Annual Report 2016

Advancing Our Reach
Access to Services
Integrated Care
“They have followed through on what they say they do.”
Dianna, Individual Served.

“I even started cooking for clients and staff.”
Larry, Individual Served.
Dad. Volunteer.
Culinary Enthusiast.

Each and every day, you are helping us advance our reach, access to services, and integrated care – creating outcomes that respond to community needs and reflect the preferences of those we serve:

- More than 3,400 individuals served across all programs and services in 2016.
- 929 calls from individuals and families responded to in one business day by our Community Access team – a 34% increase over 2015.
- Launched Behavioral Health Home Services as a first implementer in Minnesota, creating new access to integrated care.
- Added residential crisis beds to Maureen’s House and increased the number served by 32% over 2015.
- Expanded Employment Services into Scott County. And a record number of individuals across all counties served found jobs in 2016 – a 33% increase over 2015.

See pages 3 to 7 for more outcomes. Meet clients and staff on pages 10 & 11.

From our Chair of the Board of Directors
Through Grace’s leadership, the spirit of constant innovation has become an indelible part of the culture of Guild Incorporated, and it will continue to serve us well as the health care landscape continues to change. On behalf of the Board of Directors, staff, and individuals served, we thank Grace, and wish her the best in her upcoming retirement.

Our Mission and Vision
All toward the goal and mission of helping people with mental illness lead quality lives.

Mental illnesses are more common in the United States than most people think and happen to people regardless of economic status, gender, age, race, or background. One in 25 Americans has a serious mental illness, per the National Alliance on Mental Illness. The National Institute of Mental Health identifies these illnesses as the leading cause of disability in the United States.

Founded in 1990, Guild Incorporated exists to help individuals 16 years and older living with these illnesses counter the devastating effects of poor physical health, chronic homelessness, high unemployment, extreme poverty and other health and social complexities that are often experienced; seeing strengths, creating options, and restoring health, all toward the goal of helping people lead quality lives.

Services are successful when those served:

- live in safe, affordable housing and homelessness is prevented
- maintain their optimal physical and mental health
- find suitable employment or pursue education
- have recreation and socializing opportunities
- report a sense of satisfaction with their quality of life

Because mental illness can affect every area of a person’s life, Guild focuses on an integrated model of care, treating the whole person, not just the mental illness. This whole health approach helps prevent hospitalizations and enhances the quality of life so individuals can live successfully in the community. Services are mobile, provided in the community when and where needed.

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Community Treatment Services
Integrated & Intensive Case Management, and Care Coordination Services

Assertive Community Treatment (ACT), an intensive outpatient service, helps individuals living in the community who experience severe, hard to manage symptoms of mental illness. The goal of ACT is to decrease or prevent recurring acute episodes of illness. This evidence-based, “hospital without walls” model uses a multi-disciplinary team model to provide mobile services, delivered where needed, most often in individuals’ homes. Two teams served 191 adults in 2016.

Equilibrium (EQ), a specialty ACT Team, serves transition-age youth, ages 16-20, with diagnosed serious mental illness and substance use disorders. Early intervention with community-based treatment is designed to prevent mental health conditions from becoming disabling. In 2016, the team served 75 individuals. Ninety-two percent of those served in 2016 maintained or improved their functional status over time; 93 percent maintained or reduced their risk of harm. Eighty-one percent maintained or completed their chosen educational program.

Care Coordination: collaborations with health plans, enhance the organization’s ability to coordinate and assure care for both medical conditions, such as hypertension and diabetes, and mental health conditions, to help ensure that individuals served get the treatment they need for their medical conditions. This is especially important as the life-span for people who have serious mental illness is shortened by twenty-five years, largely due to treatable medical conditions. Individuals who have psychiatric illnesses of a serious nature gain access to medical, social, educational, vocational, financial, and other necessary services related to individuals’ mental and physical health needs. Stability in housing, optimal health, and connections to one’s community are the desired results of these services.

In 2016, 1,523 individuals received Community Treatment Services.

73% of individuals served maintained stable housing
(as measured by the Housing Movement Table administered during the last six months of 2016; the goal is 70%)

Residential Services
Residential Crisis Services (Maureen G. Heaney Guest House) help individuals in psychiatric or other crises stabilize in the community without becoming homeless, and, whenever possible, without high-cost hospitalization. Intensive Residential Treatment Services (Guild South) assist individuals to develop and enhance psychiatric stability, personal and emotional adjustment, self-sufficiency, and skills needed to live in a more independent setting.

In 2016, 178 individuals accounted for 211 admissions to the 6-bed Residential Crisis Services. In February 2016, the number of beds increased from 4 to 6, making it possible to serve a greater number of individuals. The average length of stay was eight days. Ninety-eight percent (203/208) of admissions resulted in the individuals stabilizing their situations without hospitalization for psychiatric care.

Fifty-eight individuals were served in the nine-bed Intensive Residential Treatment Services program, with an average length of stay of 64 days.

Community Access
A record number of people (outside the usual referral sources) called Guild directly for help in 2016. Mental health professionals responded to 929 calls within one business day, a 33% increase over 2015. Through “Community Access”, callers receive help to address immediate needs, identify appropriate options, and gain access to ongoing services.

NUMBER OF PEOPLE CALLING FOR HELP

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<tr>
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<td>364 calls</td>
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<td>2015</td>
<td>641 calls</td>
</tr>
<tr>
<td>2016</td>
<td>699 calls</td>
</tr>
<tr>
<td></td>
<td>929 calls</td>
</tr>
</tbody>
</table>

In 2016, 1,523 individuals received Community Treatment Services.

98% of admissions resulted in the individuals stabilizing their situations without hospitalization for psychiatric care.

Housing Support Services
Guild administers housing subsidies to facilitate access to safe, affordable housing and to prevent homelessness. In 2016, 135 individuals received subsidies.

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Delancey Services

Guild’s Delancey Street services engage people who have histories of long-term homelessness compounded by problems of mental illness, substance use, and chronic medical conditions. Delancey Street takes a “housing first” approach, assisting participants to establish and maintain housing; improve their health; and, increase their quality of life through meeting desired goals. Initially begun in 2003 as a pilot project to demonstrate the potential to end homelessness for the “most marginalized single adults,” Guild’s Delancey Street continues as a provider for the Metro Long-Term Homeless Supportive Services Project in the seven-county metropolitan area in Minnesota.

In 2016, 94 individuals were served in this “housing first,” continuous-care model, over 100 percent of capacity. Seventy-four percent of those served for one year or more kept continuous housing in 2016. Delancey Apartments opened in 2009, resulting from collaboration between Guild Incorporated and Project for Pride in Living. It provides 13 units of permanent, supportive housing for people experiencing chronic homelessness who have had difficulty maintaining their housing; and features easy access to things like nursing and employment support. Seventeen individuals benefitted from this housing in 2016.

Hospital to Home - Guild is demonstrating, in partnership with Regions Hospital, Heart Health Connection, and the Division of Healthcare Research and Quality within the state Department of Human Services, reduction in avoidable, high-cost health services while increasing stability in health and housing for low-resource, homeless individuals with complex healthcare needs who turn to hospital emergency departments for ongoing health concerns. This project was awarded an expansion in 2016, and served 44 individuals.

The most recent client outcome report was published by Wilder Research in May 2016, incorporating outcome data through July 2015. Emergency department use consistently decreased over time (68% after enrollment.)

Guild partners with Dakota County Community Services in a supportive housing initiative to help people living in shelters who have barriers to housing (including co-occurring disorders, medical issues, low income, and/or history of criminal charges) “find, get, and keep” their own housing. Sixty-one formerly homeless individuals are now housed and have access to on-going housing supports to aid in maintaining stable housing. Partnering with Dakota County and Blue Cross, a new Housing Access Resource Team, formed in 2016, honed in on finding housing for 44 people with significant housing barriers.

Employment Services

Promoting work as part of the recovery process, services help individuals pursue education or find, get, and keep employment in the competitive labor market that meets their abilities and preferences. A record number of individuals were successful in finding jobs in 2016; a 33% increase over 2015. The number of participants achieving a competitive employment outcome puts Guild’s Employment Services in the top 25% of similar programs in the nation that use the evidence-based Individual Placement and Support model.

Rehabilitation Services

When living and coping with mental illness, it can be difficult to keep up with everyday demands and reach goals. Rehabilitation Services help individuals develop, restore and enhance their psychiatric stability, social competencies, personal and emotional adjustment, and community living skills. The agency’s Community Support Member Center is a component of Rehabilitation Services. A variety of support and socialization activities are available as well as classes and workshops in areas of interest such as Illness Management and Recovery, Nutrition, Wellness Workshops, etc. Many classes are led by peers. Individuals can also just “drop-in” for help with a problem. One hundred and sixty-three individuals made 4,721 visits to the Center, participating in both center-based and community-based activities.

Volunteer Services

More than 180 community members help Guild Incorporated meet its mission and purpose through volunteer service. Be a friend to someone who is isolated, drive someone to the grocery store, play sports or card games, help raise funds – there’s something for everyone to do.

For information on services: www.guildincorporated.org info@guildincorporated.org 651.291.0067
We’re spreading the message of hope each day.

In person...
184 volunteers gave 2,820 service hours
21 Get to Know Guild events held
105 Ambassadors represented us at 67 community events

And online...
We realized a
14.4% increase in website visitors for the year
23.8% growth in friends

17% growth in followers
16% growth in connections

More than 99,000 impressions via Google Ad Grants

These people helped us meet our mission in 2016

182 Employees
3 Doctors of Residency
1 Doctor of Nursing
40 Nursing Interns
5 Bachelor of Social Work Interns
1 IT Intern

4 Administrative Reception Helpers

“I learned first-hand, during my days with the Guild of Catholic Women, of Guild’s wonderful work – its professionalism, its compassion, and its tireless effort to enhance the lives of those who live with mental illness. I’m honored to continue to support its work by volunteering weekly for more than 10 years now.”
- Pat

68 Special Event Volunteers

“Event volunteers are familiar faces in our community. Those who volunteer year after year become recognizable to event guests. It’s really great to see volunteers and attendees greet each other like old friends.”
-Ajia, Development Associate / Volunteer Coordinator

I volunteer because:

“Everyone needs help in one form or another.”

“The work they do in the community makes a difference!”

“I believe in the mission, and I am energized when I participate as an ambassador and a volunteer friend.”

105 Ambassadors

4 Administrative Reception Helpers

17% growth in followers

16% growth in connections

More than 99,000 impressions via Google Ad Grants
“I was able to make a referral for Tyler to where he’s currently living – and just to help him get connected to primary care, dental services...and then he gets to follow up on his own, so that he feels a sense of accomplishment – really taking charge of his care.”

Tyler, Individual Served

“I knew Kristie had strong goals for where she wants to end up. She was very forthright on that. Once we worked together to discover her skills – it wasn’t hard to help her discover her worth as an employee.”

Larry, Individual Served

L to R: Julie, Kristie
Photo credit: Kati Rose

“It’s fulfilling to work with people where they are at, and to see firsthand the direct, positive impact case management services has in providing support. I find it rewarding to accompany people as they make changes to improve their quality of life.”

Cassie, LSW; Case Manager, Integrated Case Management

“I haven’t been admitted to the hospital for mental illness in over two years. I have a volunteer job that I’ve maintained for over three years, I even started cooking for clients and staff. I feel good when I cook for other people.”

Larry, Individual Served

“I have never gotten hired so fast in my life. They dove in head first, straight-on. I told Julie what I wanted to do and the direction I wanted to head and she didn’t mess around, she did her research and found positions that were a good fit for me.”

Kristie, Individual Served

Mom. Aspiring Nurse.

“I was able to make a referral for Tyler to primary care, dental services...and then he gets to follow up on his own, so that he feels a sense of accomplishment – really taking charge of his care.”

Tyler, Individual Served

“The main benefit of Behavioral Health Home Services is that it’s allowed us to expand access to clients in the community that really need this integrated, multi-disciplinary approach.”

Laura, LGSW; Social Worker, Community Access Services

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Larry, Individual Served

Dad. Volunteer.

“I knew Kristie had strong goals for where she wants to end up. She was very forthright on that. Once we worked together to discover her skills – it wasn’t hard to help her discover her worth as an employee.”

Larry, Lead Employment Specialist

L to R: Julie, Kristie
Photo credit: Kati Rose

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Kristie, Individual Served

Mom. Aspiring Nurse.
Statement of Financial Position

**Assets**

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<tr>
<th></th>
<th>12/31/16</th>
<th>12/31/15</th>
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<td>TOTAL ASSETS</td>
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**LIABILITIES AND NET ASSETS**

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<tr>
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<tr>
<td>CURRENT LIABILITIES</td>
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<td>TOTAL LIABILITIES AND NET ASSETS</td>
<td>6,531,296</td>
<td>5,815,730</td>
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</tbody>
</table>

**PUBLIC SUPPORT AND REVENUE**

<table>
<thead>
<tr>
<th></th>
<th>12/31/16</th>
<th>12/31/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>MN Health Care Program, Government Grants and Contracts</td>
<td>12,871,728</td>
<td>11,223,100</td>
</tr>
<tr>
<td>Contributions, Sponsorships and Ticket Revenue</td>
<td>1,325,885</td>
<td>1,284,715</td>
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<tr>
<td>Resident Fees</td>
<td>486,430</td>
<td>535,151</td>
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<tr>
<td>Private Health Insurance and Private Pay</td>
<td>109,089</td>
<td>155,440</td>
</tr>
<tr>
<td>Refundable Advances Adjustment</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>78,639</td>
<td>124,529</td>
</tr>
<tr>
<td>TOTAL PUBLIC SUPPORT AND REVENUE</td>
<td>14,871,771</td>
<td>13,322,935</td>
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</table>

**EXPENSES**

<table>
<thead>
<tr>
<th></th>
<th>12/31/16</th>
<th>12/31/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>12,119,881</td>
<td>11,146,141</td>
</tr>
<tr>
<td>Management and General</td>
<td>1,821,844</td>
<td>1,306,034</td>
</tr>
<tr>
<td>Fundraising</td>
<td>244,866</td>
<td>266,515</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>14,229,378</td>
<td>13,083,768</td>
</tr>
<tr>
<td>INCREASE (DECREASE) IN BENEFICIAL INTEREST OF ASSETS HELD BY OTHERS</td>
<td>49,864</td>
<td>-11,621</td>
</tr>
<tr>
<td>CHANGE IN NET ASSETS</td>
<td>692,257</td>
<td>207,546</td>
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</tbody>
</table>

Statement of Activities

**2016 PUBLIC SUPPORT AND REVENUE**

- Government Grants and Contracts: $12,871,728
- Contributions: $1,325,885
- Private Health Insurance, Private Pay and Other: $674,158
- Total: $14,871,771

**2016 EXPENSES**

- Program Services: $12,119,881
- Management and General: $1,662,653
- Fundraising: $446,844
- Total: $14,229,378
Thank you to all of our 2016 donors—
those who appear on this list and those who do not.

We could not fulfill our mission without your ongoing support.

Ladder of Hope Giving Society

Realizing the Vision - $25,000 per year for five years ($125,000) *indicates deceased
Bob & Sandy Klas
Marge Manion*

Bridge to Life - $10,000 per year for five years ($50,000)
Anonymous (2)
Diana Devereaux & Family
Dan & Karol Rominski
Mary L. Holmes Family
Caroline Stevenson

Reach to Freedom - $5,000 per year for five years ($25,000)
Anonymous (4)
Lynn Brown
Ben & Antusa Bryant
Robert & Eileen Farber
Kurt & Fredericks & Dick Cicak
John & Theresa Gripp
Bob & Sandy Klas
The Linda & Robert Klas Jr. Family
Bob & Muriel Kosterman
Lombardo Family Limited Partnership
Barry & Sharon Mason
Robert Melcher
Daniel & Laurie Moudy
Chester D. Philip
South Robert Street Business Association
SUCCESS Computer Consulting
Mark & Kimberly Thompson
Connie Wagner
West St. Paul Commercial Club

Run to Wellness - $1,000 per year for five years ($5,000)
*indicates deceased
Anonymous (10)
Ms. Sharon Ault
Sue Avalos
Abigail Barrett
Jessica & Britta Bergland
James Best
Brase-Adeloye Family
Bituminoius Roadways, Inc.
Brad & Julie Blue
Leese Buck
Joe & Jennifer Borup
Walker & Valerie Broughton
Ty & Delia Bujold
Cardinal Remodeling
Leslie & Gerald Chapman
Gary & Paula Christiansen
Jeff & Nancy Christiansen
Mark & Jane Chronicle
Matt & Diane Cysdale
Bob & Nancy Coates
Jack & Jean Corley
The Bob & Lila Cotlen Foundation
Tori & Kathy Delfyff
Elizabeth DeBaut & David Jarabeit
Donald & Judith* Erickson
Scott & Mary Beth Erickson
Francis X. Faltin, Jr.
Pamela Flenniken
Rev. Tim* & Pam Fuzzey
GoldT Treasures
Nicholas Goldensmith
Lou & Kelly Gomez
Kevin Gregerson
Paul & Patricia Gust
Dennis & Jane Hale
Tom Halverson & Kathleen Ziegler
Diane & Frank Hanzl
Tyler & Lauren Harder
George* & Mary Jane Heinzel
Lowell & Clay Shena Helvick
Sheila Beuning Holt & Andy Holt
Hometown Tire & Service
Mon Van Haag & Holly Hanson
Stanley & Karen Hubbard
Benjamin S. Jaffary
Heath & Elyse Jensen
Edward & Jeanette Johnson
Mark Jorgensen, Impressions, Inc.
Jennifer & Paul Kalla
Robert & Sharon Kalla
Steve & Taffy Karel
Skip & Pat Kland
Mark Kinnick
Chris King
Hon. Mary Louise & Dan Klas
Melissa & David Klein
Bob Kruitz
Sarah Kvitke
Carol Kramer
Nick & Lauren Larson
Mimi & Scott Larson
Marie P. Louden
Paul & Wendy Mardox
Orlando Mazoli
David & Margaret McDonell
Kyle McNamara
Betty Meadows
Mary & Chip Michel
Brandon & Cathy Miller
Val Mosler
John Nassett & Helene Houle
Christopher & Mary Nelson
Nicholas Nieminen Foundation
Janice L. Niemann
The Mark & Jackie Nolan Family Fund of the Saint Paul Foundation
Terry & Mary Kay O’Loughlin
Alta Olsen
Ben & Lynn Oehler
Alexander Ofteo
Otgawa-Anscher
Design & Build
Peggy Pallas
Dr. & Mrs. Michael Paparella
Galen & Karen Patte
Shirley Pearl
Keith Peterson
Sheree Peterson
Koleen Pitner & Rich William
Randal Family Fund of the Minneapolis Foundation
U. Reeves
Steve & Linda Reeves
T. Price-Keifer & Don Reuter
Jane Richards & Larry Flunderst
J. Peter & Mary Ritten
Rudy & Mary Jo Roessen
Dr. Thomas & Patricia Rolczew
Janele Russell
Michael & Cornelia Sampson
Jerry & Mary Schommer
Pat & Diane Scott
Susan Sparkling-Mics
Daniel J. Spiegel Family Foundation
Dan & Carmen Springman
Health & Stephanie Stanton
Tom & Angie Stone
George & Loris Surratt
Will Susens
Gavin B. Swain
Maryann Sweaney & Jackie Dyer
William P. Sweaney
Jon & Les Theobald
Gloria Thompson
Robert & Carolyn Thompson
Erik & Alma Torgerson
Janet Warnez
Carla Warner
Waterous
Mimi Weinberger Bohrer
Marieanne Whellock & Scott Cooper
Richard & Debra Woka
Kristin Wiersma
The Wokofski Family
Jim & Sharon Yswick

Leaders of Hope - Those who have given $25,000 or more in their lifetime

*indicates deceased
Anonymous (3)
Anoka Metro Regional Treatment Center - Auxiliary Rose Fund
Associated Bank
Ray & Florence Berglund Family Foundation
Philipp Bilfun
F.R. Bigelow Foundation
Bituminoius Roadways, Inc.
Otto Bremer Trust
Bush Foundation
Business Partners Plus
Ben & Antusa Bryant
Edwards Memorial Trust
Mary Patricia Fenric
Martin & Sue Courteau
Living Trust
Pamela Flenniken
Dr. & Mrs. Girard
Sulip & Pat Kland
Barbara & David Koch
Marge Manion*
Nancy J. Markel
Charlote McEvoy, in loving memory of William J. McEvoy
Roland Turner Family Trust
Patricia Rolczew
Grace Tangedt Schmitt
Caroline Stevenson

Memorial Fund
Mary Patricia Fenlon

The Guild Endowment Fund - Those who have given $25,000 to establish a named fund
Mary Patricia Fenric
Marge Manion*
Medica Foundation
Mary & Chip Mico
Minnesota State Arts Board
Danielle & Laurie Moudy
Richard & Helen* Murphy
Jason Nakajim
Pentair Foundation
Charles D. Phelps
The Jay & Rose Phelps Foundation
Pro Pharmacy
Nora B. Potamkin
The Saint Paul Foundation
San Brown
Karl & Connie Chiarpar
Coldwell Banker Burnet Foundation
Harold J. L., Mary E. Foundation
Elizabeth M. De Lay
Fun of the Saint Paul Foundation
Re. Dennis Deas
Joseph C. & Lillian A. Duke Foundation
Edina Realty Holdings
Edina Realty St. Paul
Fairview Foundation
Fairview Charitable Fund
David & Leslie Gardner
Garity Tegeler & Varley
Wealth Strategies
Gena, a Q articulate Company
Lou and Kelly Gomez
Google
Paul & Patricia Gust
Hall Enterprises
Rose Anne & Lee Halgren
Frank & Diane Harzal, CBL
Funds
The John & Cynthia Hart
Fund of the Minneapolis
Foundation
The Head Family Foundation
HealthPartners
Hometown Tire & Service
Susan Johnson
Charles & Mary Jungmann
The Paul E. Karie & Kathryn E. Kane Fund of the Saint Paul Foundation
Bob & Sandy Klas
Coleen Ratzlaff LaBeau
Lake Elmo Jaycees
Lake Nokomis
Presbyterian Church
John & Karen Larsen
Van Luvona & Melanie Banta
Maguire Agency
William Marzolf
Maison LLP
Mayo Foundation
John & Joanie McGinty
Medica Foundation
Merit Construction
Merit Construction Services, Inc.
Midway Lions Club
Mille Lacs Corporate Ventures
Robert & Patricia Moore
Foundation
Daniel & Laurie Moudy
Mutual of America
Nassef Mechanical Contractors
Mark & Sandra Niblick
Mark & Jackie Nolan Family Foundation
Saint Paul Foundation
Rick & Debbie O’Clair
Terry & Mary Kay O’Loughlin
Dallas Oldre
Open Door Foundation

2016 Donors –
those who appear on this list and those who do not.

We could not fulfill our mission without your ongoing support.

Sponsors - Those who have contributed a total of $1,000-$4,999 during 2016

3M
Glen & Jennifer Andis
Anonymous (7)
Frank Babka
Peter Bergen
The Bieber Family Foundation
Bolander
Bolero Family
Bridgewater Bank
Sarah Brown
Karl & Connie Chiarpar
Coldwell Banker Burnet Foundation
Harold J. L., Mary E. Foundation
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Terry & Mary Kay O’Loughlin
Dallas Oldre
Open Door Foundation
February

- Launched new Housing Access Resource Team (HART) to help clients find and maintain housing.
- Launched Employment Services in Scott County.

March

- Hospital to Home initiative is awarded funding from the U.S. Department of Housing and Urban Development (HUD.)
- Received a gift of the full purchase price of a brand new 2016 GMC Sierra half-ton pickup truck from the Ray & Florence Family Foundation to transport client belongings and to meet other needs across our various locations.

April

- Nearly 400 party-goers kicked up their heels at the third annual Bash4Guild, a stigma-smashing fundraiser for Equilibrium (EQ) Youth Services.

May

- Members of our Community Support Program attended art classes, culminating in an exhibit to showcase their pieces.

June

- Participated in a nutrition challenge through Game ON!, our staff-focused wellness initiative.

July

- Wilder Research released new report on outcomes of Hospital to Home (H2H).
- We received funding for our Community Treatment Services through Greater Twin Cities United Way’s Strengthening the Safety Net grants.

August

- President, Grace Tangjerd Schmitt, named finalist for Minnesota Business Magazine’s Leaders in Health Care Awards.

September

- Welcomed new members to Board of Directors: Tom Halverson, CFO for Qualitech, Dr. Sarah Kottke, and Dr. Bjorn Westgard, President.
- We were honored to host Minnesota Department of Human Services Commissioner Emily Johnson Piper.

October

- Guild staff attended a wellness retreat, where they heard presentations from the Bounce Back Project and the American Heart Association in addition to enjoying a variety of wellness-focused activities and healthy snacks.

November

- Launched partnership with Livio Health Group. They provide on-site primary and urgent care services as an additional resource to individuals we serve.

December

- Launched Elevate, an inclusion initiative focused on recruiting and employee development.