

Salem Families,

I hope that you are enjoying a blessed summer! It's been a fast few months since many of us gathered at Salem's main office to meet each other in April. I'd like to take this opportunity to give you an update on happenings around Salem.

June 30th marked the end of our fiscal year, and the Lord generously provided for Salem's homes and operations. We raised \$1.7MM in support, about \$700k of which came from an estate that named Salem as beneficiary. Some of these funds were used to replace the heating and air conditioning units in nearly all our homes (as well as other home-improvements) and some of the funds are reserved for the future purchase of a new Salem home.

Looking into our next fiscal year, we will need to raise approximately \$1MM to cover our gap in funding from government sources.

A year ago, we launched a fundraising campaign to acquire a specialty van for our Bonnie Brae home. I'm excited to report that in June we were able to purchase a custom van that provides our residents greater flexibility in their transportation. I've included a few pictures below. Most of the support we raise every year comes from you. On behalf of our residents and staff, thank you so much for supporting Salem!



In June we had our 11th annual Salem 5k run walk and roll. This year we had over 70 runners and unseasonably cool weather. Here are a few pictures of our day.



As I mentioned at our meeting in April, the Board and I are creating a plan for addressing the needs of our existing residents and attracting new ones. A key component of this plan is providing a road map for our residents to stay with Salem as they enter old age. In some of our homes, in order to properly care for our residents experiencing age-related challenges, we need to increase the level of care we are licensed to provide. This will enable us to provide more hours of care in the homes and specialized training to address mobility and other issues. We have initiated discussions with Inland Regional Center on how we might transition some of our homes. Our conversations with Inland have been collaborative and encouraging. It is likely that higher levels of care require homes that meet the needs of no more than four residents at each location, rather than the six residents we support in some of our homes. This means that, over time, we may need to open a couple new homes to meet the needs of our residents as they age. I hope to have more information for you by the time we gather for our annual Gala on October 5th.

Our Gala on October 5th at the Pomona Sheraton is one of the events you should have on your calendar. An official "Save-the-Date" will be sent later this month. However, before then, we hope to see you on Saturday, August 24th at Crossroads Church (across the street from Salem's main office) for our FANS Summer Picnic. Invitations are in the envelope with this letter.

Our Gala is also the target date for launching our new website. This website will provide many of the communication tools you have told me are important. Transparency on our staff and Board, financials, dedicated pages for each of our homes, pictures and videos of our residents, their families and activities. We are also going to make it easier for you to communicate with us and to support Salem's operating and capital needs. This website will be critical to how we communicate our mission to provide a Christ-centered residential living environment to people with developmental disabilities.

On the personnel front, last month, we welcomed Shanta Moore as our new Director of Human Resources. Shanta brings terrific industry experience to Salem and a heart for leadership, training and excellence.

At Salem's main office, we have recently posted for three critical positions for which I would appreciate your prayerful support. After a year with Salem, Quinn Tran, our Director of Residential Care, has decided to return to the Day Program industry where she has spent much of her career. I am thankful for Quinn's support and professionalism and wish her great success. Her replacement will have a new Director of Operations role, with responsibility for our existing homes as well as assisting me in launching new services for the broader developmentally disabled community. The second position that I'd like to fill is for a Director of Business Development. This is the person that captains our fundraising efforts and events. I am also looking for a Chaplain to serve Salem's residents, families and staff. We are Salem **Christian** Homes, and I want to ensure that we are providing for the spiritual needs of our community.

Thank you for the privilege of serving your loved ones. You can reach me directly at 909-614-0576 and [rbollins@salemchristianhomes.org](mailto:rbollins@salemchristianhomes.org).

I look forward to seeing you soon!

Rod Bollins