

HOLY WORK

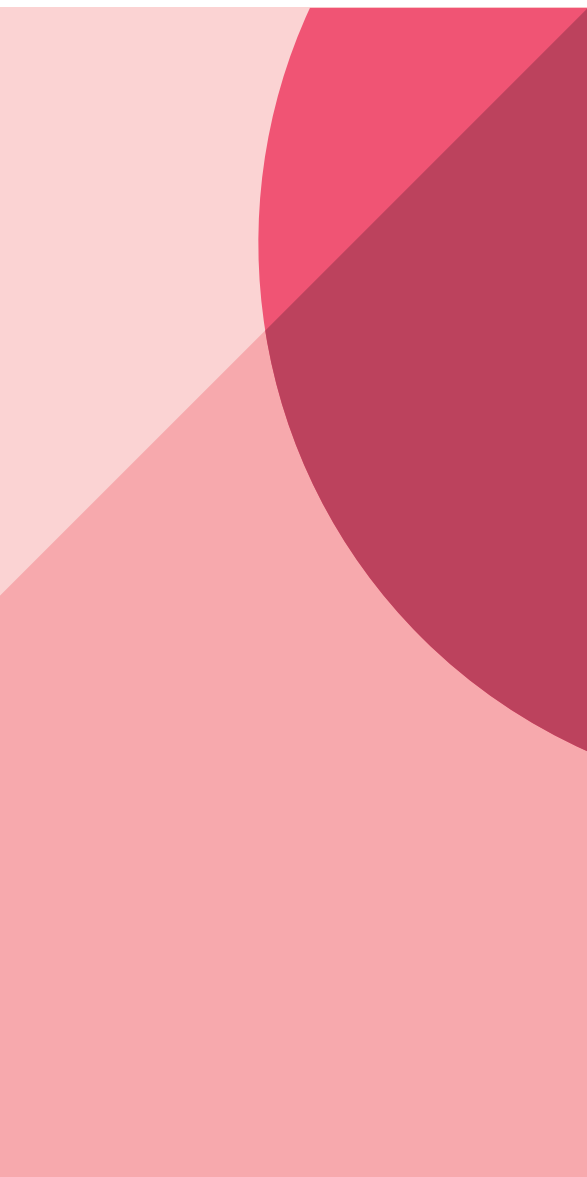
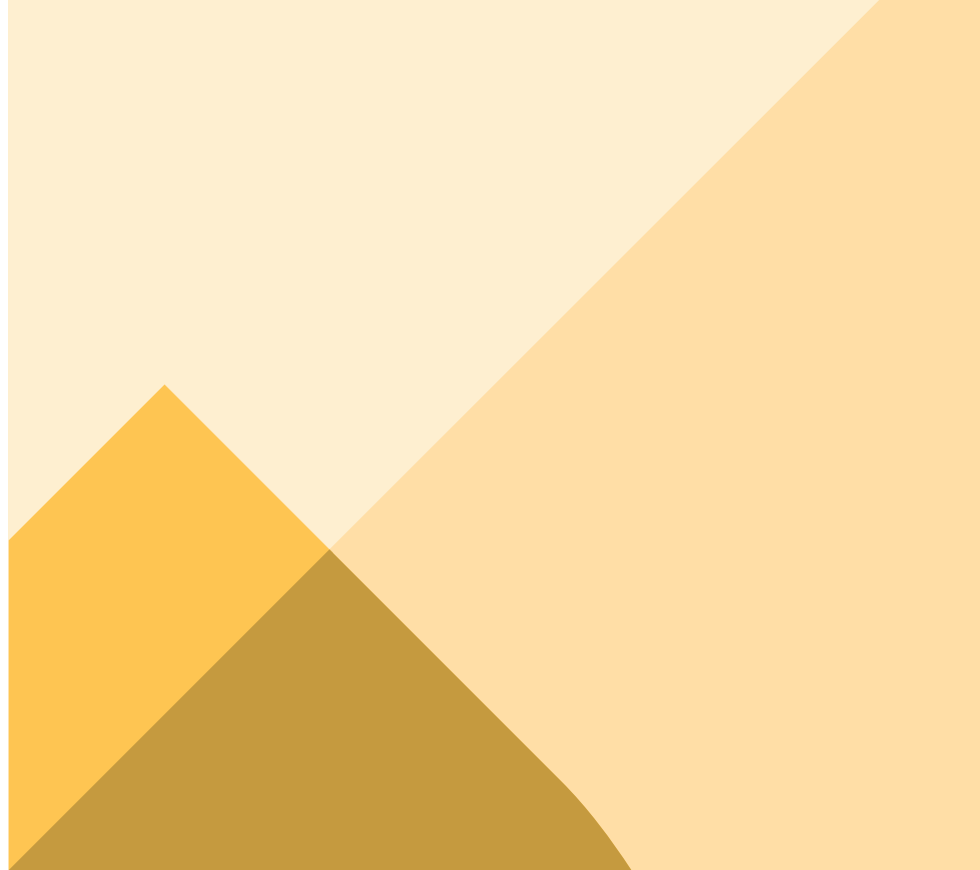


2025
Gratitude
Report



cassia®

Serving all by following One



Rise in the presence
of the aged, show respect
for the elderly and revere
your God. I am the LORD.

Leviticus 19:32

Leading with Gratitude:

A message from Matthew Kern

Dear Cassia Family,

My dad was a pastor. He instilled in me the sacred value of service and community—the Holy Work noted in Leviticus 19:32: “Stand up in the presence of the aged, show respect for the elderly and revere your God.” I’ve been blessed to make this Holy Work my career.

For nearly a decade as Cassia’s Chief Operating Officer, I’ve witnessed the powerful, tangible ways donors, volunteers, residents, families and staff have helped us care for older adults and those in need with dignity, compassion and faith. Now, stepping into the role of CEO, I’m deeply grateful and honored to lead Cassia into its next chapter.

I am especially humbled to follow in the footsteps of Bob Dahl, who served Cassia (and Elim Care) with unwavering faith and compassionate leadership for over three decades. Bob’s journey wasn’t just a career; it was a calling guided by God’s hand. His remarkable legacy is a testament to what happens when faith, generosity and purpose unite.

It is clear, too, that Bob saw this work as Holy Work and I’m excited to build on the strong, Christ-centered foundation he established.

Your partnership in Holy Work

The stories you will read in this Gratitude Report are powerful examples of our Holy Work in 2025.

They are testaments to the power of generosity and community—every moment of compassionate care, every supportive service and every life touched as a direct result of your partnership. Because of your generosity and commitment, we can further this Holy Work through our mission to foster fullness of life for older adults in the spirit of Christ’s love.

Thank you. Your support is not only a gift; it is an investment in a mission that serves the physical, psychological, social and spiritual needs of those we serve—a partnership in God’s ministry.

Continuing our Holy Work

Looking ahead with God’s continued blessing and your support, we are well positioned to grow in service, faith and impact. I feel deep passion for three priorities to continue this Holy Work in the coming year, and I invite you to join us in bringing them to life.



“Our mission is strong, our people are extraordinary and together, the impact we’re making is deeply meaningful.”



Learn More

View Matthew’s video at [YouTube.com/watch?v=twW-yul8pZU](https://www.youtube.com/watch?v=twW-yul8pZU)

Respect:

We treat each person with dignity, consideration and care.

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Investing in and celebrating our people

Our people are the face, hands and heart of Cassia. They are devoted to compassionate care and service to others. Your generosity makes this possible. Investing in our team members helps bolster the foundation of our mission and multiply the impact we can have together. My focus is on building an environment where every team member feels deeply valued, supported and inspired to grow. When you support Cassia, you are directly supporting the extraordinary difference they make in others' lives every single day.

Using technology and innovation to enhance the human connection

Your support is the engine behind smart, compassionate care. We're embracing digital transformation to enhance, not replace the human connection, and committed to ensuring our technology and innovation will always put people first. Because of your generosity, we are building the essential infrastructure that directly supports our dedicated caregivers and nurses. Your investment equips our team members to thrive and contribute meaningfully to the well-being of those we serve. Together, we are future-ready, while staying rooted in what truly matters: the irreplaceable human connection that defines the Cassia experience.

Reaching more lives with the love of Christ

Our mission is a sacred call to expand both the breadth and depth of our care. We will offer high-quality, whole-person support that honors body, mind and spirit. Together, as we deepen our spiritual care and grow volunteer engagement, we will elevate the experience of everyone we serve. This culture of compassion, excellence and Christ-centered purpose already thrives because of you. With your growing support of the Spiritual Life Fund, we are expanding chaplaincy more than ever. Your support plays a vital role in shaping lives.

An invitation to continue the Holy Work

I invite each of you to join me in this joyous Holy Work. Your generosity not only sustains our mission; it inspires it. Whether you've given financially, volunteered your time, served as an employee, partnered in business or faithfully lifted Cassia in prayer, I see your love reflected in the kind eyes and welcoming smiles of our residents, families and team members.

You are part of something sacred, and your partnership demonstrates God's love in action. Our mission is strong, our people are extraordinary and together, the impact we're making is deeply meaningful.

Cassia stands at a moment of profound gratitude and opportunity—rooted in Christ's love, strengthened by extraordinary partners like you, and poised to continue this Holy Work together.

Thank you for your unwavering belief in our mission and for being part of this journey. I am proud to walk it with you.

Together, we will thrive. ■

With heartfelt gratitude,



Matthew Kern, Chief Executive Officer

Fullness of Life is Local

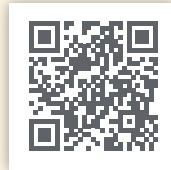
Your local community is where the mission of Cassia is experienced each and every day. This is where you make your impact. This is where older adults thrive.

In a year's time, there are more stories of fullness of life at each local community than we can count. We have shared several in this gratitude report, but we didn't have enough space to fit them all in print.

More local stories can be found via the links and QR codes included below. We hope you enjoy these glimpses of fullness of life, whether in print or digital form. Thank you for making these stories possible.



Iowa: Newton Village
Meet Janette: Serving Seniors Since 16
[TinyUrl.com/3re48yz6](https://tinyurl.com/3re48yz6)



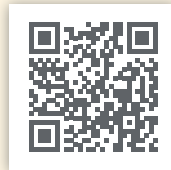
Minnesota: Cornerstone
Toni's Story at Cornerstone Assisted Living
[TinyUrl.com/p6ztr3ps](https://tinyurl.com/p6ztr3ps)



Minnesota: Chapel View
Chapel View's Sam Pahl Wins Rising Star Award
[TinyUrl.com/2bxfe23c](https://tinyurl.com/2bxfe23c)



Minnesota: Lake Ridge
Lake Ridge Achieves Top Quality Measure Ranking
[TinyUrl.com/3c9yvhkw](https://tinyurl.com/3c9yvhkw)



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Find many more stories in your neighborhood!

Scan the QR code with your phone's camera app or go to CassiaLife.org/posts



Walking Home:

The impact of spiritual care at Cassia communities

Walking home

Generosity sustains the Holy Work of spiritual care across Cassia.

On Tuesday mornings, Larry Czichotzki walks the familiar block from his home to Fargo Elim. Staff and residents wave as he enters. He heads to the chapel where he checks the hearing-assist headsets, lays out hymn sheets and finds his usual seat.

Though his wife Colleen passed away in September, he keeps coming back. This place, these people, this chapel—this *community*—has become a spiritual home.

It's also where donor-funded spiritual care changed both his and Colleen's lives.

Across Cassia, chaplains walk with residents and families through fear, illness, loss, and renewal. Their work is tender. It is holy. And it happens because donors believe everyone deserves to be seen, known and held by God, especially in their hardest moments.

"We focus on the soul care of people," says Dr. Tracy Alin, Chaplain Associate at Fargo Elim.

"I like to hope chaplains are like the moon—we light up the darkness."

"I feel far from God"

It began with a simple visit.

When Tracy first met Colleen, they settled into conversation easily. It wasn't long before Colleen shared something that had been weighing on her.

"She said she was feeling distant from God and wasn't sure how to get back," Tracy recalls.

That conversation sparked a spiritual journey.

Tracy invited her to Bible study and worship, but Colleen worried she might not follow everything in a group. So Tracy offered one-on-one study.

"Would you do that?" Colleen asked with surprise.

Tracy would—and did.

The following week, she met Larry, who came to see Colleen every day. Before long, he joined the study as well. The three of them began meeting weekly—reading, questioning, laughing, praying and growing together.

As weeks turned into months, Tracy watched something grow in Colleen and Larry.



Larry and Colleen with their minister, Pastor Scott Johnson of Immanuel Lutheran Church.

"She pulled me aside and said, 'He's like a pastor now,'" Tracy says. "She was so proud of Larry."

Their faith deepened. Their questions grew richer. And their chaplain became a vital companion on their journey back toward God.

A crisis and an answered prayer

Then came the day Colleen couldn't reach Larry.

Her calls rang and rang. Fear took over. Then the call came.

Larry had been found on the floor at home and rushed to the hospital. It was serious. Life-and-death serious.

Why donor support matters—sustaining spiritual care in 2025

Chaplaincy across Cassia communities is sustained through charitable support. Because of this generosity, residents and families have consistent access to spiritual care.

In 2025, donors helped provide:

- One-on-one spiritual visits for residents and families
- Bible studies and weekly worship
- Chapel spaces and printed materials for reflection and prayer
- Music-centered programming for residents with dementia
- Bibles available for anyone who would like one

In Tracy's words: "I've served in places where spiritual care wasn't funded: no chapel, no music, no Bibles, no resources. I felt like I was in heaven when I came here. I have what I need to do my job."

In the days that followed, while Larry remained unconscious in the hospital, Tracy stayed close. She visited, prayed and helped Colleen through each new update. The stress was taking a toll on Colleen's already fragile health.

"She wasn't sleeping," Tracy says. "They'd always taken care of each other. It was so hard for her to be without him."

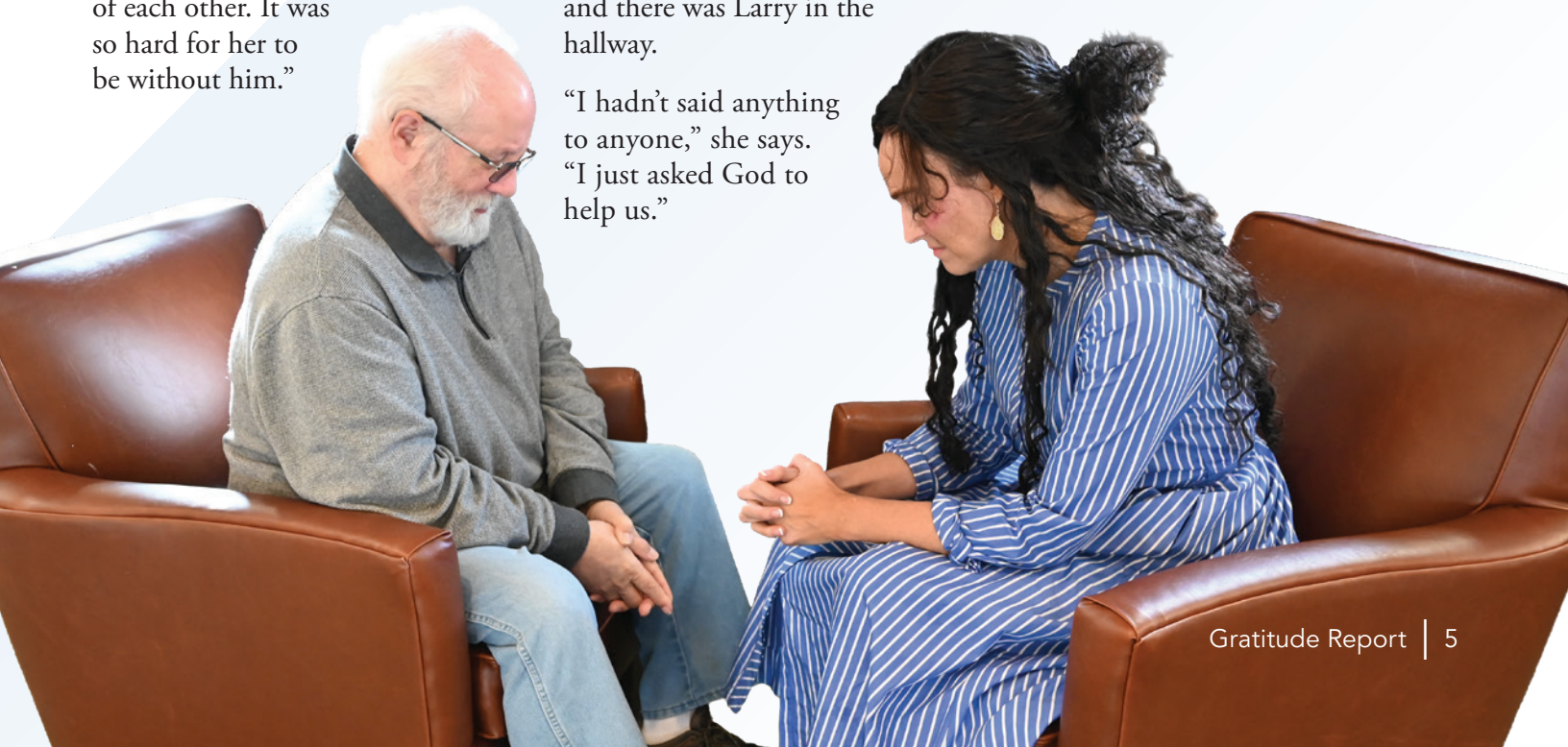
Colleen and Tracy prayed for Larry together. They were relieved when he began to stabilize. Then they began praying for a small miracle: Could a room open at Fargo Elim so Larry could recover near Colleen? With long waiting lists, it seemed unlikely.

By the next week, Tracy came to work, rounded the corner—and there was Larry in the hallway.

"I hadn't said anything to anyone," she says. "I just asked God to help us."

The answered prayer strengthened all three in their faith.

Together again, Larry and Colleen resumed their study. They visited each other's rooms, encouraged neighbors and became part of a small, caring community patiently and steadfastly nurtured by chaplaincy.



Walking Home (continued)

After loss, Larry keeps walking

When Colleen passed away, Larry knew who he wanted to call first—but grief stole his words. “I passed my phone to a friend and said, ‘Would you call Tracy?’” he remembers.

In the weeks that followed, Tracy was there for Larry. Gently she encouraged him to keep coming back to Fargo Elim.

“I didn’t want him to lose all the friendships here, too,” she says. “Family members become part of us.”

So Larry kept making that familiar walk to Fargo Elim.

Today, Larry is one of the quiet constants in this community.

He attends Bible study. He sets out hymn sheets. He helps residents with their headsets. He ushers. He volunteers for special projects. He shows up.

He even stepped up to be Santa for the Christmas party, posing with residents, staff and children.

“He brought so much joy,” Tracy says. “And in a place that sees a lot of sadness, joy matters.”

“I didn’t want him to lose all the friendships here, too.” she says. “Family members become part of us.”



“He brought so much joy,” Tracy says. “And in a place that sees a lot of sadness, joy matters.”



Larry talks with resident Ardyce Duncliff

A legacy of presence

Ask Tracy what she would say to those who support this ministry, and she grows quiet.

“Knowing donors believe in what we do empowers us,” she says. “It lifts our morale so we can lift up others.”

Then she reflects on why that support matters so deeply.

“For so many people, a place like Fargo Elim is their last stop in this life,” she says. “To nurture the part of them that will go on—you cannot put a value on that.”

Spiritual care is rarely loud. It unfolds in steady visits, honest questions, shared prayer and small acts of joy. It looks like a chaplain pulling up a chair. It looks like a husband growing in faith beside his wife. It looks like Santa in a red suit bringing laughter to a room that has known loss.

“
To nurture the part of them that will go on—you cannot put a value on that.
”

And sometimes, it looks like a familiar walk each Tuesday morning.

Because of your generosity, chaplains across Cassia communities are able to keep walking with residents and families through uncertainty, illness, grief and renewal. You help sustain this Holy Work—the quiet, faithful presence that meets people in their hardest moments and reminds them they are not alone.

Thank you for walking with us. ■

ZOOMING OUT:

A growing ministry in 2026

Across Cassia, this Holy Work is expanding.

- In 2025, the **Foundation Golf Tournament** raised record-breaking support for chaplaincy.
- In 2026, Cassia will achieve its **largest expansion of chaplaincy hours in our history**—thanks to donors.

Because of continued generosity, more residents, families and staff will have access to the steady presence that meets uncertainty with hope, companionship and faith.

The Legacy of Bob Dahl:

A career guided by God's hand, faith and compassion

For more than three decades, Bob Dahl's journey with Cassia and Elim Care was not only a career; it was a calling. As Bob reflects on his distinguished years of service, what stands out is not only the growth and resilience of the organization, but God's guidance and the countless lives touched along the way. Bob's unwavering faith and compassionate leadership became a beacon of hope—through flood, fire and pandemic, reminding us that true impact is measured in moments of care and connection.

Bob's story is one of humble beginnings and divine direction. From his first days as an administrator-in-training, he learned

every facet of care, guided by mentors and God's hand. When proverbial doors appeared closed, Bob trusted in a greater plan that led him and his wife Diane from rural Minnesota to New Jersey, and then Michigan, all the way back to Elim Care, where he would concurrently shape his future career and the future of senior care.

“

Treat this organization as you would a family heirloom.

”



Learn More

View Bob's video at youtu.be/WmMbkq1olo0



Bob Dahl and his wife Diane

When disaster strikes

But Bob’s legacy isn’t only about overcoming challenges; it’s about coming together in times of crisis. During North Dakota’s Red River flood, Bob didn’t hesitate. He and his team packed their bags and rushed to Fargo Elim, embodying servant leadership. Bob and his leadership team evacuated residents, comforted families and showed that in moments of uncertainty, compassion and unity prevail.

“We had to evacuate the whole facility,” recalls Cassia CFO Kathy Youngquist. “Bob and others from the home office helped people get on the bus. They had no idea who he was. He just treated them like he was helping them.”

“At the time, that sent a powerful message through the rest of the organization,” said Bob. “It was a very real opportunity for us to come together and say we’re all in this together, no matter what happens. I look back at that as a defining event that impacted us in ways that I didn’t even realize at the time in preparing us for the future.”

Years later, when fire struck the Fargo Elim health care center, Bob worked tirelessly through the night,

ensuring every resident was safe and cared for. These stories aren’t simply organizational milestones – they are testaments to the power of generosity and community.

Bob’s faith was a constant in his career. “Leadership is a lot easier when I pray more and worry less,” he shares—a sentiment that resonates with anyone who believes in the transformative power of hope and giving.

Coming together in the spirit of Christ’s love

The affiliation of Elim Care and Augustana Care was another chapter in Bob’s story, representing a vision for unity without uniformity. Bob deeply understood that true strength comes from embracing diversity, fostering a culture where every voice is valued and every donor’s gift helps build a legacy of care that transcends boundaries.

“As I helped guide the merger over the next five years, I learned who Bob Dahl really was,” recalls business coach and consultant Paul Annett. “Bob is a man of unwavering integrity, a man of deep faith and a man of sincere humility. He was then and he is today.”

Setting a positive example

Bob’s philosophy of balancing differing needs and perspectives wasn’t just reserved for organizational culture; it defined Bob’s personal approach to leadership, especially when it came to his team’s well-being. He regularly modeled work-life balance, encouraging his team to seek restoration and renewal.

For donors and leaders, Bob’s message is clear: “Treat this

organization as you would a family heirloom.” Your support is not only a gift—it’s an investment in a mission that serves physical, psychological, social and spiritual needs. It’s a partnership in God’s ministry, ensuring that Cassia continues to thrive and live out its calling. Bob believes in this so deeply that he and Diane have included a gift for Cassia in their estate plan, joining other generous members of the Cassia Foundation Legacy Society.



Matthew Kern and Bob Dahl

The mission continues

The impact of Bob’s leadership is reflected in the organization’s mission expansion—to tens of thousands of residents served over the course of his career. But the true measure of success is found in servant leadership, in getting hands dirty, in showing up for others. Bob’s legacy is a living testament to what happens when faith, generosity and purpose unite.

Join us in honoring Bob Dahl’s legacy. Your generosity sustains this mission, empowers compassionate care and ensures that Cassia continues to serve all by following One. ■

Hands of Compassion:

Cassia's partnership with Little Sisters of the Poor

At Cassia, our commitment to serving older adults with faith and compassion starts in our local communities, but it doesn't end there. This calling is rooted in Christ's love and the belief that every older adult deserves dignity, respect and belonging, wherever they are.

"Caring for older adults isn't just what we do; it's who we are," says President and CEO Matthew Kern.

There's a peaceful feeling there. I wanted to stay all day. They're so welcoming,



"That calling doesn't stop at the doors of our communities here in the United States. It reaches across cities, cultures and continents."

Inspired by Kenyan nurses Cassia had recruited, the organization formed a meaningful partnership with the Little Sisters of the Poor at Nyumba Ya Wazee Kasarani in Nairobi, Kenya. There, the sisters care for older adults with extraordinary devotion, with far fewer resources than we have in the United States. Their ministry reflects the same deep truth we hold dear at Cassia—that caring for elders is Holy Work, carried out with reverence and joy.

On behalf of Cassia, Elim Preferred Services provided a \$20,000 donation for medical supplies, helping strengthen their ability to continue providing compassionate, dignified care to those they serve.

A journey of faith, fellowship and shared purpose

To deepen this relationship, a Cassia delegation traveled to Kenya: Director of Recruiting Sara Shore, Senior Director of Clinical Services Holly Williams, Chief Clinical Officer Jaime Brady and Vice President of Human Relations Cheri Almquist. They went to listen, to learn and to witness the sisters' ministry firsthand.

From the start, it felt less like meeting new partners and more like

recognizing family across an ocean. The sisters immediately embraced their visitors with a heartfelt welcome.

"There's a peaceful feeling there. I wanted to stay there all day. They're so welcoming," says Sara Shore.

Residents greeted the team with warm smiles. Songs of praise rang out during worship services. The sisters moved with quiet purpose, tending to needs with reverence and joy—a daily rhythm shaped by devotion and strengthened by faith. It was clear to the Cassia team that the sisters' service goes beyond mere caregiving.

Holly Williams felt that devotion deeply: "I truly saw what compassion was while there. Sunup to sundown, they're up getting these people ready. They're doing laundry. They're tending the garden. They're holding services. And these ladies had a smile on their face."

The sisters' humility revealed a faith lived out in every gesture. "They're like 'It's all right; it's God's work. God brought us here and we're here to provide,'" Holly says.

They do all that without many of the resources readily available in the United States, Chief Clinical Officer Jaime Brady says. And yet, in every corner of the home, Cassia's team felt the unmistakable presence of shared purpose—a shared understanding that caring for older adults is sacred work that binds us across cultures and continents.

“
*They’re like
‘It’s all right; it’s
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”



Vice President of Human Relations Cheri Almquist captured this beautifully: “The sisters do the same thing that we do every day. They are fostering fullness of life in the spirit of Christ’s love ... They are dedicating their lives and really the quality of care, the cleanliness, the showing of dignity and respect to the residents all paralleled what we here at Cassia do.”

Carrying the mission forward

This journey to Kenya reminded us of something timeless and true: compassion knows no boundaries and Holy Work is universal. When we give, we receive. When we serve, we grow. And when we care, we are united as one family in faith.

We are grateful to the Little Sisters of the Poor, to the residents of Nyumba Ya Wazee and to every member of the Cassia community whose generosity makes this mission possible.

Thank you for helping us carry Christ’s love to the hearts of elders across the world. ■





A Calling to Care:

Training grant fosters fullness of life

Erin Peppin's desire to serve wasn't born in a classroom; it was forged in her full childhood home in Delano, Minnesota, shared with six siblings. Growing up in a large family, Erin learned early that the heart of a home is demonstrated in how we care for one another.

But her true purpose became clear during one of her family's darkest chapters: her father's courageous battle with cancer.

Amidst the weight of his illness, Erin watched in awe as his nurses brought more than just medicine; they brought light. Even in the hardest moments, they found ways to make him laugh.

"I knew I wanted to do the same," Erin recalls.

The steep climb toward a dream

Erin began her nursing journey in 2015 as a Certified Nursing Assistant (CNA) at Park View Health Care Center. Her passion led her to become a Licensed Practical Nurse (LPN) by 2020. Yet, her ultimate goal remained becoming a Registered Nurse (RN).

But the path to a degree is often full of obstacles.

As a first-generation college student, Erin faced the daunting financial barrier. Beyond her studies, Erin's most significant role is being a mother to her four-year-old daughter, Kairi.

The math simply wasn't adding up for Erin. Between the demands of school, the needs of her family and the crushing weight of tuition, Erin felt stretched to the breaking point. She was caught in a heartbreaking cycle: working extra shifts to pay for school meant losing precious time with her daughter; yet without those shifts, the dream was unaffordable.

A lifeline for the dedicated

Just as the burden felt too heavy, a door opened.

Park View Health Care Center Administrator Mat Bedard and Cassia Foundation Director of Grants Chris Hinnenkamp were hard at work securing a Dual Training Grant from the Minnesota Office of Higher Education. Mat describes it as “an innovative way to address workforce needs at Park View as well as multiple Cassia sites, cities and counties simultaneously.”

Chris, who partnered with Mat to write the grant, echoes this sentiment: “This is what can happen when innovative staff collaborate with the Foundation and leverage resources to make academic and professional dreams realities and fulfill our mission.”

When the Minnesota Dual Training Grant was secured, Erin finally had hope...and a lifeline. The scholarship removed the overwhelming burden, allowing her to focus on what truly matters.

“It is amazing,” says Erin. “I have more time to study and be with my family because I’m not having to pick up a bunch of extra shifts to pay for school.”

A snapshot of impact

Erin’s story is one just one example of the Holy Work you help us accomplish through your donations.

Her commitment underscores the human element of Cassia’s mission.

“
*I love to care
for our residents
and give them
the best quality
of life.*”

“I really like working in geriatrics, because they become like family,” says Erin, of the profound bond she forms with residents. “Their family can’t always be there every day, so we become family and get to know each other well. It’s fun to learn about their lives; so many grew up on the farm, so many fought for our country. And I love to care for our residents and give them the best quality of life.”

These opportunities only exist because of public-private partnerships, where the generosity of donors and grantors fuel innovative solutions for staff through the Cassia Foundation. Your gifts ensure that dedicated souls like Erin don’t have to choose between their education and their families, ensuring our seniors continue to receive the compassionate, expert care they deserve. ■

Minnesota Dual Training Grant

This program is available to Cassia employees at Park View, Lake Ridge, Lakeside Generations and Haven Homes. It recognizes that the best caregivers often have the busiest lives and offers:

- **True flexibility** - Schedules designed to respect family needs.
- **A modern approach** - A blend of online learning and in-person connection.
- **Expert mentorship** - Hands-on training shadowing nursing leaders within the walls of the senior living community where they work.



2025 By The Numbers



More than
300 volunteers

donated their time and talents to their
Cassia communities

In 2025 Cassia served more than

38,000 people



More than
3,000 residents

served in independent
or assisted living



Nearly
29,000
people

received community-based services (in addition to residents, patients and clients). Services included:



outpatient therapy



adult day programs



child care



hospice and home health care



pharmacy services



caregiver support

Donors, sponsors and grantors contributed over
\$3.1 million
to help foster fullness of life across Cassia



More than
6,000 people
were served at health care centers



Home, Joy and Daily Connection:

Memory care at Trinity Springs

Lewy Body Dementia has taken much from Lynne, a Trinity Springs memory care resident, but it can't take her joy. Whether she is participating in a sing-along, cardio drumming or Chair Zumba, she usually has a smile on her face. Lynne is a testament to the fullness of life fostered in Cassia's communities.

Every moment of joy, every song, every smile reflects something deeper: the Holy Work of honoring each person's dignity, story and spirit. Through their generosity, donors help sustain communities where this sacred work unfolds each day.



A life filled with adventure

Lynne worked as an entertainment industry lawyer, representing a television network and, later, the producers pitching programming to the network. She lived an active life, going on cruises and RV trips, and even biked across the state of Iowa eight times in the famous RAGBRAI bike ride. Her Lewy Body diagnosis slowed her down, but she has found other ways to be actively engaged in programming at Trinity Springs.

Activities abound in the memory care neighborhood

Each day offers new invitations to connect.

"The staff tell the residents they don't need to be in their rooms all the time, that there are things to do outside their rooms," says Cindy, Lynne's partner.

Residents gather to read *The Daily Chronicle*, sharing laughs over trivia and memories sparked by "on this date" moments. One of the most anticipated weekly traditions is "In the Kitchen," when residents gather to enjoy a specially made treat together.

"A staff member makes something different every week," Cindy says. "It's a hallmark event."

These shared experiences foster connection, joy and a sense of belonging.

“

"Trinity Springs is home to Lynne," Cindy says. "It is a place where she is happy, relaxed and comfortable."

”

Music, movement and more

Music regularly fills the halls of Trinity Springs, inviting residents to move their bodies and engage their minds.

During cardio drumming, an instructor leads participants in rhythmically striking large stability balls with drumsticks to match the beat of lively music.

In Chair Zumba, residents get their blood pumping dancing to Latin-inspired rhythms without leaving their seats.

Residents also enjoy a variety of excellent musical entertainers, ranging from solo acoustic guitarist “Just Mike” (a local celebrity) to a 16-member ensemble.

Out and about

Happiness isn't limited to the halls and common spaces of the memory care neighborhood. Residents can enjoy outdoor spaces and many other features of the campus.

Lynne enjoys soaking up the warm Florida sun in the memory care garden whenever possible. She and Cindy also visit the community's theater and beauty shop, spaces that help Lynne feel connected to the wider life of the campus.

When she needs to attend appointments, Lynne boards the community bus, ensuring she can continue to move through the world with dignity and support.

The gift of engagement: what it means for loved ones

For Cindy, the greatest reassurance comes from seeing Lynne genuinely happy at Trinity Springs. Many days, Lynne spends the whole visit smiling—not just because Cindy is with her, but because she feels comfortable and connected in her surroundings.

Cindy has found camaraderie with other loved ones who visit often. Together, they share the comfort of seeing their loved ones engaged and well supported. As Cindy says, “They're happy, well taken care of physically, mentally and emotionally. What else could I ask for?”

Knowing residents are compassionately cared for and supported brings loved ones a deep sense of relief. It also



gives them room to breathe and reclaim parts of their own lives while still being able to show up as spouses, children or friends.

When residents flourish, their loved ones flourish alongside them.

Home: “The most incredible gift”

For Lynne, Trinity Springs is more than just a place to live.

“Trinity Springs is home to Lynne,” Cindy says. “It is a place where she is happy, relaxed and comfortable. Despite her illness, she flourishes in her surroundings. She is at ease. For her family and friends, Trinity Springs is the most incredible gift.”

Communities like Trinity Springs don't happen by chance. They are shaped by residents, families, staff and donors alike.

Through their generosity, donors partner in this Holy Work, helping create a community where residents like Lynne continue to experience joy, connection and belonging.

Because of you, your Cassia community is not just a place of care, but a true home. Thank you for helping create communities where life continues to flourish. Thank you for being part of this Holy Work. ■

Cassia's Legacy Society

The Cassia Legacy Society recognizes those who have generously chosen to support Cassia or a Cassia community through their wills, estate plans or charitable life income arrangements. Deceased members are listed with a †.

Dorothy M. Abbey †
Donna Anderson
Ethel Anderson †
Gladys M. Anderson †
Irene L. Anderson †
J. Vincent Anderson †
Signe T. Anderson †
Anonymous †
Lennie and Lois Arnevik †
Susan and Christopher † Ascher
Judy A. Askelson
Sophie W. Aspelin †
Edsel and Katherine Aswegan †
Pearl Baker †
Chaplain Clyde and Elizabeth 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
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 †
Ruth G. Doffing †
Cora Domholdt †
Selma Domstrand †
Florence Eckberg †
Luverne Eckstrom †
Fern Edstrom †
Art and Barbara Ellingsen †
Rex and Marjorie Emerson †

Kids playing at Mission summer cottage on Lake Minnetonka



Little Red House—1918
 Augustana Care shifted
 from the care of children to
 the care of older adults



Alice H. Erickson †
 Brad † and Peggy Erickson
 Cecilia Erickson †
 Doris Eloise Erickson †
 Ethel A. Erickson †
 Lucille G. Erickson †
 Ruth C. Erickson †
 Sr. Ethel Erickson †
 Wendell Erickson †
 Gust and Alice Fallden †
 Naomi Fausch †
 Charlotte E. Fernstom †
 Charles and Gail Fiedler †
 Donald and Erma Fillmore †
 Elsie E. Fisher †
 Mabelle Forsberg †
 Eunice Fredrick †
 Julianne and Michael Fries
 Steve and Jill Fritzke
 Ruth M. Gabrielsen †
 Signe Gabrielson †
 LuJene M. Gedicke †
 Bridget E. Gibson
 James R. Gifford †
 Werner and Frances Gillquist †
 Rev. Ken † and Jeanne Gooden
 Richard J. Grabow †
 Dorothy Granquist †

Kay A. Gudmestad
 Alpha M. Gustafson †
 Bernice M. Gustafson †
 Nora H. Hagglund †
 Margery Harris †
 Mildred O. Hartji †
 Edith G. Hauser †
 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 †
 Curtis G. & Sharon E. Johnson †
 Doris L. Johnson †
 Dorothy E. Johnson †
 Edythe Johnson †
 Hilda Violet Johnson †
 Ingrid E. Johnson †

Janice E. Johnson †
 Jean E. Johnson †
 Levina C. Johnson †
 Pauline Johnson †
 Ruth and Willis Johnson †
 Sherman W. Johnson †
 Sigrid Johnson †
 Rev. Vernon W. and G. Jean
 Johnson †
 Barbara Johnson-Nye
 Vida and Richard Johnston †
 Donna Jones
 Pennye Joos †
 Norma Jorgensen †
 Thelma M. Joy
 Joanne and John † Kendall
 William D. Kenyon †
 Rev. David and Myrna Kiel
 Leone R. Kinseth †
 Craig and Lori Kittelson
 Edythe H. C. Kjellin †
 Paul and Marion Klett †
 Violet J. Kloth †
 Ruth Kockum †
 John and Patricia Kojis Family †
 LeRoy Kreitlow †

Cassia's Legacy Society (continued)

Vivian Ladwig †
Dorothy H. Lande †
Lorraine P. Larm †
Frances D. Larson †
Grace H. Larson †
Karen M. Larson †
Mabel Larson †
Chaplain Lori Lathrop
Adeline C. Leraas †
Scott and Jackie Liestman
Bowana V. Lietzow †
Lillian Lindahl †
Virginia E. Lindberg †
Arnold H. Lindfors †
Russell C. Lindgren †
Virginia Lindholm †
Ruth A. Long †
Judy A. Lunde †
Todd and Maggie Lundeen
Kirsten Lundgren
Victoria F. Mahoney
Maysil Malard-Lodoen
Rev. Gil † 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 †
Hildur A. Meissner †
Robert W. Mellstrom †
Tim and Laurie Middendorf
David † and Eileen Miller
Warren Moen †
Chris and Alice Mol †
Anita D. Moody †
Ruth Morris †
Ernest M. and Janette S. Muller
Anna Mumey †
Dorothy J. Murray †
Newell and Sandra Nelsen
Alida Nelson †
Anna V. Nelson †
Chrystal L. Nelson †
Dora S. Nelson †
Edith M. Nelson †
Ellen C. Nelson †
Elvina S. Nelson †
Joyce A. Nelson
Laurence and Allegra Nelson †
Mildred A. Nelson †
Ward Nelson †
Kenneth and Margaret
"Peg" Newell †
Edwin and Edith Norberg
Mae Nord †
Violet L. Nordstrom †

Hildur Noren †
John A. Norgren †
Ardis M. Norlander †
Pat and Linda Nuss
Melvin and Ardis Nyberg †
Walter T. Nyberg †
Annette M. Oberg †
Edythe A. Oberg †
Laurence W. Odean †
Dale and Marilyn Ogle
Clarice Ohman †
Ethel M. Ohman †
Dr. Al Ohrt
Harriet B. Oleyar †
Mayme Olschlager †
Alvin A. Olson †
Catherine M. Olson †
Charlie O. Olson †
Clara Jeanette Olson †
Dale and Ione Olson
Lorraine Olson †
Frances Osborne †
Teola Otey †
Esther S. Oyaas †
Eleanor Paulson †
Lolita N. Paulson †
Rosalie Payne †
Norma Pennington †
Martha M. Peterson †
Mildred Peterson †
Odrun E. Peterson †

Ralph J. Peterson †
 Roland and Geraldine Peterson
 Sadie H. Ponwith †
 Edna Quinnell †
 Vivian Quist †
 Walter Quist †
 Timothy Rains
 Dr. Keith and Mary Pat Rapp
 Orrin A. Redman †
 Leo † and Marguerite Renaud
 Audrey N. Rhodes †
 Otis Robarge †
 Annette Rodriguez
 Oscar Roise †
 Mary A. Roy
 Leslie Rudell †
 Helen M. Rush †
 Virgil B. Sandquist †
 Ilene Saunders †
 Ruth Scheuneman
 Jake and Elsie Schlafmann †
 Myrtle Schroeder †
 Clara Seck †
 Lorraine Seibel †
 John and Margaret † Severson
 Phyllis Severson
 Svante H. Severson †
 James and Mary † Shirley
 Rev. Dr. William J. Siegel †
 Lois A. Simons †
 Ruth Sjolín †
 Effie Skoglund †
 Gail and Jim Skoglund

Blanche Smith †
 Roger Smith †
 Margaret Sorensen †
 William and Marcia Soules
 Danny L. Spearman †
 Clarice A. Staff †
 Phyllis A. Stanley †
 Raymond and Phyllis Stanley †
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 Chesley and Lory Strom
 Janice E. Sullivan
 John and Cheryl Sundman
 Eleanor A. Sundstrom †
 Evelyn M. Swanson †
 Rev. Milton and Margaret Swanson †
 Myrtle W. Swanson †
 Robert O. Swanson †
 Victor Swanson †
 Margaret E. Swenson †
 Tekla Swenson †
 Vernon S. Swenson †
 Bernice W. Taylor †
 Mildred C. Templin †
 Earl Tesch †
 Genevieve C. Theurer †

Lyle and Evelyn Thomas †
 Lillian Thompson †
 Anna Thoreson †
 Mary Jo and Jeffrey Thorne
 Tim and Chicki Tucker
 Inez Upham †
 Ed and Margaret Victorsen †
 Dr. Lois Wagstrom and Lou Feagles
 Marietta Wahl
 Ancil Walden †
 William and Sandra Ward
 Margaret Weber †
 Mildred Weeklund †
 Myrle Wehlau †
 Betty J. Wellnitz
 Claudia O. West †
 Hazel Westlund †
 Florence Q. Westman †
 Christine Wierson †
 Valoraís L. Wiessner †
 Adolph Wiken †
 Warren and Gladys Williamson †
 David L. Word †
 Amy Woyke †

The Augustana Lutheran Church in Minneapolis was founded in 1866, this building dedicated in 1883





When Generosity Has Room to Grow

As told by Anna Amy, Housing Director,
Hastings Senior Health & Living

Here's a hard truth about nonprofit work: there's never quite enough money to meet every need or bring every dream to life.

Care Center Administrator Kim Szymanski and I often talked about the things we wished we could provide for residents. At the top of that list was replacing our ancient, failing bus.

A new bus would cost around \$130,000—far beyond our budget.

Megan, Philanthropy Director at the Cassia Foundation, helped us imagine what fundraising could look like. She assured us people would care enough to help if we simply asked.

Her confidence was contagious, even as I nervously worried people might doubt our needs or think we were asking for too much.

Still, we moved forward with modest expectations, hoping at least for enough funds to purchase a dependable used bus.

What happened next surprised us all. Generous people began showing up—and not just for the bus. Something deeper was taking root.

A phone call and a legacy

Early in the campaign, I received an unexpected call from John, the son of a resident, David Word, who had

passed away. David left us a gift in his will—something I never expected but was deeply honored to receive.

David and his wife, Eileen, loved spending time together soaking up the sunshine in our backyard, and his gift allowed us to transform that space.

It started with a beautiful pergola, picnic tables and expanded flower beds. That inspired resident John Diischer to provide additional furniture for all to enjoy.

That gift showed me something profound: generosity was already part of this community's story. We just hadn't asked for it before.

Honoring what matters most

Around that time, a family I knew well was in town visiting their mom. I expected we'd talk about the bus.

It became clear that the bus wasn't the need pulling at their hearts. Our conversation kept returning to food. Their mom often provided detailed reviews of her meals, in true Midwestern fashion, and they hoped dining here could feel more like a true restaurant experience.

Obstacles stood in the way. Our building depends on the care center kitchen, so meals must be planned ahead. Still, we wondered what might be possible.

We found a cutting-edge ventless oven that could give residents more choice and flexibility. The family



joyfully donated \$12,000 to make it happen. Today, residents enjoy more options that bring agency and joy. As resident Margaret told me, "Choices give us a feeling of independence." That line has stayed with me.

This gift showed me people are moved by different needs, and that's a beautiful thing. When we listen closely and invite people to support what matters most to them, generosity takes shape in powerful ways.

The bus we built together

Even so, I couldn't have predicted the overwhelming support for our bus campaign.

Our very first gift came from a long time resident before we'd even officially asked. Then 47 others joined her. Many who couldn't give financially encouraged loved ones or connected us with community leaders who could.

Our local Power of 100 group selected us as their Impact Award winner, bringing in almost \$25,000 through the combined generosity of nearly 200 women with a matching grant.

Businesses, churches, families, the VFW and our own staff stepped in. In just over a year, 324 donors gave \$130,351—enough for a brand-new bus.

When I saw it pull up for the first time, I felt a lump in my throat. It wasn't just a bus—it was proof of what can happen when a community believes in something together.

What's growing here

Looking back, I understand now what began to grow here.

David's legacy gift helped me see that generosity often begins quietly, long before anyone names it. People find deep joy in giving back to places that once blessed them.

The family who made the improved dining experience possible showed me the power of listening closely. When we take time to understand someone's heart, generosity can take shape in unexpected and creative ways.

And the bus campaign showed me what can happen when we talk openly about real needs. Sharing that need didn't create generosity from nothing. It simply gave what was already there room to grow.



I've come to see this is Holy Work. Not because of the gifts themselves, but because of the care, listening and love involved. Hastings Senior Health & Living feels different today. More connected. More hopeful. More alive.

I'm grateful to have witnessed how generosity can transform us in surprising ways, and I'm excited to see how it continues to grow. ■

I've come to see this is holy work. Not because of the gifts themselves, but because of the care, listening, and love involved.

Where Your Donations Go

Donors, sponsors and grantors contributed \$3,135,980 through the Cassia Foundation in 2025. Through your designated gifts, here are some of the ways your support fostered fullness of life for older adults in the spirit of Christ's love throughout our communities.



Bridge Program

\$38,220

to aid residents in need of financial assistance through the Bridge Program



Building Enhancements

\$120,538

to enhance existing community buildings, improving the overall environment



CARE Program

\$34,907

to assist staff experiencing financial emergencies due to unexpected difficulties



Equipment Needs

\$406,224

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



Greatest Need

\$1,137,680

to support the area of greatest need



Outdoor Enhancements

\$33,407

to develop/enhance outdoor leisure spaces such as patios, gardens and walking paths



Spiritual Life and Chapel

\$542,615

to provide spiritual life programming and worship spaces



Staff Appreciation

\$53,132

to share appreciation with staff, lifting spirits and encouraging their work



Staff Scholarships

\$668,054

to enhance staff care and mission delivery



Therapeutic Recreation

\$101,203

to enhance therapeutic recreation programming, enriching resident community life

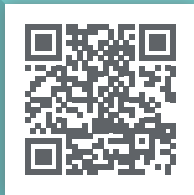


For more information on ways you can make a difference in Cassia Communities, visit CassiaLife.org/Giving or scan the QR code with your phone's photo app.

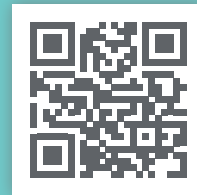


cassia[®]
foundation

The Cassia Foundation serves as the trusted steward of charitable giving for each individual Cassia community. Our purpose is to partner with you to support the specific Cassia communities and causes closest to your heart. Thank you for your support!



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