



# Resilience

2021 Gratitude Report

“Let hope pull you.  
Let faith push you.  
And let love move you.”

— Author,  
Keynote Speaker  
and Consultant  
Bryan Williams



# Letter from CEO and Board Chair

**W**hen choosing the theme for this year's gratitude report, we landed on **resilience** almost immediately. Resilience has become an essential part of life at Cassia, fed by hope, faith and love. Those three words are the bedrock of every day at Cassia, the essential ingredients for resilience in our times.

While the past two years have been harder than we ever could have imagined, we have also been inspired by the **strength and grace of residents, staff, donors, volunteers and partners**. We're excited to share the stories you'll see in this report—which are all a testament to resilience:

- A **resilience program** created by Cassia Chaplain Sarah Ciavarri helped staff overcome stress.
- Cassia's pharmacy A & E **vaccinated more than 20,000 people in 2021**, including residents, staff, families, partners and the broader community—and did it sooner than many other pharmacies.
- Elk Run Assisted Living staff brought **unique activities to residents** while continuing to protect staff and residents from the pandemic.
- A 90-year-old donor and volunteer in her 54th year of service to Fargo-Elim persevered through numerous challenges to help raise funds for **rebuilding after the 2020 fire**.
- Cassia's **CARE Fund** provided financial assistance to staff.
- Cassia's **Bridge Program** enabled the sister of a resident and long-time volunteer to be with the resident as she neared the end of life.
- An **interactive gaming console** delighted and engaged residents in memory care.

Each story reflects the faith, love, hope and resilience of donors like you, who steadfastly support our mission.

**Thank YOU for your generous donations, which make all these efforts possible.**

*Board Chair Nikki Weber Daniels and CEO Robert Dahl*

*Nikki Weber Daniels*  
*Robert Dahl*



# Staying Grounded in the Storm

## **H**ow have you gained resilience in your life?

Is it something you had already, or something you learned?

When times are good, you probably don't much think about what you need to get through them. When times are difficult, as the last two years have been, it's likely you are thinking much more about the role resilience plays in your life.

Cassia Regional Director of Assisted Living Clinical Services Janet Perrault has seen staff struggle as the pandemic continues. "Nobody feels all that resilient right now in health care," she says. "Throughout the day there are a lot of mixed emotions."

**To help staff through anxiety and stress, Cassia's Apple Valley Chaplain Sarah Ciavarri** created a program for staff called *Staying Grounded in the Storm*, inviting employees to participate in the program on Zoom. Meetings were supplemented by videos that staff members can watch at any time.

During online meetings, Chaplain Sarah spoke about **long-term fatigue and grief** and how that has affected health

care workers during the pandemic. She **shared exercises** that helped people figure out what they needed most and how to fit self-care rituals into their lives.



**"This is about giving people as many tools as possible to do their jobs so that we glorify the Lord by how we care,"** she explains. "I believe we do our best work when we feel loved and supported. It's also best for residents to see staff members who are excited about where they work."

After the online meetings occurred, Janet recalls receiving a lot of text messages from staff about how the program helped them. "This is exactly what I needed," said one. **"I didn't know I needed this, but I did,"** said another.

"I'm so grateful that Cassia supports this work," says Chaplain Sarah.

**We're grateful to YOU, the donors who made it happen by giving so generously to support spiritual care.** 🍀



Chaplain Sarah Ciavarrri created a program to help strengthen staff resilience.

**“This is about giving people as many tools as possible to do their jobs so that we glorify the Lord by how we care. I believe we do our best work when we feel loved and supported.”**



Cassia Resident Lesli Carcamo receives her first shot from Staff Development Coordinator Renee Micaletti.

**“We were able to get things set up and ready very quickly. We could disperse the vaccines rapidly to residents and staff at each campus.”**

— Elizabeth Scott,  
A & E Pharmacy Manager

# Vaccines Bring Hope



**C**haplain Nancy Carlson will never forget the day she met a woman sitting in her car outside Cassia’s home office, waiting to see if there was a possibility she could be vaccinated. “When I told the team someone was in our parking lot, they said, **‘Tell her to come in and we’ll get her vaccinated.’**”

“People were urgently seeking a vaccine and the teams involved in the clinics could understand that sense of urgency,” Chaplain Nancy adds. **“They moved mountains** to make sure as many people as possible were vaccinated. The team also enabled those in under-served communities to get the vaccine. **One man said he hadn’t left his house in a year due to his many health problems.** This vaccine clinic gave him an opportunity to get his life back.”

**Because Cassia owns and operates A & E Pharmacy, we were able to offer vaccines to residents and staff sooner than commercial pharmacies.** A & E Pharmacy was created when Augustana Care and Elim Care joined together and realized residents’ needs would be better served by an in-house pharmacy. This decision proved to be a most fortunate one when the pandemic occurred.

“Being owned by Cassia meant we already had a relationship with our clinical teams and Cassia communities,” says A & E Pharmacy Manager Elizabeth Scott. “We could disperse the vaccines rapidly to residents and staff at each campus.”

“Augustana Apartments was diligent in trying to maintain our safety,” says resident and volunteer Margo Skaggs. **“It was also really nice that it came to us rather than us having to go look for a vaccine shot.** It’s nice too that a booster shot came here,” she says. Not long after residents and staff were vaccinated, we were able to vaccinate family members and volunteers.

“My greatest blessing after receiving both vaccines was my ability to go back and see my friends at The Regent,” says volunteer Marie Christianson.

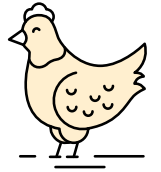
Hospice volunteer Cindi Spence was happy she could get a vaccine as well. “I was so thankful for the opportunity to get vaccinated with Cassia,” she wrote.

>

## Vaccines Bring Hope, continued

“The process was efficient and well-managed, making me feel confident that I was safe and doing the right thing.

“**My absolute favorite part was** the big screen videos playing **the “Chicken Dance”** in the recovery area,” Cindi continues. “After almost twelve months of being cooped up (pun intended), it was *such* a delight to be around others and move our bodies (socially distanced and masked) to the Chicken Dance. It made me feel so hopeful that we were on the path back to normal.”



By vaccinating family and volunteers, Cassia could increase protection for residents by helping those close to them stay well.

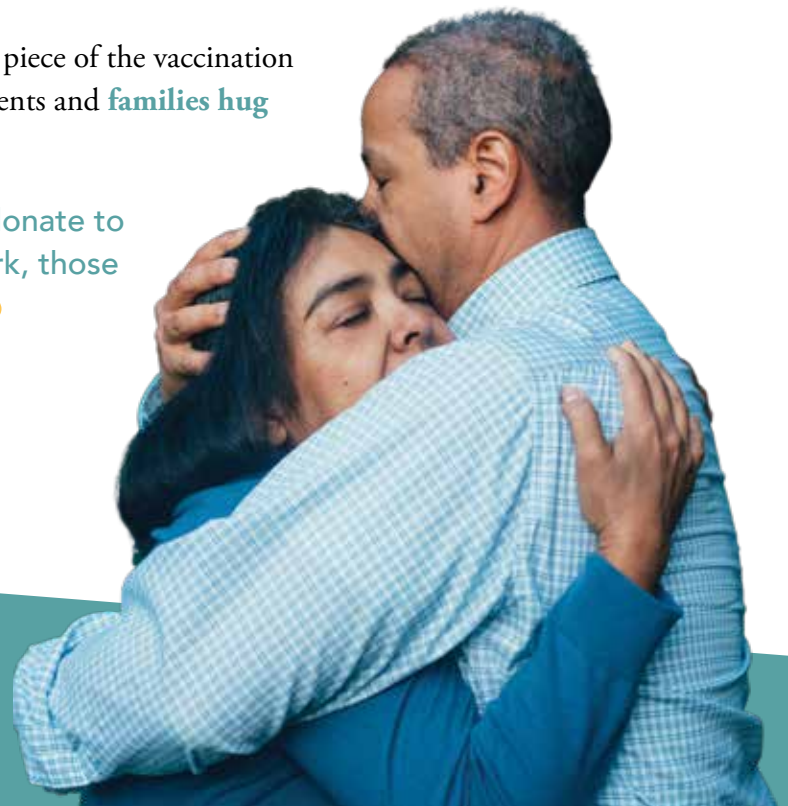
“After realizing we had a lot of additional doses, Cassia and the pharmacy team included essential caregivers, hospice and respiratory vendors, family and others,” says Elizabeth Scott. “**We were also asked by the state to go into underserved communities, where people wouldn’t be able to drive to another pharmacy.**”

**Not counting boosters, Cassia has vaccinated more than 20,000 Minnesotans to protect them against COVID-19.**

Another untold story is about how our vaccination clinics allowed funeral directors to serve families more safely. They were serving at least ten percent more people than they served before the pandemic, and “because of the shots, most of our staff were available,” says Manager Kevin Waterston of the Cremation Society of Minnesota.

Elizabeth Scott says her favorite piece of the vaccination process is being able to see residents and **families hug each other again.**

Because people like **YOU** donate to Cassia and support our work, those hugs are happening now. 💧





# 2021 by the Numbers

Cassia  
Served more  
than **18,800**  
**People\***

**Close to  
11,000 people received  
community-based services**

(in addition to residents/patients/clients)

Services included:

- outpatient therapy
- adult day programs
- child care
- hospice and home health care
- technology training and
- caregiver support

\*Does not include  
20,000 people  
who received the  
COVID vaccine

## 2021 Board of Directors

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# Cheerleaders, Tai Chi and Ladderball: Enriching Life at Elk Run

**E**lk Run resident **Helen Goundry** in Evergreen, Colorado is known for her acrylic painting and knitting caps for the homeless. She also gathers with friends and neighbors outdoors to participate in walking clubs and ladderball. Helen loved welcoming visitors back to Elk Run this past year—and though the pandemic is not yet over, Helen says she **enjoys the creativity of life enrichment staff who devise safe and engaging activities.**

Of course, part of every vibrant life is friendship—and **Helen's friendship with a fellow artist Jean** is helping both of them get through the pandemic. “I’m so happy here,” Helen says. “I couldn’t come up with anything else about what I want or should have. Everybody here comes from a different place, but whatever it may be, they get the attention they need.”



Exercise is another favorite activity for Helen. In recent months, more activities have been introduced to residents. A **Tai Chi class** is held in a large room to accommodate social distancing and an

in-house channel offers programming such as a **virtual tour of Ireland** on residents’ televisions.

Last fall, **cheerleaders from a local school** in Evergreen performed outside and residents could watch them from the building’s deck. A car show brought **drivers of classic cars** to Elk Run and residents can also now attend Elk Run’s Happy Hour. Masking and social distancing are used when activities are indoors.

Elk Run staff say they are **grateful to donors** who helped residents stay in touch with loved ones through technology in the early days of the pandemic. Staff is also **grateful to volunteers** who continue to give their time and share their talents with residents.

**Through the efforts of donors and volunteers like YOU, Elk Run and other Cassia communities have been able to help residents stay connected to the people and passions that mean the most to them.** 💧



One of Elk Run Resident Helen Goundry's favorite activities involves working on her paintings.

"I'm so happy here.  
I couldn't come up with anything  
else about what I want or should have.  
Everybody here comes from  
a different place, but they get  
the attention they need."

# Resilience, Rebuilding and Returning Home

**W**hen Marge Johnson heard Fargo Elim was on fire in January 2020, she had the impulse to jump in the car and go, to be of help however she could. But she was 88 and suffering from a back injury. She knew she wouldn't be able to do much, so she turned on the news and waited. While she waited, she prayed. **She had watched the construction of Fargo Elim in 1967, and now she was watching it burn.**

Marge was relieved to learn that every single person at Fargo Elim had been safely evacuated and the **Fargo fire chief praised our staff members for their quick response.** Yet, Marge immediately wondered...what would become of Fargo Elim? This was a profound loss for her community, and for her personally.



Marge and her family have been part of the Fargo Elim family since the very beginning. **It all started when her husband Gordy was asked to sing at the groundbreaking ceremony.** They fell in love with our mission and thus started a relationship with Fargo Elim lasting 54 years and counting. Gordy's mom was a resident. Four of their five kids worked there during high school. Marge and Gordy volunteered together and supported Fargo Elim financially.

Initially, Marge and Gordy served on the auxiliary group Friends of Elim and helped create all sorts of fundraisers. **Tremendous needs were met through their efforts.** In 1989, Marge became the first Fargo Elim Volunteer Coordinator. She was able to take a list of ten volunteers and turn it into 120 in less than two years.

Marge retired in 1996, but she and Gordy continued to support and volunteer at Fargo Elim in a variety of ways until Gordy passed away in 2011. **She missed him desperately, but she continued the good**

**work they'd done together**, right up until the fire. She was overjoyed to learn Fargo Elim would be rebuilt, and would be even better than before.

When Marge was asked to serve on Fargo Elim's Returning Home capital campaign committee, she only hesitated for a moment. She has dealt with debilitating vertigo for the last few years, so she knew she wouldn't be able to make every meeting. But she wanted to do what she could to help rebuild Fargo Elim, so she jumped right in. >



Marge was relieved to learn that every single person at Fargo Elim had been safely evacuated... Yet, she immediately wondered... what would become of Fargo Elim?

Long-time supporter Marge Johnson was thrilled to meet with Bauer Design Build Project Superintendent Jamie Stone at the Fargo-Elim construction site this fall.

*Resilience, Rebuilding and Returning Home, continued*

Marge works alongside her fellow committee members, inviting the community to help rebuild Fargo Elim. Marge has made her own gift to the campaign, and is glad to invite others to join her. She says, **“The years I worked and volunteered with Fargo Elim have been the most wonderful.** To this day, I still love the little I can do for Fargo Elim.”

Marge watched Fargo Elim come to be, watched it burn down and is now seeing it rebuilt. Marge is now 90, and with her pain and her vertigo, she often feels her age. She misses Gordy every day, and looks forward to seeing him again in Heaven. **In the meantime, she perseveres, and she’s helping Fargo Elim persevere.** She continues to serve her Fargo Elim family and looks forward to the day when the doors open again.

Thank **YOU** for helping rebuild Fargo-Elim! 

The Fargo fire chief asked to see me when I arrived at the building. “Your team’s response to the fire was flawless,” he said. “Driving to the building, we knew that the first thing we needed to do was get into the building to assist with evacuating the residents. When we entered, it was totally empty. Your team had already moved every resident and employee to a safe location.”

— Cassia CEO Bob Dahl



# 2021 by the Numbers

More than  
**3,570 residents**  
lived in Cassia housing  
or locations where we  
provided services.

More than  
**4,200 people**  
were served at  
Cassia health  
care centers.

**615 volunteers**  
donated their time  
and talents to Cassia,  
despite and perhaps  
because of the  
pandemic.

**171 students**  
participated in  
learning programs,  
internships or  
projects.

# Cassia's Legacy Society

The Cassia Legacy Society recognizes those who have generously chosen to support Augustana Care or Elim Care through their wills, estate plans or charitable life income arrangements, as well as Service Legacy Awards and outright gifts of \$10,000 to Elim Care. The Legacy Society includes all members of Augustana Care's Irene Danielson Society and Elim Care's Oasis Society. Deceased members are listed with a †.

Dorothy M. Abbey †  
 Donna Anderson  
 Ethel Anderson †  
 Gladys M. Anderson †  
 Irene L. Anderson †  
 J. Vincent Anderson †  
 Paul Anderson  
 Signe T. Anderson †  
 Lennie and Lois Arnevik †  
 Judy A. Askelson  
 Sophie Aspelin  
 Edsel and Katherine  
 Aswegan †  
 Bea Baker  
 Pearl Baker †  
 Chaplain Elizabeth and  
 Clyde Beissel  
 Clara I. Berg †  
 Ruth Berg †  
 Lorraine Berger †  
 Gerald Berglin  
 Lawrence and Audrey  
 Berglund †  
 Irene Bergquist †  
 Lois G. Bernhardson †  
 Julius Beuch †  
 Dick and Sharon Bjerkaas  
 Jessie D. Bonn †  
 Margaret Borgman †  
 Maxine Brandt †  
 Adele Brown †  
 Lester and Mary Burg †  
 Wayne Burslie †

Therese Cain  
 Laverne Carley †  
 Aileen V. Carlson †  
 Clarence C. Carlson †  
 Clarence E. and Irene M.  
 Carlson Charitable Trust in  
 Memory of Leonard H. Berg †  
 Donald and Norma † Carlson  
 Irene V. Carlson †  
 Phyllis A. Carlson †  
 John Cevette  
 Rollin B. Child †  
 Donald † and Virginia  
 Christensen  
 Lorne and Kathy Christensen  
 Dorothy Christianson †  
 Rev. Dr. Theodore and Alice  
 Conrad †  
 Geraldine Coulson †  
 Ted † and Rose Mary Coulson

Chuck and Anna Mae Cullen  
 Lillian Cutler †  
 Ellsworth and Edna Dade †  
 Bernice Dahl †  
 Bob and Diane Dahl  
 Luverne Dahlquist †  
 Sr. Irene Danielson †  
 Linnea Danielson †  
 Brian Daury †  
 Lucille Decker  
 Harold and Mildred DeSmidt †  
 Gregory and Sandy  
 Dickerman †  
 Karen Diehl  
 Ann Dirks  
 Ruth G. Doffing †  
 Cora Domholdt †  
 Selma Domstrand †  
 Florence Eckberg †



Trinity Springs — Oxford, Florida





Baptist Health and Rehab – Bismarck, North Dakota

Luverne Eckstrom †  
 Fern Edstrom †  
 Art and Barbara Ellingsen †  
 Rex and Marjorie Emerson †  
 Alice H. Erickson †  
 Brad † and Peggy Erickson  
 Cecilia Erickson †  
 Doris Eloise Erickson †  
 Ethel A. Erickson †  
 Sr. Ethel Erickson †  
 Lucille G. Erickson †  
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 Eunice Fredrick  
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 Steve and Jill Fritzke  
 Ruth M. Gabrielsen †  
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 LuJene M. Gedicke †  
 Bridget E. Gibson  
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Werner and Frances Gillquist †  
 Rev. Ken and Jeanne Gooden  
 Rev. Highland Goodman, III  
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 Alpha M. Gustafson †  
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 Mildred O. Hartji †  
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 Russell C. Hedlund †  
 Donna Hill  
 Helen E. Hokanson †  
 Evelyn Hollander †  
 Russell Holm †  
 Anna P. Huber †  
 George Hull †  
 Martha Humsik †  
 Linnea T. Ingman †  
 Esther L. Isaacson †  
 Eric and Cindy Iverson  
 Edna Jacobson †  
 Richard Jenkins †  
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 Dorothy E. Johnson †  
 Edythe Johnson †

Hilda Violet Johnson †  
 Ingrid E. Johnson  
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 Sigrid Johnson †  
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 Frances Larson †  
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 Mabel Larson †  
 Adeline Leraas †  
 Linda Letich †  
 Bowana V. Lietzow †  
 Lillian Lindahl †  
 Virginia E. Lindberg †  
 Arnold H. Lindfors † >

*Cassia's Legacy Society continued*

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Virginia Lindholm †  
Fern Lindteigen  
Ruth A. Long †  
Judy A. Lunde †  
Todd Lundeen  
Victoria F. Mahoney  
Maysil Malard-Lodoen  
Rev. Gilbert † and  
Mary Ann Maple  
Susan M. Marconeri †  
Alice Marks †  
Hazel Marsh †  
Donald and Janet † Marxen  
Irene Massman †  
Arlene Mattson †  
David and Harriett  
Mattson †  
Mabel O. Mattson †  
Marjorie McKean †  
Doris McPherson †  
Mildred Mead †  
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Middendorf  
David and Eileen Miller  
Warren Moen †  
Chris and Alice Mol †  
Mark and Judith Monasky  
Anita D. Moody †  
Ruth Morris †  
Ernest and Janette Muller  
Anna Mumey †  
Dorothy J. Murray †  
Newell and Sandra Nelsen  
Alida Nelson †  
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Chrystal L. Nelson †  
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Ellen C. Nelson †  
Elvina S. Nelson †  
Joyce A. Nelson  
Laurence and Allegra  
Nelson †  
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“Peg” Newell †  
Edwin and Edith Norberg †  
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Violet L. Nordstrom †  
Hildur Noren †  
John A. Norgren †  
Ardis M. Norlander †  
Pat and Linda Nuss  
Melvin and Ardis Nyberg †  
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Dr. Al Ohrt  
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     Williamson †  
 Amy Woyke ●

# Caring for the Caregivers: What Matters Most

**S**tacy Schelker began her career at Cassia eight and a half years ago as a universal worker at **Valley View Village** in Iowa. She was then promoted to team leader and now handles all the staff schedules for Valley View's assisted living setting.



When Stacy's **car began to show signs of trouble**, she brought it to a mechanic who discovered serious, costly issues Stacy could not cover without help. As she could not get to work without her car, Stacy mentioned her concerns to **Chaplain Mike Evans** at Valley View Village. He suggested she apply to the **CARE Fund** for help with the expense.

Both Augustana Care and Elim Care had employee assistance programs before they joined together. Yet, when the Fargo-Elim fire, the Derecho storm and the Coronavirus occurred, Cassia realized staff needed even more help than usual. A new and more robust program called the **Cassia Access to Resources for Employees (CARE) Fund** was created.

The CARE fund allowed Stacy to pay for car repairs and get back on the road. "As soon as they told me they were able to help me out, **I had to go outside and cry**," Stacy says. "A lot of people are embarrassed to ask for help and this is one place they don't need to be embarrassed. There is no judgement here," she adds.

**The CARE Fund also assisted another employee this year** after her daughter was diagnosed with leukemia. The fund enabled the employee to get her air conditioning repaired during a very hot summer and focus on her daughter, who is now in remission.

Valley View Village Employee Stacy Schelker was first encouraged to apply to the CARE Fund by Chaplain Mike Evans.

“Not many jobs offer opportunities to help out employees aside from getting a paycheck,” says Stacy. Cassia is honored that employees have chosen us and pleased to be able to offer assistance when they most need it.

The CARE Fund exists because **YOU**, as a donor, support it. Thank you for giving Cassia staff the help they need to get through hard times. ♦



“A lot of people are embarrassed to ask for help and this is one place they don’t need to be embarrassed.

There is no judgement here.”





Verna was known for leading, listening and learning throughout her life.



Resident Verna Lutes (at right) often enjoyed deep discussions with friends like Dr. Geri Carter.

# Bridge Program Brings Sisters Together

**A**sk Dorothy Clingsmith what she remembers most about her older sister **Verna Lutes** and she will answer you immediately. “She said so many things that made me laugh.” When Verna’s health declined, she promised Dorothy to “make the most of every day.”

**Verna was a board member** at Augustana Care before the organization joined with Elim Care to become Cassia. Her insights enhanced the lives of numerous residents and she was **known for leading, listening and learning** throughout her life.

**Dorothy moved in to Verna’s apartment to help care for her sister.** The sisters shared lunches, shopping trips, and gatherings at Augustana Apartments of Minneapolis, where Verna had lived for more than eighteen years.

In recent months, Verna’s health took a turn for the worse and **she decided to move to the care suites in her building.** She had a limited income and used the state’s Elderly Waiver program to help with expenses. Because the care suites required extra staff and services, Verna’s

sister Dorothy could not afford to move in with her without help.

Fortunately, Cassia’s Bridge Program was created for situations like this one. **The Bridge Program allows residents with financial challenges to receive essential services temporarily.** Funds can be used for food and other basics as well as covering the cost of an attendant to enable a resident to attend a family wedding or funeral.

Thanks to the Bridge Program fund, **Dorothy was able to move in with Verna** so the sisters could enjoy more time together. While Verna and Dorothy had not been close growing up, they grew closer during this time and even attended the wedding of a granddaughter. They also planned a golf outing, but before they could go, Verna passed away on August 22 of last year.

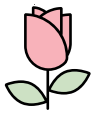
Thanks to Bridge Program donors like you, her loving sister was right by her side.



Thank **YOU** for supporting Cassia’s Bridge Program and helping residents and families when they need help most. 💧

# Memory Care Residents Encounter the Magic of Obie

**I** **magine looking down at your table and seeing it covered by a glowing patch of water.** Now imagine seeing a paper boat floating peacefully. When you touch it, the boat glides across the table!



Soon afterwards, the water might become a garden, and when you touch the flowers, you find they become as red as roses. Or you might find bubbles floating across the table and when you reach out to touch one, it pops.

**The source of all these images is called Obie,** an interactive gaming console that **projects stimulating, therapeutic games onto a table,** floor or wall. Users don't have to touch the surface, touching the light emitted above the games instead so their hands can stay clean.

Obie offers more than 50 games with multiple levels to **engage users with different cognitive and physical conditions.** This year, **Cassia's Emerald Crest** memory-care community was able to secure a grant that allowed staff to purchase two Obie consoles.

The games encourage gentle physical activity, socializing and problem solving. They **increase engagement** among people who need memory care.

Obie was created by occupational therapists in Israel who were **seeking ways to engage older adults with a range of cognitive abilities.** Obie's





**The games encourage gentle physical activity, socializing and problem solving. They increase engagement among people who need memory care.**

distinct characteristics are a perfect fit for Emerald Crest's occupational-therapy approach, which centers on activities that are tailored to residents' talents and abilities.

Emerald Crest's Director of Admissions Christine Drasher discovered Obie while trying to find a **technology that residents would enjoy during the pandemic**. She was overjoyed when Carver County Health and Human Services funded an Obie console through the **Statewide Health Improvement Partnership (SHIP)** program. Obie arrived at Emerald Crest in Victoria in September and **generous individuals** funded another Obie console at Emerald Crest of Shakopee.

**Staff members are quite excited about Obie and how residents are responding to it.** Our goal is to get one of the consoles into every Emerald Crest house, if funding can be raised.

A huge thank **YOU** goes out to all who funded Obie so we can engage residents' hearts and minds at Emerald Crest. 🍀

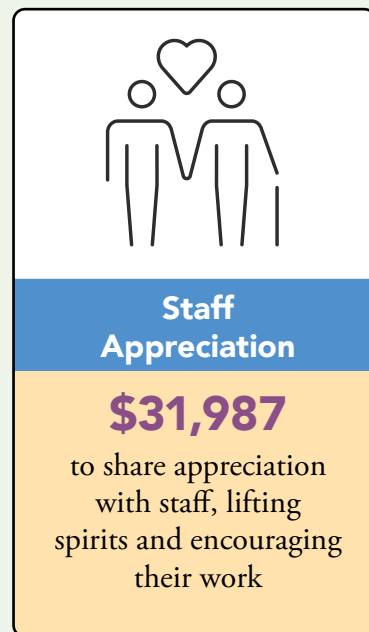
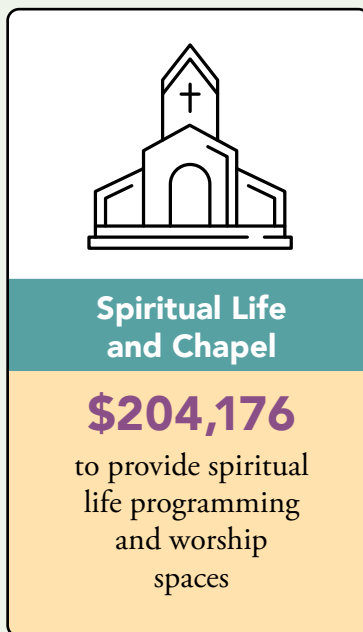
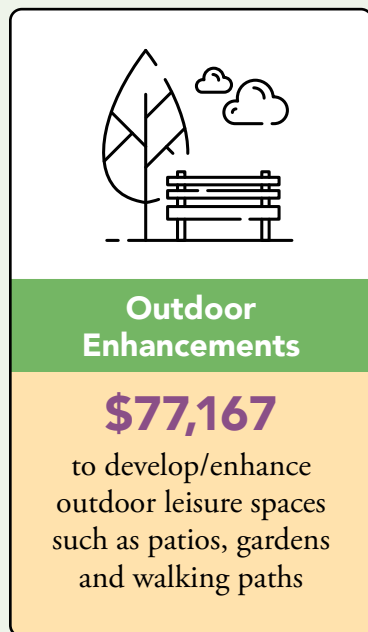
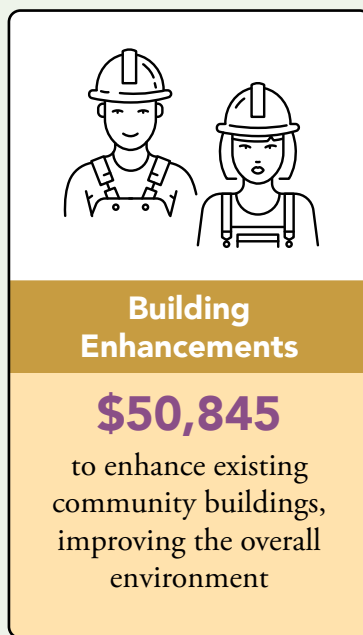
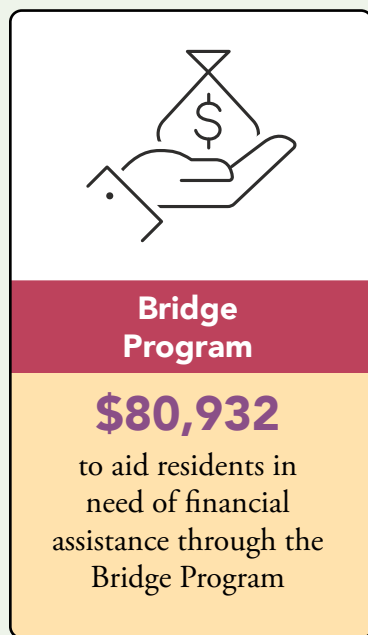


Emerald Crest residents have been thoroughly enjoying the interactive gaming console OBIE.

# Where Your Donations Go

As the pandemic continued, your donations were more important than ever before—supporting residents, staff and their loved ones and helping Cassia to anticipate the needs of those we serve.

Donors, sponsors and grantors contributed \$1,758,614 in 2021. Your gifts helped foster fullness of life for older adults in the spirit of Christ's love this year throughout Cassia's communities. Our graphic shows the areas donors chose to support and reflects their program choices.

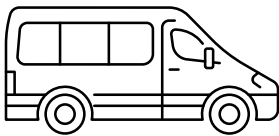




For more information on ways you can make a difference in Cassia communities, visit [CassiaLife.org/Giving](https://CassiaLife.org/Giving) or scan the QR code with your phone's photo app.

A PDF of this report is available at [CassiaLife.org/Gratitude-Report](https://CassiaLife.org/Gratitude-Report).

Financial information is available on request by writing to [Philanthropy@CassiaLife.org](mailto:Philanthropy@CassiaLife.org).



**Equipment Needs**

**\$58,382**

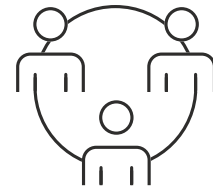
to provide equipment to enhance care and fulfill Cassia's mission



**Greatest Need**

**\$294,613**

to support the area of greatest need



**Mission Expansion**

**\$557,527**

to create new communities where older adults can experience the Cassia mission



**Staff Scholarships**

**\$145,320**

to enhance staff care and mission delivery



**Technology Needs**

**\$65,239**

to provide technology for telemedicine, virtual family connections and robotics



**Therapeutic Recreation**

**\$165,602**

to enhance therapeutic recreation programming, enriching resident community life



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