

# Hiawatha Homes Foundation Annual Report 2018







# ad•vo•cate

*noun*

*/'advəkət/*

1. a person who publicly supports or recommends a particular cause or policy.
2. the Hiawatha family.

At Hiawatha Homes, advocacy is at the core of each day. The HH family is made up of advocates of many types - board members, business partners, co-providers, donors, family members, neighbors, self-advocates, team members, and volunteers.

The 2018 Annual Report is filled with stories of advocacy made possible by each and every supporter of HH.

*To learn more and view a complete list of donors, please visit [hiawathahomes.org](http://hiawathahomes.org).*

# HELPING HANDS

TOGETHER, WE DO MORE:

5  
Third Party  
Events  
\$1,982

612  
DONORS

22  
PROGRAMS

120  
INDIVIDUALS

516  
Volunteers

7  
Grants  
\$22,132

Total Raised  
\$273,550



# Cindy Ostrowski, CEO

“At Hiawatha Homes, we are all about the PEOPLE and the PASSION.”

In 2018, our Hiawatha Homes Foundation's support to our HH programs made it possible for many people we support to participate in person-centered community activities. Thank you HH Team Members and community supports! Together, we DO MAKE a positive difference.

When I think of Hiawatha Homes, I think of...

...the people we support and the smiles on their faces as they interact with their roommates, bake goodies in the kitchen, laugh with others at a birthday party, dance with friends at the Friday Night Dance, walk in the Rochesterfest Parade, or waterski with SkiDox. I see their joy when they are with their friends and the staff who know them so well.

...dedicated, caring, and compassionate team members working hard each day to provide the best person-centered support to individuals who call Hiawatha home.

...our community supporters. We are blessed to have dedicated Board members, business partners, co-providers, donors, family members, neighbors, and volunteers. Together, we work to further our mission. Our quality services are possible thanks to community members' support through the giving of their time, talents, and financial resources.

...advocacy and collaboration. We are dedicated to informing our stakeholders and legislators on real life, day to day challenges. We are committed to working collaboratively with our community partners in creating change that will make a positive difference in the lives of those we support and employ.

Although 2018 brought us many challenges with low unemployment rates, staffing shortages, and rate cuts, our HH family and community supporters rose to the challenges together. We united and became stronger advocates, stronger team members, and stronger community partners.

# Hiawatha Homes Foundation Board of Directors



**President**  
Matt Nigbur

**Vice President**  
Kathy Davis

**Treasurer**  
Lisett Comai-Legrand

**Past President**  
Susan Uhlenkamp

## **Directors**

Mary Brouillard  
Peter Carryer  
Roger Dearth  
Dirk Erickson  
Mark Johnson  
Jerry Kvasnicka  
Margaret Lloyd  
Rahn Lund  
Michelle Pyffereon  
Bill Ryan\*  
Heather Whitten

*\*not pictured*

# Hiawatha Homes, Inc. Board of Directors



**President**  
Brad Berg

**Vice President**  
Ryan Backus

**Treasurer**  
Heather Whitten

**Past President**  
Peter Carryer

**Directors**  
Fran Bradley  
Mary Brouillard  
Deb Falbo  
Carol Fitzgerald  
Dan Gateno  
Elaine Ingalls  
Tim Kelly\*  
Jason Krueger  
Jim Marcella  
Susan Uhlenkamp  
Debbie Witte

*\*not pictured*

# Julie Bittinger,

Mother & Advocate



*"I have seen how staff and administration are committed to providing quality care to each individual - importantly - with compassion and smiles."*



My family began our association with Hiawatha Homes 38 years ago when my son Eric became a resident on Yellow Unit at the HH Children's Home. Eric was 7 years old. We had done our research and knew Hiawatha Homes was the best place for Eric. And, even more, Hiawatha Homes has been a true "home" to Eric, encompassing what a home must be- a place of safety, opportunity, dignity, and acceptance. I have observed this not only as a parent, but as a Board member, having served on both the Hiawatha Homes, Inc. and Foundation Boards for 12 years. I have seen how staff and administration are committed to providing quality care to each individual - importantly - with compassion and smiles.

Like most individuals supported by Hiawatha Homes, Eric requires assistance with all aspects of his life including hygiene, feeding, dressing, communication, transportation, and leisure activities. Staff make sure he is always well groomed, happy and healthy, and that his medical and dental needs are managed with diligence. Hiawatha Homes is there for him! Staff provide what I could never begin to give him. I am so grateful Eric lives in a Hiawatha home. I am committed to advocating for Hiawatha Homes and those who are the most vulnerable in our society because I have had the opportunity to realize how everyone deserves the best, and I know Hiawatha Homes provides the very best.

I've been with Hiawatha since February of 1998. I've worked in the field for over 40 years and I've known some of the individuals for that long. I moved away from Minnesota for a number of years. When I came back, the first job I applied for was with Hiawatha. I got 2 job offers; a large hospital and Hiawatha Homes. The choice was easy.

I believe that consistency is the key to working in this field and is one of the main reasons I stay. I believe without consistency, you can't develop a relationship of trust and security. Without trust and security, you can't accomplish any goals set with the individuals.

Getting someone to smile at you even though they are having a bad day, having an individual that is excited to see you, or helping them accomplish a goal that they didn't think they could meet are all things that are worth more than a paycheck. I'll carry these memories with me for a lifetime.

Hiawatha is like a second home to me. I try very hard to involve my family in my job so they can understand how important my job is. I must have done a great job, because my daughter and my granddaughter both work for Hiawatha!

Hiawatha also feels like a family to me because of the support and care I get from my House Coordinator, my Program Director, and the CEO of Hiawatha. When my brother passed away in December, my HC volunteered to make a dessert for the luncheon, and the CEO of Hiawatha showed up for the visitation. The support I got from Hiawatha at this difficult time was so very much appreciated. To me, it shows how much Hiawatha really cares about the people that work here.



## *Sheila Edwards,* Team Lead & Advocate



“Working with people with disabilities has been an honor. I have learned just as much from them as they have from me.”

# Over the Edge for Hiawatha Homes

Thank You! Over the Edge for Hiawatha Homes was a day full of adrenaline, community, and philanthropy.



**+\$25,000**

raised by the  
brave rappellers  
for HH



**25**

participants  
rappelled down the  
US Bank Building  
into Thursday's on  
First & 3rd



**394**

donors gave to  
participants,  
helping to take  
fundraising to  
new heights



"Over the Edge was a great opportunity to raise a few funds and, more importantly, get additional awareness for Hiawatha Homes. The Individuals supported by HH are unique people with very unique needs and their voice can get lost or overlooked without additional support. The staff of Hiawatha are very caring and strive to produce the highest quality of life available."

*Matt Nigbur,*  
HHF Board President &  
Over the Edge Rappeller





## Jody Fischer, Advocate

“Don’t look back, it’s just wasting time. You have to keep going forward. Stuff happens but it’s all what you do with it.”

Positivity isn’t just an attitude, it’s a lifestyle. If anyone illustrates this belief, it’s Jody Fischer. Jody grew up in Wisconsin with a house full of siblings and a heart full of God. Today, everything may be different but nothing has changed. Jody now lives at the Stone Bridge home with a house full of roommates that he prefers to call friends and still has a heart full of God.

Jody was 17 when his life path took a sharp left that resulted in a 3 month coma after a dangerous car accident. “The coma was a blessing,” Jody explained. “I needed time to heal and I was in pain.” From pain to politics, Jody can reframe any situation to find the positive. After a year in the hospital where he spent his time learning how to do everyday things, he was able to walk across the stage at his high school graduation and receive his diploma.

Now, Jody spends his time riding horses and water-skiing in the summer, working at ABC, cheering on the Vikings and advocating for people with disabilities. He visits the Minnesota State Capitol each year to make sure his legislators hear his voice and his message. “I can’t talk loud, but that doesn’t matter,” he said. His voice is stronger than ever when he’s campaigning for sustainable change in front of State Legislators.

“Hiawatha helps us all do the best we can do,” Jody explained. The independence that he has found with Hiawatha Homes is something that Jody hopes will be taken into consideration this legislative session.



# Festival of Trees

## A Celebration of Giving

Thank You! The 33rd annual Festival of Trees - A Celebration of Giving raised awareness for HH and celebrated the holiday season with the community.



**\$179,671**

raised to support individuals with disabilities in our community



**102**

dazzling trees filled the Exhibit Hall, transforming it into a holiday extravaganza



**+9,000**

people joined the festivities at the Mayo Civic Center



"I first started working at Festival through United Way. I saw all the great work Hiawatha was doing in the community for individuals with disabilities and it inspired me to want to do more. I love that Hiawatha advocates for those with intellectual and physical disabilities and works to remove the stigma surrounding them."

*Heather Whitten,*  
Festival of Trees Co-Chair,  
HHF & HHI Board Member

# *Anonymous,* Donor & Volunteer



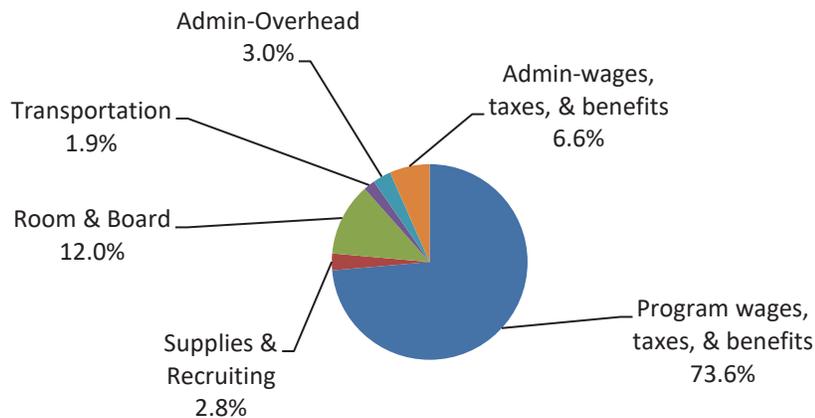
“After working more closely with Hiawatha staff, I've seen and felt their strong dedication and tireless efforts to accomplish all they can for their cause...”

When my sister in-law and I decorated our first tree for the Festival of Trees almost 30 years ago, I knew nothing of the cause, it just sounded like fun. After meeting the “tree” people, I soon began to understand the real reason for the fun we were having.

After working more closely with Hiawatha staff, I've seen and felt their strong dedication and tireless efforts to accomplish all they can for their cause...their lovely, smart, funny, and kindhearted friends who depend on all the Hiawatha staff for their welfare. I have seen the gentle care given. I have heard the interesting conversations. I have felt the warm hugs and encouraging words given. I know these friends are not only cared for, but loved.

In all the years and of all the organizations my husband and I have chosen to dedicate time and money to, Hiawatha Homes has been the standout as far as rewards. Due to the commitment of the staff and the Foundation, we feel our efforts are not only appreciated, but more importantly put to good use. Now more than ever, due to the uncertainty of funding, we feel even more dedicated to doing our best for the residents of Hiawatha Homes.

## Hiawatha Homes, Inc. 2018 - Costs of Waiver Services



### Costs of Waiver Services (In thousands)

	2018	%	2017	%
<b>Client Support:</b>				
Program Staffing	\$ 5,849	54.2%	\$ 5,970	55.3%
PTO & Incentives	628	5.8%	645	6.0%
Training	186	1.7%	184	1.7%
Staff Wages:	6,663	61.7%	6,799	63.0%
Taxes	492	4.6%	502	4.7%
Health Benefits	545	5.1%	549	5.1%
Ins. - WC & Liability	208	1.9%	185	1.7%
Pension	38	0.4%	37	0.3%
Taxes & Benefits	1,283	11.9%	1,273	11.8%
*Prog-Wages, Taxes & Benefits	7,946	73.6%	8,072	74.8%
*Supplies & Recruiting	298	2.8%	331	3.1%
*Room & Board	1,300	12.0%	1,486	13.8%
*Transportation	205	1.9%	212	2.0%
<b>Total Client Support</b>	<b>9,749</b>	<b>90.3%</b>	<b>10,101</b>	<b>93.6%</b>
*Admin-Wages, Taxes, & Benefits	716	6.6%	663	6.1%
*Admin-Overhead	\$ 326	3.0%	\$ 319	3.0%
<b>**Total Costs of Services</b>	<b>\$ 10,791</b>	<b>100.0%</b>	<b>\$ 11,083</b>	<b>102.7%</b>

\*Pie Chart items

HIAWATHA HOMES FOUNDATION FINANCIAL REPORT

**Statements of Financial Position as of December 31, 2018 and 2017**

	2018	2017
<b>Assets:</b>		
Cash & Money Market	\$ 317,741	\$ 266,735
Investments	2,979,068	3,567,880
Property (community homes)	5,349,727	5,584,644
Receivables and Other Assets	5,360	24,759
<b>Total Assets</b>	<b>\$ 8,651,896</b>	<b>\$ 9,444,018</b>
<b>Liabilities and Net Assets:</b>		
<b>Liabilities:</b>		
Accounts Payable & Accrued Expenses	\$ 49,271	\$ 38,284
Property Related Obligations	507,930	572,102
Deferred Income	34,000	35,500
<b>Net Assets:</b>		
Unrestricted	8,022,756	8,759,064
Temporarily restricted donor gifts	37,939	39,068
<b>Total Liabilities and Net Assets</b>	<b>\$ 8,651,896</b>	<b>\$ 9,444,018</b>

**Statement of Activities for Years Ended December 31, 2018 and 2017**

	2018	2017
<b>Revenues:</b>		
Fundraising events, net	\$ 173,371	\$ 188,063
Gifts and Grants	100,179	95,222
Investments	(249,046)	520,592
Rental Income	415,500	617,450
Other Income	12,352	8,095
<b>Total Revenues</b>	<b>\$ 452,356</b>	<b>\$ 1,429,422</b>
<b>Expenses:</b>		
Program	\$ 467,843	\$ 471,187
Fundraising	97,687	93,352
Management and General	90,550	89,433
Grants to Hiawatha Homes, Inc.	533,713	243,065
<b>Total Expenses</b>	<b>\$ 1,189,793</b>	<b>\$ 897,037</b>
<b>Change in Net Assets</b>	<b>\$ (737,437)</b>	<b>\$ 532,385</b>

*Providing quality support services to people with disabilities at home and in their community.*

**Chief Executive Officer**

Cindy S. Ostrowski

**Chief Financial Officer**

Rich Sherer

**Director of Development & Communications**

Crystal Landherr

**Events & Communications Specialist**

Sarah Langenfeld

**Foundation & Development Assistant**

Meghan Eggers



**HIAWATHA HOMES**

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[hiawathahomes.org](http://hiawathahomes.org)