



**BENEDICTINE ANNUAL REPORT 2023** 



# Perspect

Benedictine associates embody the core value of respect through how we interact and treat each other, particularly in our compassionate care for those who are vulnerable and in need.



#### **PRAYER**

## Loving God,

In love you created each of us in your own image, giving us dignity and worth. Fill us with your love so that as we meet others, whether someone known to us or a stranger, we may welcome them as we would Christ. Help us to be the first to show respect, eye-to-eye and heart-to-heart.

We ask this in the name of your Son, Amen.



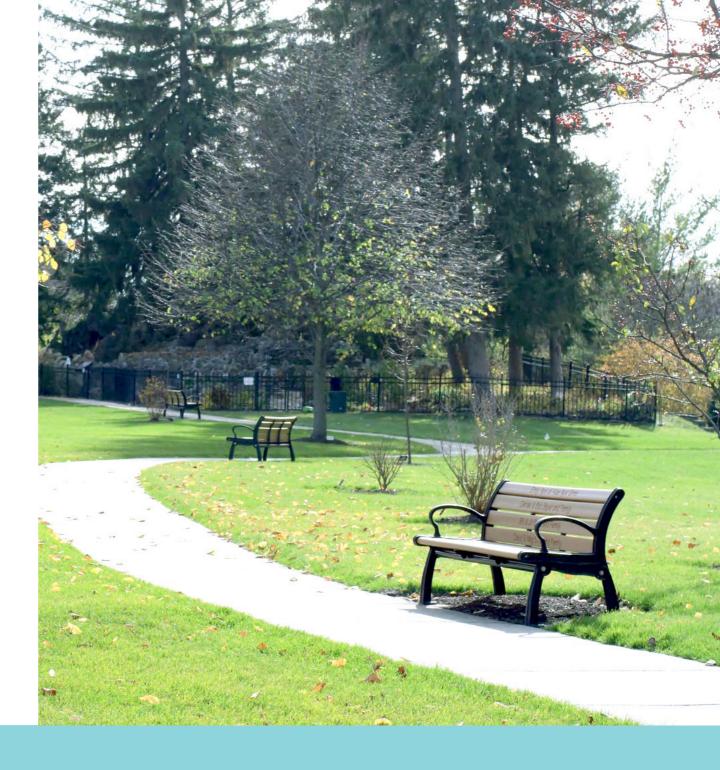
#### **LETTER**

#### Dear Friends,

Benedictine elevated the Core Value of Respect throughout 2023. As a faith-based organization, we wholeheartedly believe that to be a human being is to be made in God's image and likeness. We believe that all persons are children of God. It is because of this belief that respect is not merely a word, but a value to be demonstrated in action throughout Benedictine.

Viewed as both an action and a gift, Respect can either be bestowed or withheld. Respect is a principle of universal human dignity and is a cornerstone of Catholic identity. It is demonstrated through honoring the diverse needs, differences, and spirituality of every person. It shines in a culture that raises the community standard for how we interact and care for one another, particularly in our compassion and care for those who are vulnerable and in need.





#### **LETTER**

The focal point of this year's emphasis on Respect derives directly from The Rule of St. Benedict, chapter 72. In this chapter, Abbot Benedict implores his fellow monks to "be the first to show respect to each other," underscoring the importance of taking the initiative in demonstrating respect. The Rule of Saint Benedict also places foremost importance on Respect, recognizing its role in enhancing self-worth, fostering harmonious living, and serving as an important guide for positive actions.

Instances illustrating the demonstration of respect are abundant across Benedictine, frequently occurring without formal acknowledgment. This annual report highlights a fraction of common examples of respect in action, featuring personal anecdotes of associates who consistently embody this Core Value in their daily lives. Additionally, this report offers a comprehensive overview of noteworthy events, celebrated milestones and achievements, and a recap of the financial performance from the past year.

We extend our sincere thank you to all within Benedictine associates, residents and their families, volunteers, and

friends—for their commitment to the Benedictine ministry of caring for aging adults, offering respect so all may live well and with purpose.

Sincerely,

Jeffrey Garland, MD **Board Chair** 

Benedictine

Sister Beverly Raway, OSB,

Sister Beverly Raway

**Prioress** 

St. Scholastica Monastery

Jerry Carley, President/CEO Benedictine





#### **July 2022**

On July 1, Benedictine completed the acquisition of River Oaks in Anoka, MN. River Oaks, now known as **Benedictine Living Community-Anoka,** offers 84 assisted living units including eight care suites. A formal welcome celebration was held on July 13 with residents, their families and associates witnessing the transition of the community to Benedictine.

#### August 2022

Fall kicked off with **Benedictine Living Community- Garrison** resident Lynn Wahus winning the coveted "Making a Resident's Dream Come True" award. He was joined by associate Danielle Harris at a Minnesota Twins game, fulfilling his dream to visit the new Target Field.

With continued staffing challenges, Benedictine launched a new internal float pool to reduce the use of expensive agency (temporary) staff. Benedictine Staffing, L.L.C. was created and began hiring associates to fill in as RNs, LPNs and CNAs at various Benedictine Living Communities. By June 30, 2023, this internal float pool had hired 100 float staff who worked 26,092 hours in our communities.

#### September 2022

Benedictine Living Community-Shakopee, MN began welcoming the School Sisters of Notre Dame (SSND) from their campus, Our Lady of Good Counsel in Mankato, MN. In three months, roughly 90 Sisters moved into their new homes at this community. The SSND chose this community because it enabled them to stay together, provided an exceptional healthcare experience and fit their budgetary expectations. Shakopee is also conveniently located between Mankato and the Twin Cities, enabling some of the Sisters to continue in active ministry.





After a year's delay due to COVID-19, **Benedictine Living Community-LaMoure** celebrated 50 years of serving aging adults in North Dakota. Under Benedictine, the center expanded its offerings, adding home care in 2002, Rosewood Court assisted living in 2003 and a dedicated memory care unit in 2005.

#### **November 2022**

Kevin Rymanowski, Benedictine chief financial officer, was recognized as one of the 2022 CFO of the Year honorees by *Minneapolis St. Paul Business Journal.* During his 25 years at Benedictine, Kevin's insights and instincts have helped guide Benedictine through good and challenging times, helping Benedictine to grow into one of the top 10 nonprofit senior care organizations in the nation.

Six Benedictine Living Communities were ranked High Performing in the 2022-2023 *U.S. News & World Report* "Best Nursing Homes" ratings. *U.S. News & World Report* evaluated more than 15,000 skilled nursing facilities throughout the country. Earning the high performing rating for short-term rehabilitation and long-term care were:

Red Wing

Shakopee

St. Joseph

Missouri

#### **Short-term rehabilitation**

Minnesota
Duluth
New Brighton
Owatonna

**Minnesota**New Brighton

#### **December 2022**

Anneliese Peterson joined Benedictine as chief operating officer. Peterson has oversight of more than 30 communities, leads the implementation of key strategic objectives and helps drive the financial and operational performance of the same.

Four Benedictine Living Communities were named as recipients of LeadingAge Minnesota Foundation grants to support the senior living and care workforce. The funds will help selected LeadingAge Minnesota members implement innovative solutions that support workforce recruitment and retention efforts in aging services. Recipients included:

Benedictine Living Community-Rochester Cerenity Senior Care-Humboldt, St. Paul Cerenity Senior Care-Marian of Saint Paul Benedictine Living Community-Owatonna

#### January 2023

Benedictine launched an advocacy program, focusing the initial efforts on Minnesota with the goal of advocating

to increase caregiver wages, reduce the delay in reimbursement for nursing homes and fully fund the state's Medicaid waivers. In partnership with LeadingAge Minnesota, Benedictine rallied several associates and residents to engage their state legislators in this effort.

#### February 2023

Benedictine received a \$65,000 grant from the Minnesota Department of Health (MDH) to promote careers in long-term care. The Benedictine Foundation provided \$35,000 in matching funds. Benedictine will partner with the other grant recipients to share ideas and pilot projects geared toward attracting ethnically diverse people into long-term care careers.

Cindy Meyer, licensed practical nurse and team leader at **Benedictine Living Community-Crookston,** MN was named the Caregiver of the Year by LeadingAge Minnesota at its annual Institute and Expo in St. Paul. The award honors individuals in older adult services who demonstrate an exceptional commitment to older adults and enrich the quality of life of those in their care.

#### **March 2023**

Dani Wurtzel, director of nursing at **Benedictine Living Community-La Crosse,** WI was a finalist in the Nexstar Media's nationwide Remarkable Women contest. Wurtzel was recognized for 14 years of improving the quality of life for seniors in the La Crosse area.

#### **April 2023**

On April 6, the Twin Cities Support Center hosted **Minnesota Senator** John Hoffman, chair of the Human Services Committee. Members of the Executive Leadership Team shared with him the impact of the existing Minnesota reimbursement structure on long-term care and Minnesota seniors.

#### May 2023

Advocacy efforts by Benedictine and other senior care organizations in Minnesota were rewarded with the legislature approving nearly \$1 billion in investments in aging services.

Joy abounded across Benedictine as COVID-19 community transmission rates and outbreaks declined and associates were able to remove their masks. The emergency mandates also expired, allowing communities to return to more normal operations.

**Catholic Health World,** a bi-monthly publication of the Catholic Health Association, featured Jerry Carley in its May 15 edition. Carley shared his perspective on the impact of COVID-19 on long-term care.

#### **June 2023**

The June 1 edition of *Catholic Health World* profiled the decision of the School Sisters of Notre Dame to move to **Benedictine Living Community-Shakopee**, MN.







#### Hailea Kuball

Kind and caring are the first two adjectives to describe Hailea Kuball, certified nursing assistant at **Benedictine Living Community-Ada,** MN since March 2020. She is a dedicated caregiver who places resident needs first, truly making a difference in their daily lives with her respectful, positive attitude. Need someone to pick up a shift or stay a bit longer to help? Kuball is one to assist the team and make sure the residents have what they need.



#### **Robin Brimer**

Since 2016, Robin Brimer lives the adage that cleanliness is next to godliness at **Nazareth Living Center,** St. Louis, MO. It is not just her attention to detail and thoroughness in cleaning, but her friendliness, good humor and ability to listen with the ear of her heart that endear her to residents and staff. She is considered a gift to all at Nazareth Living Center as she reaches out to help others and make their lives better.







#### **Cindy Bruner**

To Cindy Bruner, housekeeping supervisor at **Benedictine Living Community-New Brighton,** MN respect is about serving residents and providing them with the safest, cleanest, most hospitable environment possible. Her peers describe her as dependable, hard-working and a calm, peaceful and welcoming presence to the community. Even with all these positive attributes, leaders point out that what makes her truly special and unique is her ability to understand the emotional needs of residents and staff. She is always looking for ways to prevent problems from arising in the first place.



#### **Benedictine Living Community-New Brighton**

To foster the value of Respect through community outreach, the associates at **Benedictine Living Community-New Brighton,** MN partnered with Soles 4 Souls, an organization that collects gently used shoes and distributes them to people in crisis. The associates promoted the shoe drive, coined "Walk a Mile in My Shoes" at family social gatherings and beyond. In the end, they exceeded their 1,000 pairs goal by collecting 1,147 pairs of shoes! This community outreach activity was one of the most fulfilling endeavors that these associates accomplished in 2023.







#### **Mary Jo Dailey**

Polite, professional, patient and a true listener is how others describe Mary Jo Dailey, concierge at **Villa St. Benedict,** Lisle, IL. No matter what the request, Dailey responds respectfully and then goes the extra mile in looking out for the residents' needs. Beloved by all since she started in August 2017, Dailey is also known for always giving a little bit extra including baking treats and bringing her garden flowers to residents.



#### **Teri Goiffon**

A member of the **Benedictine Support Center** Mission Integration team, Teri Goiffon brought a personal commitment to the Core Values in her role and her everyday work. She joined Benedictine in 2019, serving as administrative assistant to the finance department. Her colleagues and friends say that Goiffon exemplifies the Core Values in all she does, praising her willingness to serve and have everything organized.







#### **Ed Barron**

Since 1999, Ed Barron, director of rehabilitation, has been a pillar of leadership at **Benedictine Living Community-Shakopee St. Gertrude's,** Shakopee, MN. He believes that respect is the cornerstone of every good leader. Barron values all associates' work and lets them know that what they do matters and is appreciated. He also chooses to lead by example, helping whenever needs arise across the campus. Most importantly, Barron listens to the comments and concerns of staff, residents and family, and makes every attempt to address them so they feel respected.



#### Ramona Taylor

For 42 years, Ramona (Mona) Taylor has been a dedicated caregiver, first as a certified nurse assistant and now as a wellness coach at **Benedictine Living Community-Wahpeton,** ND. Every day, she demonstrates respect by ensuring every person feels valued and loved. For Taylor, it is making sure each resident receives just what they need when they need it. Whether it is fresh clothes, a comb or shave to make them comfortable, a sweater or lap blanket to keep them warm, or a quiet conversation to ensure they feel heard.







#### **Bonnie Goldsberry**

Bonnie Goldsberry began working at **Benedictine Living Community-Dickinson,** ND in November 1975, she has served as a certified nursing assistant, an activity assistant and now as activities director treating each person with respect. She understands activities need to be personalized. Some may enjoy bingo, crafts, or an outing, while others just want to enjoy a solitary activity such as a puzzle or a visit from a community volunteer. To Goldsberry, her job is all about respect for the individual and making a difference in their lives.



#### **Natasha Isadore**

Community-Regina, Hastings, MN campus. Families and residents adore her because she has tremendous empathy, and she consistently goes above and beyond even when she is behind schedule. She is an excellent communicator who engenders cohesive teamwork that enhances the resident and family experience at the community. She is a trustworthy coworker that the team is confident will get things done. Natasha embodies our core value of respect every day she enters the community.







#### Wehley Wehyee

"She just radiates love." That's how others describe Wehley Wehyee, a resident assistant at **Benedictine Living Community-Osseo,** MN who has been passionate about her work since 2013. She leads by example, showing respect and compassion for the dignity of all residents, especially those in memory care. An advocate for both residents and staff, she also takes initiative to help meet needs and build a positive team. Her smile, humility, work ethic and willingness to go beyond what is required, makes her a shining example of respect in action.



#### Vicki Keane

Vicki Keane has worked in nursing at **Benedictine Living Community-Red Wing,** MN since 2006. She has worked in assisted living and skilled nursing and currently serves as interim director of nursing for Benedictine The Villa. Residents and fellow team members praise her for living the value of respect as exhibited by her willingness to always go above and beyond. During staffing challenges, she will fill in as a resident assistant. She reaches out to residents, especially those in memory care, giving selflessly to ensure quality care is provided.

#### **COMMUNITY BENEFIT**

Each year, Benedictine works to plan and provide programs and activities that contribute to the common good in our communities. Community Benefit is a foundational element of who we are as an organization and is one of our most important and distinguishing characteristics as a Catholic health care ministry.

In 2023, Benedictine provided \$13,111,030 in quantifiable community benefit programs and activities that served 17,069 individuals across the organization.

In 2003, Benedictine began consistent reporting of Community Benefit using the uniform standards for Community Benefit reporting developed by the Catholic Health Association. In the last 18 years, Benedictine has provided more than half a billion dollars in community benefits and served more than 1.5 million people in our communities.

#### ASSOCIATE EMERGENCY FUND

The Associate Emergency Fund urgently provides financial lifelines to Benedictine associates facing crises. Your support ensures immediate assistance for colleagues navigating unexpected challenges. Donate today and make a difference in their lives.

In 2023,

17,069

people were served in our communities.

#### BENEDICTINE COLLABORATION

While Benedictine is primarily comprised of communities that are fully owned and managed, we are proud to partner with other organizations where we serve as partners. These Ministry Partners include the three Cerenity Senior Care communities, Nazareth Living Center and Villa St. Benedict.

#### **MINISTRY PARTNERS**

**OPERATING**REVENUE
ASSETS

2023: \$69,061 2023: \$131,857

2023: 65,228 2022: \$130,628

2021: \$66,165 2021: \$133,869

Dollar amounts in thousands.







#### **FOUNDATION LETTER**

#### **Extraordinary Generosity**

#### To Our Generous Donors,

Last year was extraordinary for many reasons. It marked a significant moment when donors showed unprecedented support for our residents and associates. Our community reached a new pinnacle of generosity, transforming lives through technology, financial support, transportation, life-enrichment programs and so much more.

Throughout the year, we forged connections between our generous donors and our mission and ministry. The joy you brought by choosing to make a difference for those who call Benedictine home surpasses anything you could imagine. We extend our heartfelt gratitude for all that you have accomplished and for your ongoing commitment.

Blessings,

Laurie M. Hennen SVP, Foundation

Mary Tanner Board Chair

Mary Tanner

#### **What Your Generosity Does**



\$6.2M+

raised to support the Mission and Ministry



\$20K+

awarded in educational assistance and training

Donations of

\$1.1M+

upgraded critical infrastructure



\$175K+

transformed outdoor spaces

\$326K+



to keep residents in their Benedictine homes when financial resources have been outlived and they cannot fully pay for care and services

Helped **29** associates during a crisis with

\$21K+

in financial support





\$47K+

provided new resident care technology

\$580K+

on resident transportation vehicles



### **A Legacy of Generosity**

Last year ignited a sincere interest within our community in leaving a lasting legacy. Donors expressed a desire to make a more significant impact, whether during their lifetime or for future generations. In both cases, we were able to assist our donors navigate through their options.

Benedictine's Legacy Society is a distinguished group of individuals whose commitment to our faith-based organization is leaving an indelible mark on the lives we touch. They are a special community within Benedictine comprised of individuals who have chosen to include our organization in their estate plans.

We currently have 38 visionary supporters who have made a profound commitment to our mission and values by ensuring that our life-enhancing senior care ministry continues to thrive for future generations.





# **Generosity Sparks Action During Workforce Shortages for Benedictine**

At Benedictine, we are dedicated to ensuring our residents receive the best care possible, but in recent times, the growing labor shortage has placed a heavy burden on our communities. We're thrilled to announce an initiative that will address this challenge.

The International Nurse Aide Pipeline (INAP) program is a forward-thinking solution aimed at filling the massive nurse aide shortage in our Benedictine Communities. This innovative program brings nurse aide candidates from Taiwan, Vietnam, Thailand, Cambodia, Malaysia and Singapore to join our dedicated team. With this program, we aim to minimize the impact of workforce shortages on our residents and prospective residents. While we have pursued international recruitment in the past, this program has the potential to create a more disciplined





and streamlined approach through technology and a collaboration of partners committed to serving our residents.

The INAP program is designed to transform the lives of aspiring caregivers and, in turn, positively impact the quality of care provided to our beloved residents. But, this program comes with its own set of costs, including training fees, immigration fees and placement fees.

The total amount needed for each nurse aide is approximately \$15,500. A generous gift received from the Gabrielson Family Foundation for \$50,000 will play a pivotal role in developing the INAP program. This gift will not only train one international nurse aide but also set the stage to cover the \$3.1M needed to fully staff our communities.

The Gabrielson Family Foundation's kind contribution is a significant step toward achieving this goal, and we invite all members of our Benedictine family to be a part of the solution.

This program not only strengthens our workforce but also upholds the values that guide us. By supporting aspiring caregivers, we continue to create Benedictine Living Communities where health, wellness, and choice come to life, ensuring that our residents receive the care and attention they deserve.

We thank the Gabrielson Family and all our supporters for their unwavering commitment to our mission, and we look forward to the positive impact this program will bring to our Benedictine Communities.

Together, we can make a difference and continue to create inclusive communities that support those we serve to live well and with purpose, with special concern for the underserved.

#### **FOUNDATION FINANCIALS**

**TOTAL**NET ASSETS

2023 \$18,717

2022 \$14,853

2021 \$15,044

Benedictine Foundation only.

Dollar amounts in thousands.





## **2023 FOUNDATION**BOARD OF DIRECTORS

STEPHEN NETT, CHAIRPERSON

**KEVIN GREFF, VICE-CHAIRPERSON** 

MARY TANNER, SECRETARY/PAST CHAIR

**LEONARD ESSIG** 

JUDIE KANTEN

SISTER DORENE KING, O.S.B.

JERRY CARLEY, PRESIDENT/CEO

LAURIE HENNEN, SVP, FOUNDATION/CPO

KEVIN RYMANOWSKI, SVP, FINANCE/CFO







## **BENEDICTINE CONSOLIDATED**STATEMENT OF OPERATIONS

Dollar amounts in thousands.

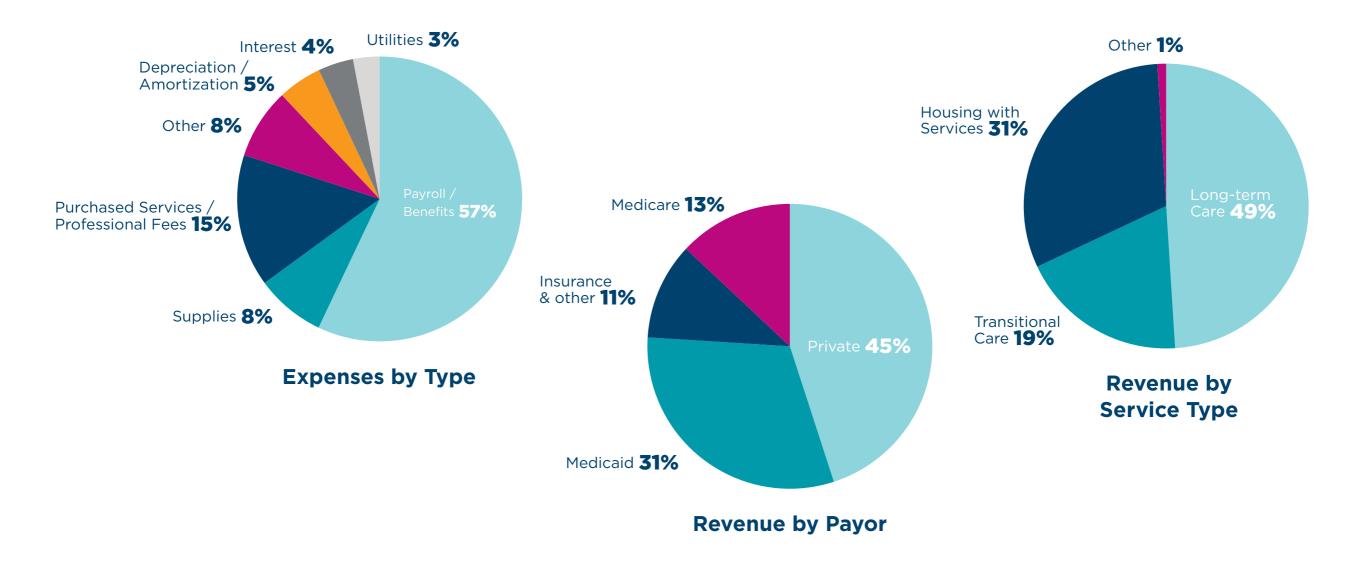
	2021	2022	2023
Total operating revenue Total operating expense Operating income	\$ 286,315 285,084 1,231	\$ 301,087 300,592 495	\$ 320,344 325,494 (5,150)
Non-operating income Excess of revenue over expense	\$ 28,201 29,432	\$ (12,759) (12,264)	\$ 8,107 2,957
SELECTED STATISTICS			
Bed complement			
Nursing beds	2,160	2,128	2,093
Assisted/independent units	2,468	2,448	2,532
Total beds/units	4,628	4,576	4,625
Utilization			
Nursing facility resident days	618,761	631,462	641,221
Assisted/independent days	716,921	768,355	847,287
Total associate full-time equivalents	3,306	3,087	3,105

# **BENEDICTINE CONSOLIDATED**BALANCE SHEET

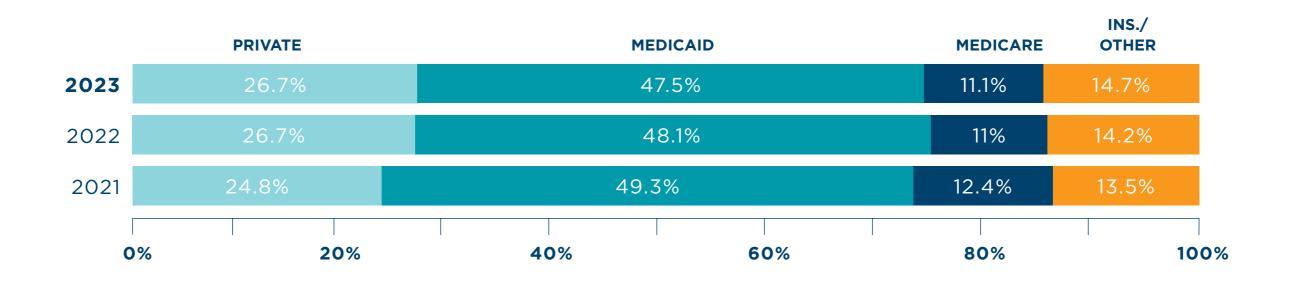
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Dollar	amounts	ın u	housands

		2021		2022		2023
ASSETS						
Current assets Cash and investments	\$	00 027	\$	88,476	\$	04.250
Accounts receivable	Ф	98,927 27,299	Φ	29,969	Ą	94,250 32,809
Inventories and prepaid expenses		18,889		20,178		18,645
Total current assets		145,115		138,623		145,704
Assets limited to use		80,241		83,679		82,236
Property and equipment		328,135		319,770		324,229
Other assets		3,905		30,223		28,704
Total assets	\$	557,396	\$	572,295	\$	580,873
LIABILITIES & NET ASSETS						
Current liabilities						
Accounts payable and accruals	\$	37,035	\$	30,127	\$	34,606
Current portion long-term debt		39,339		32,318		99,938
Total current liabilities		76,374		62,445		134,544
Other liabilities		36,139		59,390		55,745
Long-term debt		269,342		285,965		217,156
Net assets		175,541		164,495		173,428
Total liabilities and net assets	\$	557,396	\$	572,295	\$	580,873

#### **REVENUE AND EXPENSES**



## BENEDICTINE NURSING COMMUNITY CENSUS DAYS





## 2023 BENEDICTINE LIVING COMMUNITIES

#### Minnesota

#### **Benedictine Living Community-Ada**

- + Benedictine Care Community
- + Benedictine Mission Court
- + Benedictine Supportive Services

#### **Benedictine Living Community-Anoka**

**Benedictine Living Community-Byron** 

#### **Benedictine Living Community-Crookston**

- + Benedictine The Summit
- + Benedictine Villa St. Vincent

#### **Benedictine Living Community-Duluth**

- + Benedictine Adult Day
- + Benedictine Care Community
- + Benedictine Home Health
- + Benedictine Marywood
- + Benedictine Westwood
- + Benedictine Westwood Terrace

Benedictine Living Community-Minneapolis
Benedictine Living Community-New Brighton
Benedictine Living Community-Northfield
Benedictine Living Community-Osseo
Benedictine Living Community-Owatonna
Benedictine Living Community-Red Wing

- + Benedictine St. Crispin
- + Benedictine The Villa

#### **Benedictine Living Community-Regina, Hastings**

- + Benedictine Assisted Living
- + Benedictine Care Community

Benedictine Living Community-Rochester Madonna Meadows

Benedictine Living Community-Rochester Madonna Towers

## 2023 BENEDICTINE LIVING COMMUNITIES



#### **Benedictine Living Community-St. Peter**

- + Benedictine Care Community
- + Benedictine Court
- + Benedictine Heritage Meadows

## **Benedictine Living Community-Shakopee St. Gertrude's & The Gardens**

## Benedictine Living Community-Shakopee Windermere Way

#### **Benedictine Living Community-Winona**

- + Benedictine Adult Day
- + Benedictine Callista Court
- + Benedictine Saint Anne
- + Benedictine Saint Anne Training Center

#### **Cerenity Senior Care-Humboldt, St. Paul**

- + Cerenity Care Center
- + Cerenity Residence

#### **Cerenity Senior Care-Marian of St. Paul**

- + Cerenity Care Center
- + Cerenity Residence

#### **Cerenity Senior Care-White Bear Lake**

- + Cerenity Care Center
- + Cerenity Residence

#### Illinois

#### **Benedictine Living Community-At The Shrine, Belleville**

- + Benedictine Dammert Center
- + Benedictine Our Lady of the Snows
- + Benedictine St. Francis

#### Villa St. Benedict, Lisle

- + Benedale Center
- + Villa Center Apartments
- + Villa Homes

## 2023 BENEDICTINE LIVING COMMUNITIES

#### Missouri

#### **Benedictine Living Community-St. Joseph**

#### **Nazareth Living Center, St. Louis**

- + Carondelet Manor
- + McGovern Commons
- + St. Joseph Manor
- + The Village at Nazareth

#### **North Dakota**

#### **Benedictine Living Community-Bismarck**

- + Benedictine Assisted Living
- + Benedictine Basic Care
- + Benedictine St. Gabriel's

#### **Benedictine Living Community-Dickinson**

- + Benedictine Care Community
- + Benedict Court

#### **Benedictine Living Community-Ellendale**

- + Benedictine Prince of Peace
- + Benedictine Evergreen Place

#### **Benedictine Living Community-Garrison**

- + Benedictine Care Community
- + Benedictine The Meadows

#### **Benedictine Living Community-LaMoure**

- + Benedictine Rosewood Court
- + Benedictine St. Rose

#### **Benedictine Living Community-Wahpeton**

- + Benedictine Home Health Care
- + Benedictine St. Catherine's
- + Benedictine Siena Court

#### Wisconsin

#### **Benedictine Living Community-La Crosse**

- + Benedictine Manor
- + Benedictine Villa

#### **Benedictine Living Community-Wausau**



#### **Mission**

Benedictine is a Catholic, faith-based organization entrusted with advancing the life-enhancing senior care ministry of the Benedictine Sisters of Duluth, Minnesota. We witness to God's love by creating inclusive communities, supporting those we serve to live well and with purpose, with special concern for the underserved.

#### **Vision**

We create Benedictine Living Communities where health, wellness and choice come to life.

#### **Core values**

Hospitality | Stewardship | Respect | Justice

#### 2024

#### **BOARD OF DIRECTORS**

JEFFREY GARLAND, MD, CHAIRPERSON

PAUL HASKINS, VICE-CHAIRPERSON

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**DAVID HOEL** 

DAVID MARC, PH.D.

**DEAN AGER** 

**JAY STERNS** 

**JENNY PETERSON** 

PAUL GRIZZELL

SISTER BEVERLY RAWAY, OSB

SISTER CLARE MARIE TRETTEL, OSB

EX-OFFICIO: JERRY CARLEY, PRESIDENT/CEO



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