further enhance the quality of life for residents at each of our four campuses. For more information about employee giving, please contact the Office of Philanthropy at 610-794-5132 or philanthropy@phoebe.org.



Phoebe Berks



Phoebe Wyncote

FISCAL YEAR 2022–2023 July 1, 2022–June 30, 2023

PHOEBE-DEVITT HOMES GOVERNING BOARD:

CHAIRPERSON:	The Rev. Dr. Hilary J. Barrett
VICE CHAIRPERSON:	William C. Hacker
TREASURER:	John T. Lawton (<i>until January 1, 2023</i>) Kenneth R. Charette, Esquire (<i>after January 1, 2023</i>)
SECRETARY:	Robert Bertollette
	The Rev. Dr. Bonnie Bates Carmen Bell The Rev. Dr. Carrie Call Emmett Lien Debora Merrill The Rev. Daniel T. Moser II Joshua Sloan The Rev. Dr. David Charles Smith Scott R. Stevenson, President & CEO Nick Tranguch The Rev. William Paul Worley Donna Wright

PHOEBE APARTMENTS BOARD OF TRUSTEES:

CHAIRPERSON:	The Rev. Dr. Hilary J. Barrett
VICE CHAIRPERSON:	William C. Hacker
TREASURER:	John T. Lawton (<i>until January 1, 2023</i>) Kenneth R. Charette, Esquire (<i>after January 1, 2023</i>)
SECRETARIES:	Robert Bertollette The Rev. Dr. Bonnie Bates
ASSISTANT SECRETARY:	Donna A. Bollinger
	The Rev. Dr. Carrie Call The Rev. Daniel T. Moser II The Rev. Dr. David Charles Smith Scott R. Stevenson, President & CEO The Rev. William Paul Worley

DEVITT HOUSE BOARD OF TRUSTEES:

CHAIRPERSON:	The Rev. Douglas Schader
VICE CHAIRPERSON:	Dea Schader
SECRETARY:	The Rev. Michael Romig
TREASURER:	Audrey Bingaman
	Jeffrey Hauck The Rev. Joseph Lingenfelter Mary Schnure Scott R. Stevenson, President & CEO Linda Williams

PHIL-MONT STRATEGIC ADVISORY COUNCIL:

CHAIRPERSON:	Joshua A. Sloan
GOVERNING BOARD LIAISON:	The Rev. William Paul Worley Willie J. DeShields Brian P. Gallagher The Rev. Kim Kendrick Gary Kozick Eugene G. Rall Jr.

AUDIT, FINANCE, & INVESTMENT COMMITTEE:

CHAIRPERSON:	Kenneth R. Charette, Esquire
EX-OFFICIO:	The Rev. Dr. Hilary J. Barrett
	Jill D. Brewster, CPA Brian P. Gallagher James D. King William G. Koch Jr., CPA Debora Merrill Robert W. Miller Victoria N. Pritchard Donald A. Seibert Philip W. Steeley

CHURCH RELATIONS COMMITTEE:

CHAIRPERSON:	The Rev. Dr. Carrie Call The Rev. Dr. Susan Bertollette*
EX-OFFICIO:	The Rev. Dr. Hilary J. Barrett
	The Rev. Dr. David Charles Smith 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 Scott R. Stevenson, President & CEO Pastor Eugenia Watson

* Deceased

PHOEBE-SUPPORTED ORGANIZATIONS AND COMMUNITY EVENTS FY 2022–2023:

EXECUTIVE COMPENSATION COMMITTEE:

CHAIRPERSON: The Rev. Dr. Hilary J. Barrett
VICE CHAIRPERSON: William C. Hacker
TREASURER: John T. Lawton
(until January 1, 2023)
Kenneth R. Charette, Esquire
(after January 1, 2023)
SECRETARY: Robert Bertollette
GOVERNING BOARD MEMBER:
The Rev. Daniel T. Moser II

INSTITUTIONAL ADVANCEMENT COMMITTEE:

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

NOMINATING & GOVERNANCE COMMITTEE:

CHAIRPERSON: William C. Hacker
EX-OFFICIO & CHAIRPERSON OF GOVERNING BOARD:
The Rev. Dr. Hilary J. Barrett
Peter E. Fisher, MD
The Rev. Daniel T. Moser II
Joshua A. Sloan
Scott R. Stevenson, President & CEO
The Rev. William Paul Worley

ALLENTOWN ST. PATRICKS DAY PARADE

BERKS ART ALLIANCE JURIED SHOW

BROTHER4BROTHER GRATITUDE DAY

BUCKS COUNTY SENIOR GAMES

UPPER BUCKS FOODIE EVENT

CETRONIA AMBULANCE CORPS
CASINO NIGHT

CETRONIA AMBULANCE CORPS
OPEN GOLF TOURNAMENT

EMMAUS CHOIR

EMMAUS FIELD HOCKEY
GOLF TOURNAMENT

500 EMMAUS SUMMER SERIES

EAST PENN RESTAURANT WEEK

HEALING THROUGH THE ARTS

KIWANIS CLUB OF EMMAUS
PANCAKE FESTIVAL

LEHIGH CONFERENCE OF CHURCHES
HUNGER AND HOMELESS
AWARENESS WEEK

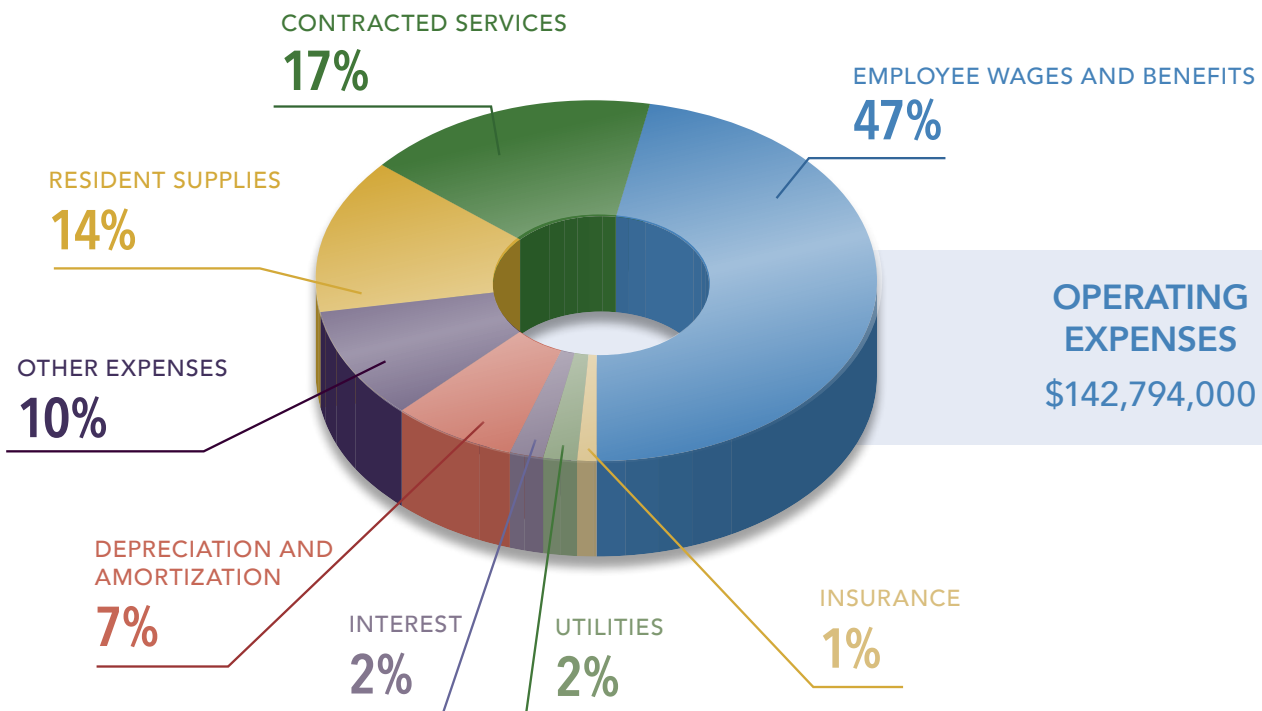
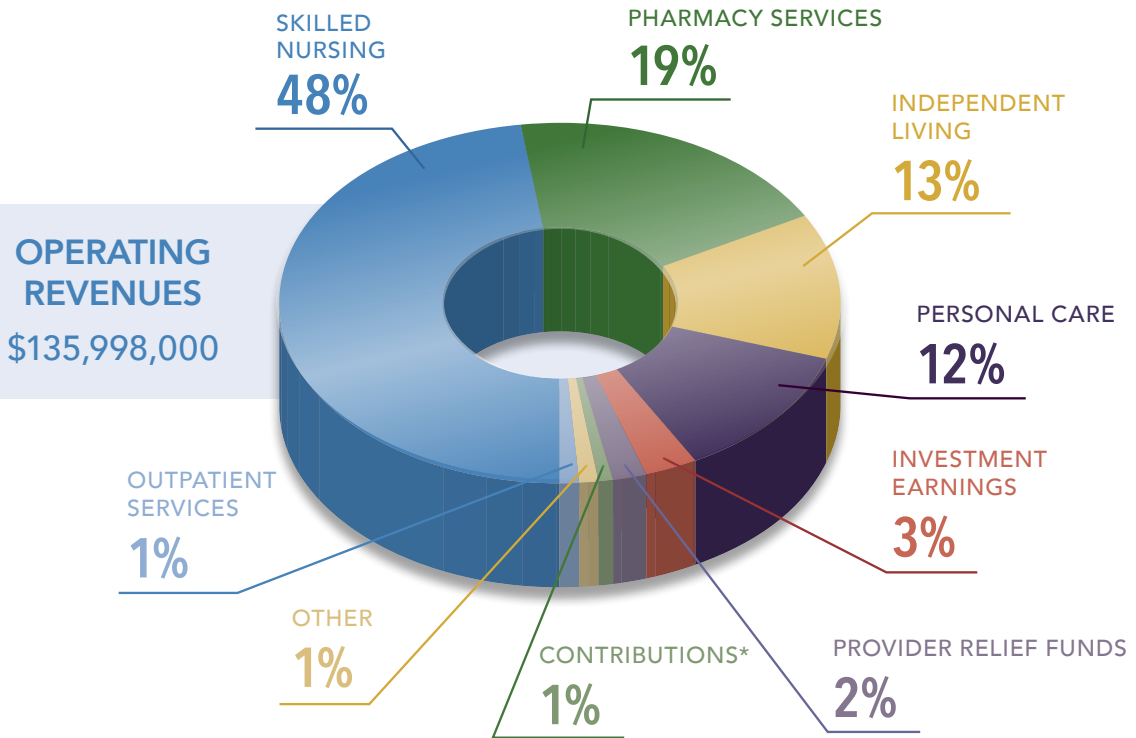
MEALS ON WHEELS

MOUNTAIN VIEW
HORSE RESCUE BINGO

REFORM CONGREGATION OHEB
SHOLOM JEWISH FOOD FESTIVAL

Annual Report 2023 | FINANCIAL SUMMARY

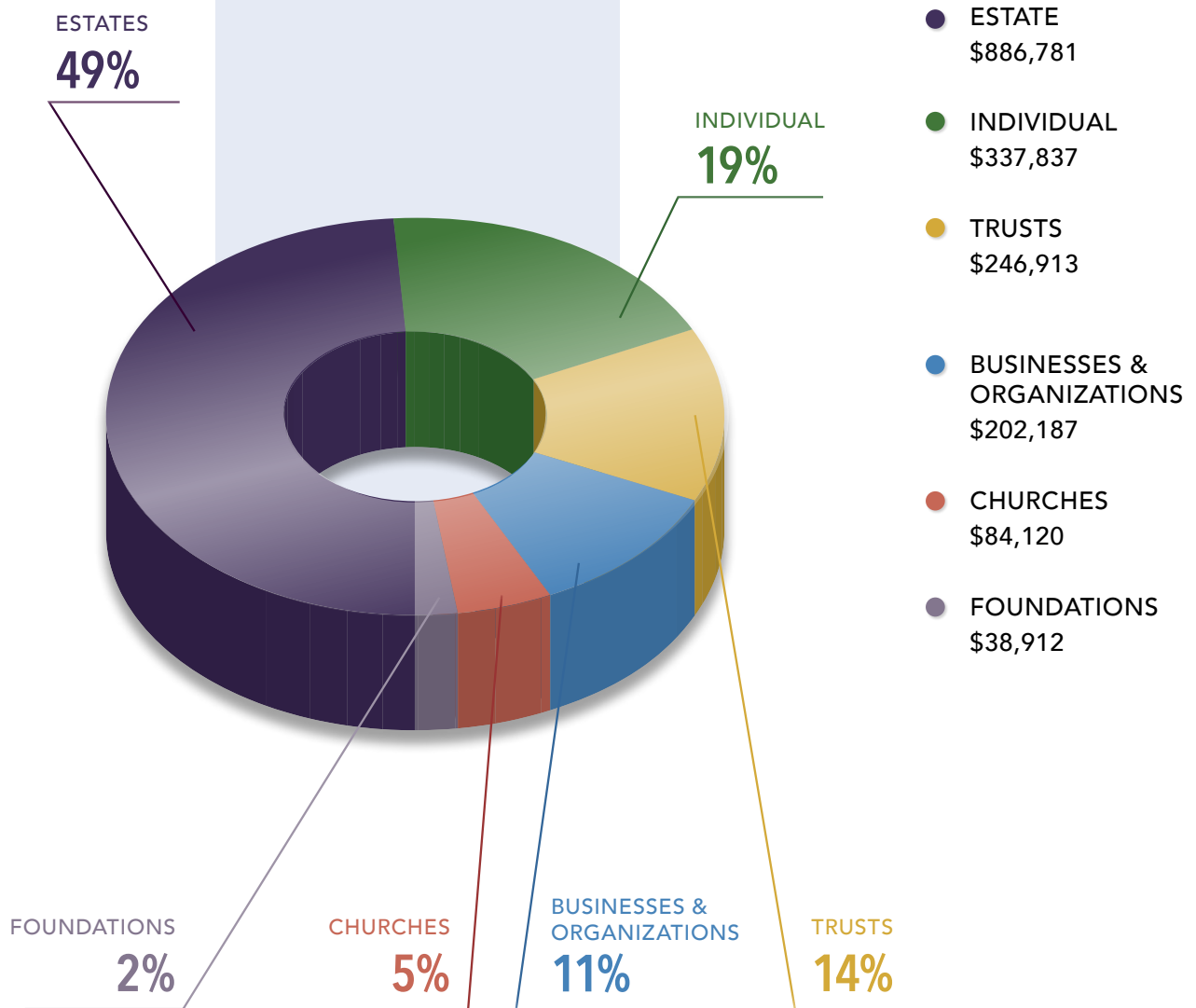
Though we rely on the commitment and support of our partners and volunteers, we would not be able to do the work we do without the generous contributions of our donors. Every year, Phoebe provides benevolent care and housing to individuals who can no longer support themselves. This is the foundation 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.



* Accrual-based reporting

CONTRIBUTIONS & TRUST INCOME[†]

\$1,799,900



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 (13) | Mr. John A. Frack | Norton L. Lichtenwalner* | Mr. Kermit* & |
| Mabel A. Adams* | Mrs. Grace V. Fritz* | Mr. & Mrs. Emmett M. Lien | Mrs. Mildred Schleifer |
| Mr. & Mrs. Carl H. Albright | Mr. John M. Gardner & | Dr. Charles W. Lockyer Jr. | Jacob Schnader* |
| Mr. Carl W. Allio Sr.* | Mrs. Sylvia Betz Gardner | Mrs. Gladys A. Long* | Mr. Dale Schneck |
| Mrs. Doris L. Almeida* | Mr. & Mrs. James R. Garraway Jr. | The Rev. Herman M. Lutz* | Mr. Leon W. Schock & |
| The Rev. Dr. & | Mr. & Mrs. James R. Garraway Sr.* | Mr. William G. Lutz* | Ms. Joyce Kline |
| Mrs. Gene Aulenbach | Ms. Celeste M. Gaydos | Mr. & Mrs. Louis Marinaccio | Mr. Edward Schofer |
| The Rev. Evelyn Aurand* | Mrs. Dorothy I. Gensler* | Franklin H. Markley* | Warren S. Scholl* |
| Mr. Raymond Babb* | Margaret H. George* & | Marian E. Markley* | Mr. John G. Schwartz* |
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| Mrs. Veronica I. Backenstoe | Mr. William M. Glose III | Mr. Alan B. McFall & | Mrs. William Seaman |
| Mrs. Grace Bare* | Mrs. Elizabeth K. Green | Mrs. Kathleen J. McFall | Mrs. Frances Seidel* |
| Mrs. Mary D. Baum* | Mr. Ralph E. Greenawald* | Miss Mary A. McGettigan* | The Rev. Dr. Kenneth Sell* |
| John A. Beard* | Mr. & Mrs. Raymond L. Guidotto | Mrs. A. Isabel Mease* | Mr. & Mrs. |
| Raymond K. & Helen I. Berk* | Mr. William H. Hacker* | Mrs. Edith Iffland Merkle* | Nelson C. Simonson* |
| Dr. Jozsef M. Berty* | Mrs. Madlyn A. Haines* | Lorraine M. Miller* | Mrs. Marie K. Snyder* |
| Mr. Kevin Bitz | John Z. & Anna R. Harner* | Mr. & Mrs. Robert W. Miller | Mr. & Mrs. Willard A. Snyder |
| Mr. & Mrs. Carl H. Bloss | Mr. & Mrs. Thomas Hartz | Mrs. Roberta I. Miner* | Mr. James E. Spengler |
| Dr. & Mrs. Frederick Blumer | Ms. Alyce L. Hastings* | Benjamin M. Mowery* | Mr. Richard F. & |
| The Rev. Dr. Elaine Bogert | The Rev. Ernest Maynard Hawk* | Norman H. Moyer* | Mrs. Jane* Spittler |
| Mrs. Mildred Bogert | Evelyn M. Hawk* | Thomas B. Musser* | Edward O. Steely* |
| Mr. & Mrs. Jacob R. Bowers* | Mrs. Helen R. Hodgson* | Mrs. Doris M. Nagle | The Rev. Melvin H. Stehr * |
| Ms. Joan C. Breinig* | Albert G. Hofammann* | Mrs. Dorine P. Nehf* | Mrs. Gene S. Stout* |
| Mrs. Elisabeth A. Bridgers* | Mrs. Ruth M. Hudock* | Mrs. Annie M. Nolf* | Mrs. Margaret Y. Teitsworth* |
| Lottie I. Brobst* | Mr. & Mrs. Robert S.* Johnson | Mr. Clair W. Noll* | Beatrice M. Thomas* |
| The Rev. Dr. Scott & The Rev. | Mr. Mardie Juskalian* | Sherwood R. Ohlinger* | Mrs. Alyce W. Tokus* |
| Suzanne Brooks-Cope | T. Clayton Kantz* | Mrs. Sara Jean Ortt* | Katie M. Ulrich* |
| Mrs. Carrie N. Brouse* | Mrs. Pauline L. Katzeman* | Mrs. Ruth B. Oswald* | Nellie M. Ulshafer* |
| Harry N. Brown* | Mrs. Doris T. Keehn* | Mrs. Lottie F. Pasco* | Mr. George Warmkessel* |
| Mr. & Mrs. George Brown | Mr. Richard J. Keen Jr. | Mr. & Mrs. Nolan Perin | Mrs. Irene J. Wasser* |
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 Aramark
 Arbor Insurance Group Inc.
 Arbor Insurance Group Community
 Fund of the Lehigh Valley
 Community Foundation
 ArtsQuest
 Astound Business Solutions
 Powered by RCN
 Baker Tilly US LLP
 Bakery Nook
 Balton Construction Inc.
 Barry Isett & Assoc. Inc.
 BAYADA Home Healthcare
 The Bayou
 Bear Creek Mountain Resort
 Becky's Drive-In
 Bellezza Hair & Body Café
 ConnectCare3 / The Benecon Group Inc.
 The Benevity Community Impact Fund
 Phoebe Berks Peddler's Shop
 Bethlehem Business Forms LLC
 Biaggio Restaurant
 BJ's Restaurant & Brewhouse
 BLB&B Advisors LLC
 Eric B. & Denise M. Blew Fund of the
 Lehigh Valley Community Foundation
 Blue Ridge Pressure Casting
 BSI Corporate Benefits LLC
 Buckeye Partners
 C.F. Martin & Co.
 Campbell, Rappold & Yurasits LLP
 Care Patrol
 CB Flooring Inc.
 CB Specialty Roofs
 Cherryville Animal Hospital
 Chi Eta Phi Sorority Inc.
 Christmas Tree Shops Corporate Offices
 Citizens
 Civic Theatre of Allentown
 Copperhead Grill
 Corporate Environments Inc.
 Costco
 Crayola Experience
 Crystal Signatures

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Cura Hospitality
 Da Vinci Science Center
 Daniels Health
 Danowsky-Reeds Memorial Fund
 Designs by Maria Anastasia
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 Dun & Bradstreet
 Eastcoast Exteriors
 Edge Insights Inc. -
 Expense Reduction Strategies
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 The Charles H. Hoch Foundation
 Hotel Bethlehem
 Ice Cream World
 The Inside Scoop
 IntelyCare
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 James Dobson Elementary School
 JC Sons Inc.
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 Kistler O'Brien Fire Protection
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 Lehigh Valley Iron Pigs
 Lehigh Valley Mall
 Lehigh Valley Sporting Clays
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 NR Weaver Masonry LLC
 Olde Homestead Golf Club
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 Optum/United Healthcare
 Palmer Theological Seminary
 Patrick Insurance Agency Inc.
 PenTeleData
 Perkins Restaurant
 Pet Nanny Plus LLC
 Philadelphia Eagles
 Philadelphia Museum of Art
 Philadelphia Theatre Company
 Phoebe Berks Health Care Center Auxiliary
 Phoebe Floral
 Poplytics
 Pott's Hotdogs, Bethlehem
 Premier Compaction Systems
 Prologis
 Pure Storage
 Putt U Miniature Golf
 QNB Bank
 Radio Maintenance Inc.
 Razor Technology LLC
 Renaissance Consulting Group Inc.
 RichMar Florist
 Richart Properties LLC
 RKL LLP
 RLPS Architects
 Rose Family Charitable Fund
 Salvatore Ruffino's Pizza
 Samuel Owens Restaurant
 Schneider Downs
 The Scholler Foundation
 Seidel Family Fund of the Berks County
 Community Foundation
 Service Electric Cable TV
 The Shawnee Inn
 The Sherman Theater
 Skeggy's Axe House
 Sleepy Cat Urban Winery
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Specialty Moves by Design
 St. Luke's Home Health & Hospice
 The Donald B. and Dorothy L.
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 Truist
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 Southwestern Pennsylvania
 Wally's Deli
 Warfel Construction Company
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 Willow Street Pub
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 Working Dog Press
 Yocco's
 Zook Interiors

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PENNSYLVANIA CENTRAL CONFERENCE

David's UCC (Herndon)
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 Penn Central Conference
 Salem UCC (Elizabethville)
 Salem UCC Rohrerstown (Lancaster)
 St. John's UCC (Lewisburg)
 St. John's UCC (Shamokin)
 St. Paul's UCC (Selinsgrove)
 St. Peter's UCC (Lancaster)
 Trinity UCC (East Petersburg)
 Trinity UCC (Turbotville)
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PENNSYLVANIA NORTHEAST CONFERENCE

Ben Salem UCC (Andreas)
 Bethany UCC (Bethlehem)
 Christ Church UCC (Bethlehem)
 Christ UCC (Bath)
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* Deceased

Christ UCC (Schoenersville)
 Church of the Manger UCC (Bethlehem)
 Ebenezer UCC (New Tripoli)
 Emmanuel UCC (Allentown)
 Emmanuel UCC (Bowmanstown)
 First UCC (Hellertown)
 First UCC (Nescopeck)
 Good Shepherd UCC (Slatedale)
 Grace UCC (Northampton)
 Greenawalds UCC (Allentown)
 Heidelberg UCC (Slatington)
 Jerusalem Red UCC (Kempton)
 Jerusalem Western Salisbury UCC
 (Allentown)
 Jordan UCC (Allentown)
 Longswamp UCC (Mertztown)
 Lower Saucon UCC (Hellertown)
 New Creation Church of Christ (Easton)
 Old Zionsville UCC (Old Zionsville)
 Orangeville UCC (Orangeville)
 Penn Northeast Conference
 Salem UCC (Weatherly)
 Solomon's UCC (Macungie)
 St. John's UCC (Allentown)
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 Trinity UCC (Bloomsburg)
 Trinity UCC (Great Swamp)
 Trinity UCC (Pleasant Valley)
 Union UCC (Neffs)
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 Zion UCC (Nanticoke)
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 Zion's Reformed UCC (Ashland)

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 Bausman Memorial UCC (Wyomissing)
 Christ Church UCC (Norristown)
 Christ Church UCC (Trumbauersville)
 Faith Reformed UCC (Landingville)
 First UCC (Royersford)

Friedens UCC (Lenhartsville)
 Glenside UCC (Glenside)
 Gulph UCC (Gulph Mills)
 Heidelberg UCC (Schwenksville)
 Huffs Union Church (Alburtis)
 Immanuel UCC (Shillington)
 New Goshenhoppen UCC
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 Pennsylvania Southeast Conference
 Pleasantville UCC (Chalfont)
 Reformed Church of the Ascension UCC
 (Jeffersonville)
 Shenkel UCC (Pottstown)
 Solomon's UCC (Bedminster)
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 St. John's UCC (Orwigsburg)
 St. Paul's UCC (Fleetwood)
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 St. Paul's UCC (Sellersville)
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 Trinity Reformed UCC (Pottstown)
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 (New Tripoli)
 Enon Tabernacle Baptist Church
 (Philadelphia)
 Faith United Church of Christ Mission
 Team (Center Valley)
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We have made every attempt to accurately reflect each gift made during this fiscal year. Due to space restrictions, we are unable to include every donor's name in the printed edition of the annual report. For a complete list, please visit Phoebe.org/annualreport2023. If you notice an error in this or the online publication, please call 610-794-5132.

* Deceased

Donors Make a Difference!



Josefa and her Robotic Therapy Dog, Bingo.

Personalized Care Allows Seniors to Thrive at Phoebe.

Phoebe's generous donors enable residents like Josefa to reap the rewards of having a robotic therapy pet as part of their care plan. Josefa smiles with delight when interacting with her dog, Bingo. She enjoys petting and talking to Bingo, hearing him bark, and watching him wag his tail. These adorable therapy pets are wonderful companions that can help reduce anxiety and provide sensory stimulation that is beneficial for older adults.

Thank you to our donors for helping our Phoebe residents thrive!

If you would like to make a gift to our non-profit ministry, please visit Phoebe.org/giving.

 **Phoebe**



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Save the Date

Compassion in Action

The Phoebe Institute on Aging (PIA) Conference
Thursday, April 18, 2024
at DeSales University



Keynote Speaker: Stephen W. Trzeciak, MD, MPH

For further information or questions, please email events@phoebe.org,
call 610-794-5132, or visit Phoebe.org/pia-conference.


Institute on
Aging