

Our Impact

Focusing on having a positive impact on the things that matter most. The Phoenix Way.

Our Community



Access to quality, affordable healthcare to recover from substance use is something the Hazelden Betty Ford Foundation (HBFF) and PhoenixTeam feel passionate about. Struggling with a substance use disorder is not easy, and barriers to proper healthcare make the struggle that much harder to manage; our partnership is about identifying and eliminating these barriers. The LGBTQ+ community has a particularly rocky relationship with adequate healthcare that respects the various aspects of their sexual and gender identities. In an effort to better provide resources for the LGBTQ+ community, HBFF and PhoenixTeam brought JustUs Health in to audit the St. Paul facility. The audit focused on the resources and operations of the facility to see what practices are respecting the needs of the LGBTQ+ community and which aren't. Our goal over the next few months of the partnership is to identify the ways HBFF can improve their care for all disadvantaged communities and put a plan into action. We look forward to continuing this partnership and making HBFF the premier location for inclusive, diverse, equitable, and accessible healthcare for all.

“When we started this company, we envisioned a place where we would want to work ourselves. A place that inspires our people and provides them opportunity to achieve their goals and make an impact on the world. Six years later, having grown the team to over 100 people, we continue our journey to inspire our people to be their very best.”

Tanya Brennan, CEO and President of PhoenixTeam

Our Recognitions



INC. Best Workplaces
2021



INC. 5000 Regionals:
DC Metro | Rank No. 52
2021



Lending Luminary:
Tanya Brennan
2020



INC. 5000
Rank No. 1160
2020



Accenture Federal Services
Small Business of the Year
2019

Our Work



PhoenixTeam supported the design and build of the VA Loan Electronic Reporting Interface (VALERI), a system that helps the VA Loan Guaranty (LGY) program manage and monitor efforts taken by private-sector loan servicers and VA staff in providing timely and appropriate loss mitigation assistance to defaulted borrowers. VA has estimated that without VALERI and the dedicated staff within the LGY program, approximately 90,000 Veterans and their families would be in jeopardy of losing their homes each year, potentially costing the government an additional \$2.8 billion per year. Phoenix helped lead the custom development and data conversion of the 4+ million loan portfolio and VALERI production go live event on May 28, 2019.



PhoenixTeam supported the modernization of the USDA Rural Housing Service (RHS) Government Underwriting System (GUS) that the Single-Family Housing Guaranteed Loan Program (SFHGLP) uses to support the new Uniform Residential Loan Application (URLA) form. The purpose of the program is to extend homeownership to eligible rural individuals and families who cannot qualify for conventional or other mortgage financing. As of 2020, there were approximately 1,400 active lenders and a total SFHGLP portfolio over one million loans with a cumulative balance of approximately \$124 billion. Without this modernization, the USDA guaranteed loan program would have ceased to exist as it would not have been compliant with the new URLA impacting USDA's ability to extend homeownership to eligible rural individuals and families