

Friday, April 1, 2022

Board of Directors,

Here are a few highlights over the past month:

- Since my last report, Marklund has received **\$1.9M** from the State of Illinois. Our aging for Residential and Community Day Services, through March is slightly up at \$4.8M. The entire \$7M line of credit continues to be available.
- The **Deicke** property has closed and the proceeds of the sale are in the Endowment.
- Some interesting results from our annual **Voice of the Employee** survey that was completed last month:
  - ***I understand the Marklund Mission & Vision*** – 92.1% and ***I am proud to work at Marklund*** – 85.8% continue to be our two top scoring questions over the past three years.
  - ***Management and Staff trust each other*** has remained unchanged (51.9%/52%) for the past two years. We made this an area of emphasis this year and I am very pleased that it increased to 57.5%. This increase is also reflected in the questions, ***I am comfortable sharing my opinions at work*** that increased from 66.1% to 73.2% and ***I receive useful and constructive feedback from my manager***, which also increased (71.1% to 80%).
  - ***I am paid fairly for the work that I do*** was at 47.8% in 2020. We made some significant adjustments to the pay of our PSPs later that year and it increased to 61.7% last year. This year, despite a number of pay incentives, it decreased to 51% which I think is indicative of the overall upward wage pressures that all employers are experiencing.
- With the continuing challenges that we have in **hiring nurses**, we made the decision to adjust the pay (including starting salary!) of all nurses by \$3/hours (except for DONs). This will be effective April 17. Even though we cannot compete with hospitals, our new starting salaries for LPNs (\$27-\$30) and RNs (\$29-\$32) will make us competitive with 40% of the nurses who have responded to our recruiters; without the increase, 0% of nurses have shown interest. We have also instituted a new policy that allows nurses and teachers to apply for a loan reimbursement (up to \$3500/year) toward their school loans after one year of employment. Overall, recruiting has gotten much better for PSPs and Parapros. Recruiting for teachers is...better...but still a challenge.
- After a very long selection process we chose a consultant who will be conducting **DE & I** (Diversity, Equity & Inclusion) training with Leadership and HR staff on April 13. We will be working with him over the next six months to develop a DE & I committee, create a survey, set goals, and develop a statement for the organization. We want to build off the strength of the very diverse staff that we have and make our values very clear for current and new staff.
- I am very excited about the groundbreaking for the **Nathan Education Center** (1216 Hunter Dr., Elgin) on Monday, April 25, at 1 pm. Invitations were sent on March 23. State Representative Anna Moeller has already confirmed her attendance. We received our building permit for the Geneva project yesterday 😊 and will begin excavation for storm water by mid-April. We should have the Elgin permit by May. Both projects are on track.
- We had a meeting with State Rep. Keith Wheeler on March 14 regarding **Rule 115**. The rule, according to DHS, is going to be resubmitted to JCAR for review; Keith is the co-chair of JCAR. He has not seen it yet but is very aware of our interests.
- Registration and sponsorship opportunities are open for the **5<sup>th</sup> Annual Run, Walk & Roll-Bloomingtondale 5K/1M** event. <https://www.marklund.org/series/5kbloomingtondale/> Please encourage your family and friends to participate in-person or virtually on Sunday, April 24.

- Save-the-date to tee off at the **40<sup>th</sup> Annual Golf Classic** on Thursday, June 2, at Cog Hill Golf and Country Club. Brochure attached.
- Just as a reminder, the Board meeting dates for **2022** are: **April 7**, May 19 (Finance), **June 23**, August 25 (Board Retreat), and **October 27**. All of these dates should be in your Outlook.

Thank you your continued commitment to those we serve. The guidance and support that you provide is vital to making our mission and vision a reality.

**I look forward to seeing you at the Board meeting next Thursday.**

God bless you!

Gil

**GILBERT FONGER**

President & CEO



*Making everyday life possible for individuals with profound disabilities*

1S450 Wyatt Dr.

630.593.5476 DIRECT

Geneva, IL 60134

312.568.9219 CELL

[gfonger@marklund.org](mailto:gfonger@marklund.org)

[www.marklund.org](http://www.marklund.org)

