



FY24 Inclusion & Engagement Report





To our team members, both current and future,

This year, we achieved a remarkable employee participation milestone, with 87% of our staff responding to the annual employee engagement survey.

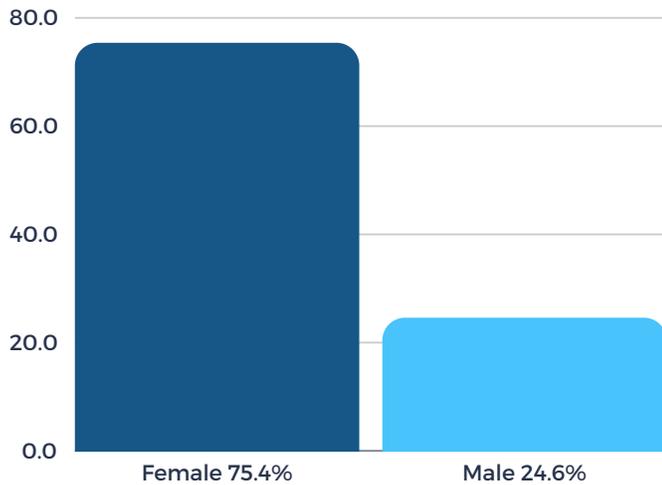
This response rate demonstrates our team's dedication and commitment and showcases a significant improvement from the 80% participation rate we achieved last year. Your enthusiasm and willingness to share your thoughts and experiences genuinely embody our culture of open communication and continuous growth.

Thank you for your participation and for sharing your Insights. Your feedback is instrumental in shaping the culture and future of our organization.

Eric Gurley, President & CEO

Workforce

Who works at Immanuel?

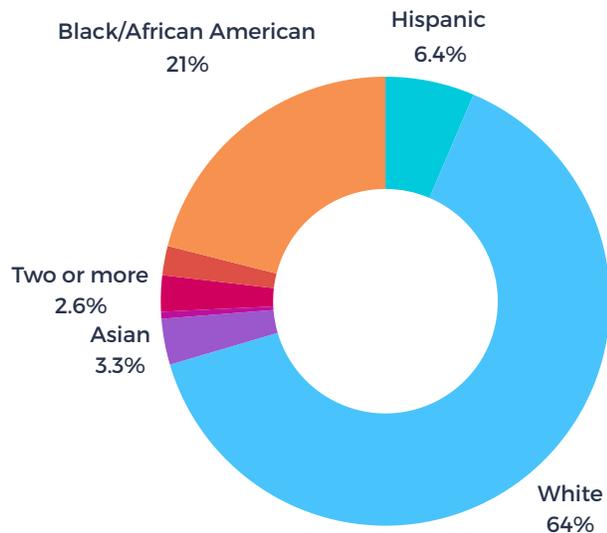


GENDER

Currently, our workforce stands at 75.4% female and 24.6% male. Beyond statistics, our aim is to foster an environment where everyone, regardless of gender, feels empowered to contribute to the collective success of Immanuel.

RACE

Our commitment to diversity extends to race, reflecting a vibrant tapestry within our organization. We embrace many racial backgrounds, fostering an inclusive culture that values and celebrates each individual's unique perspectives. Our workforce stands united, collectively contributing to an environment that thrives on the strength of diversity.



1684

Total Employees

21

Communities & Centers

96%

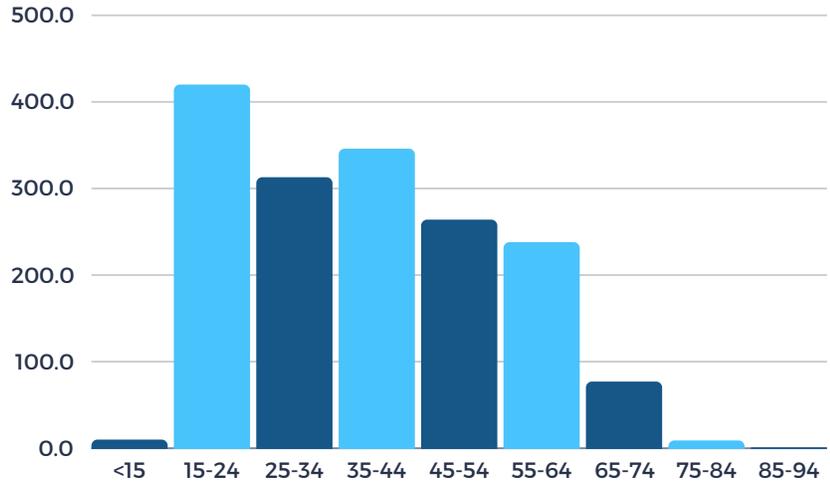
Satisfaction Score

Workforce

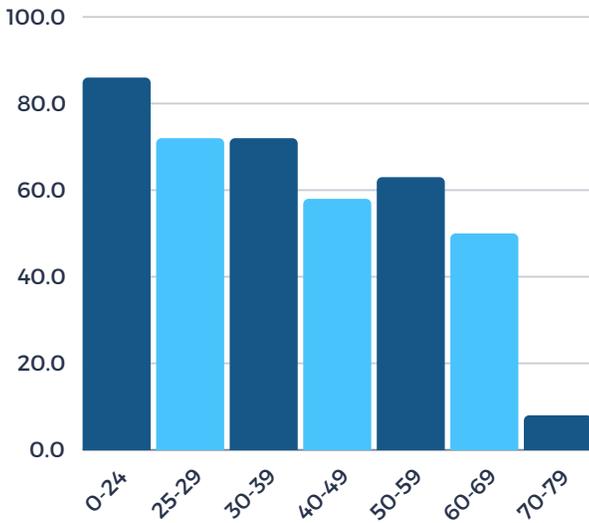
Who works at Immanuel?

AGE

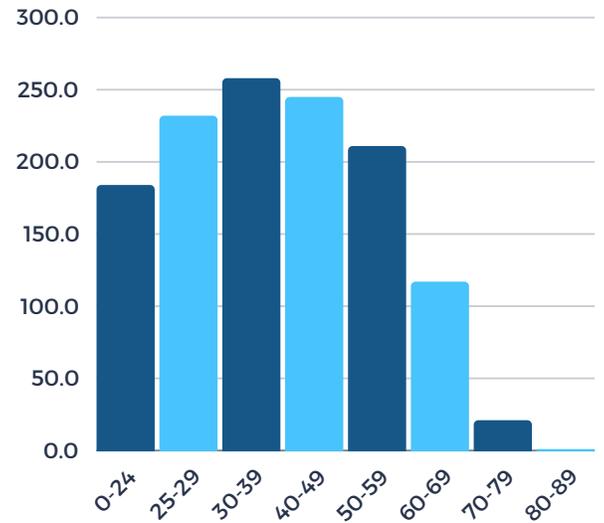
We take pride in our diverse workforce, comprising individuals from various ages. Our team is a vibrant blend of experiences, perspectives, and talents, reflecting our commitment to inclusivity and fostering an environment where everyone's contributions are valued and celebrated.



AGE & GENDER (MALE)



AGE & GENDER (FEMALE)



1684

Total Employees

21

Communities & Centers

96%

Satisfaction Score

Engagement

What are our employees telling us?

Areas of the FY24 Engagement Survey where we felt we succeeded and Improved year over year:

Management & Training

93%

“My management team cares about me as a person.”

95%

“I receive the training I need to meet customer needs.”

96%

“I feel I belong at Immanuel.”

Mission & Purpose

96%

“Immanuel fulfills our Mission.”

97%

“My job provides me with a sense of meaning & purpose.”



Engagement

What are our employees telling us?

Areas of the FY24 Engagement Survey where we feel we can grow and Improve:

Feedback & Development

81%

“I get regular feedback about my job performance.”

84%

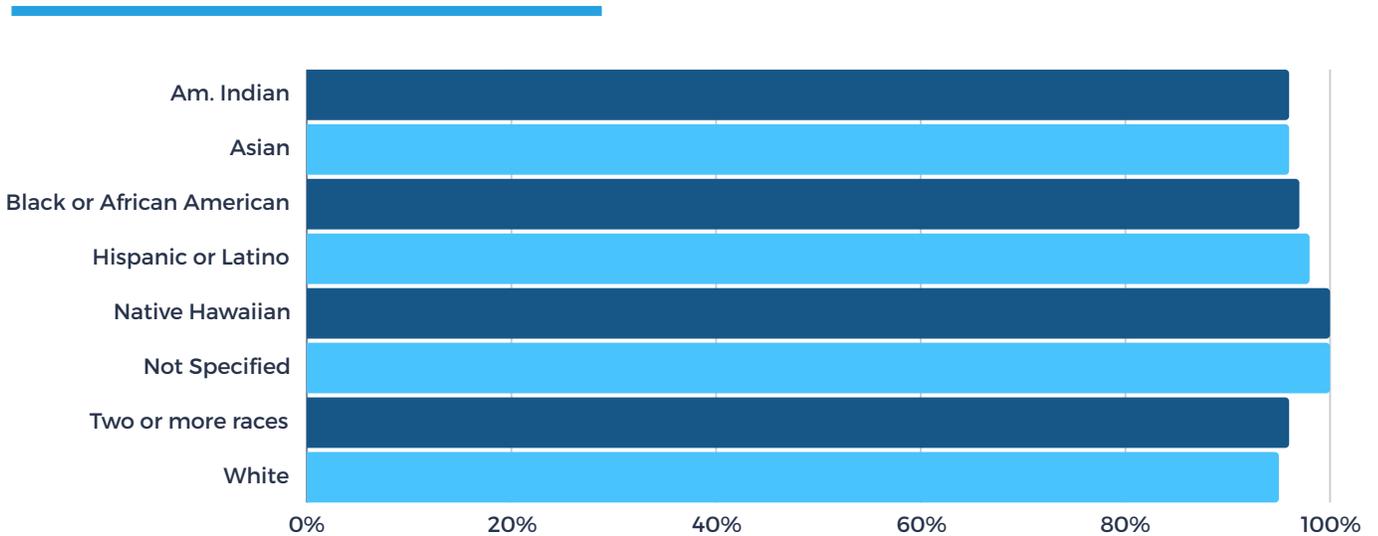
“I have opportunities to grow professionally.”



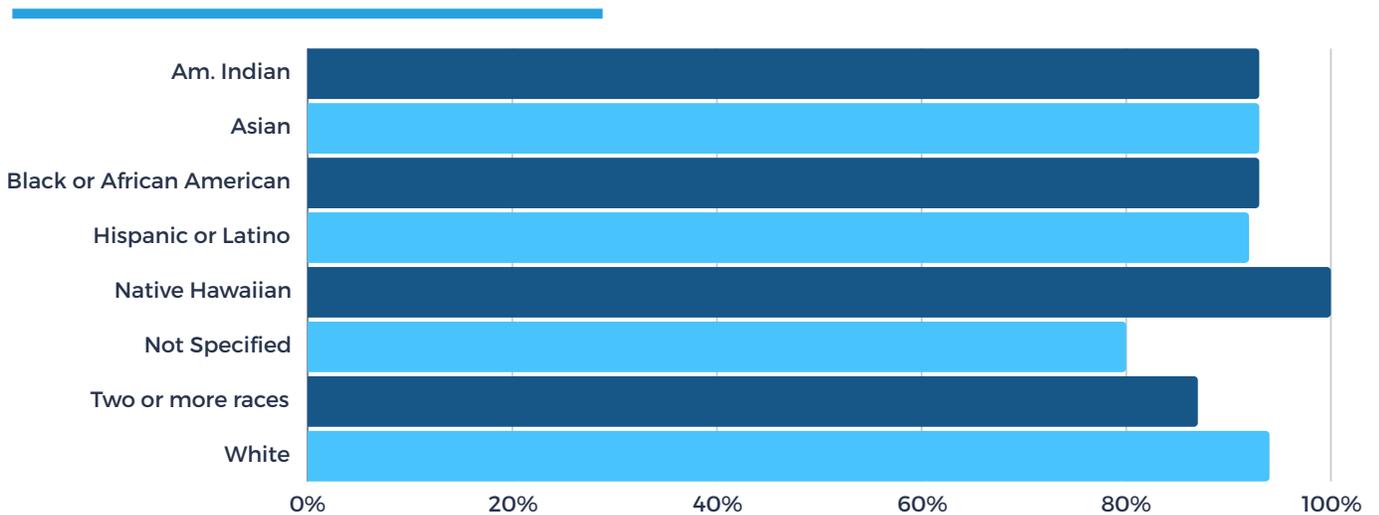
Ethnicity & Race

I feel I belong (Total 95% agreement)

Female



Male



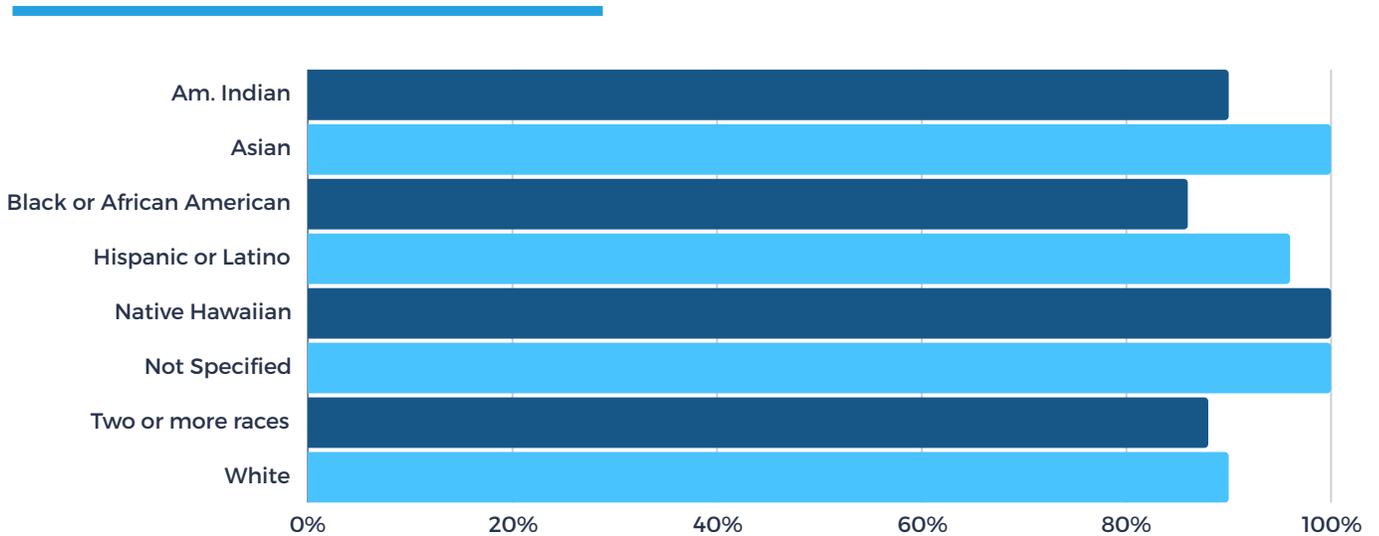
OUR MISSION

Christ-Centered Service to Seniors, Each-other, and the Community.

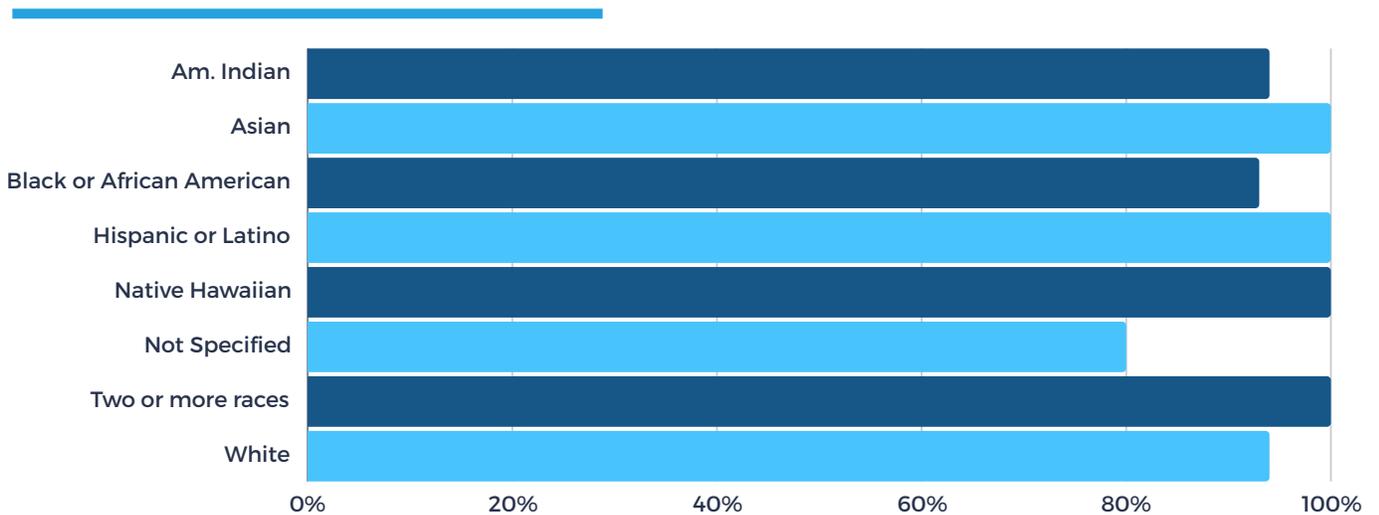
Ethnicity & Race

My team makes me feel included (total 91% agreement)

Female



Male



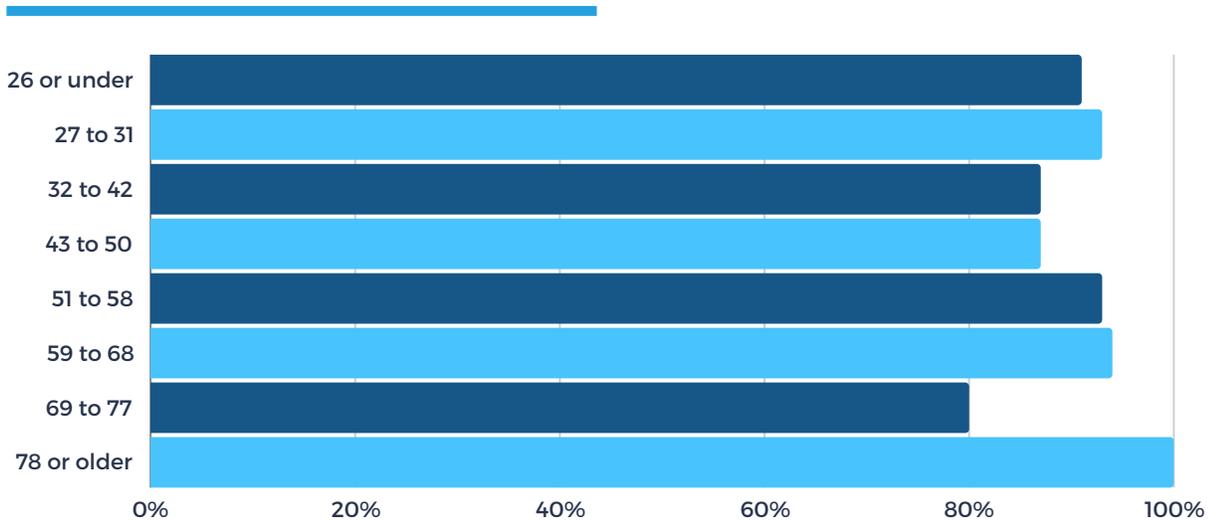
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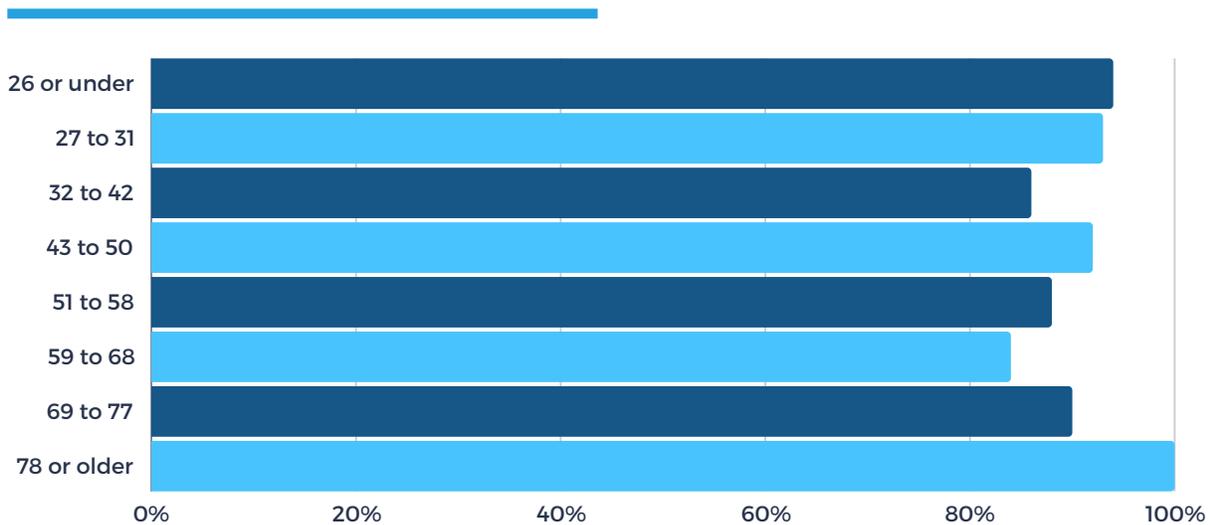
Gender & Age

Benefits Align to my needs (total 96% agreement)

Female



Male



OUR MISSION

Christ-Centered Service to Seniors, Each-other, and the Community.



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