ADVANCE REPORTS
TO THE
197TH ANNUAL CONVENION
OF THE
DIOCESE OF KENTUCKY

-- OFFICERS—

THE CHANCELLOR

To the 197th Annual Convention of the Diocese of Kentucky:

Diocesan Canon 13 provides for the appointment by the Bishop and election of the Chancellor by the Convention. It is the duty of the Chancellor to provide such professional legal counsel as requested by the Bishop and Standing Committee. Since our last convention, I have provided services in connection with the following:

a. Membership on Trustees and Council
b. Marmion mortgage loan applications
c. Pending litigation involving the Diocese
d. Sale of real estate owned by the Diocese
e. Matters pertaining to Title IV discipline
f. Drafting Congregational By-laws
g. Policies of Insurance
h. The Committee on Canons

It is a pleasure to serve the Bishop and the Diocese of Kentucky as Chancellor.

Respectfully submitted,
Frank Hampton Moore, Chancellor

TRUSTEES AND COUNCIL

To the 197th Annual Convention of the Diocese of Kentucky:

MISSION STATEMENT:
To serve as Trustees of the properties of the Diocese, to manage the business affairs of the Diocese, to work with the Bishop in implementing all mandates of the church, and to join with others to unify, inspire and empower all people of the Diocese.

HISTORY:
Trustees and Council is the successor organization to the Trustees of the Diocese and Executive Council that functioned separately prior to the 1975 Convention. The two were merged at that time in order to coordinate decision-making and to provide for more efficient leadership of the Diocese. The new council continues both fiduciary responsibility and that for program.

MEMBERSHIP:

The Rt. Rev. Terry Allen White, Bishop and President
The Rev. Clint Wilson, Vice-President (2024)
Kay Shields Wilkinson, Secretary
Charles Hawkins, Treasurer
Frank Hampton Moore, Jr., Chancellor
Christopher Amiot-Funk (2024)
The Rev. Suzanne Barrow (2025)
Becky Carroll (2024)
Mary Jones Carter (2026)
Paula Lyons (2025)
James Moody (2026)
Heath Rico-Storey (2022)
The Rev. Lee Shafer (2025)
Christine Thorowgood (2024)
The Rev. Charles Uhlik (2024)
The Rev. Dr. Michael Vollman (2026)
Edwin White (2025)

FINANCES:
Trustees and Council operated with a Convention-approved budget of $1,996,185.85.

ANNUAL REPORT
Trustees and Council held four meetings during 2024, one in person and three via Zoom.

Saturday, January 30, 2024
Via Zoom

- Bishop White discussed the Brennan Fund, which offers training and support for ordained ministry and sponsors the Brennan Lecture Series. The latest lecture was in December 2023 when Dr. Mirislav Wolf of Yale University was the lecturer.
- Bishop White led discussions on All Saints' Conference Center and its need for funding and capital improvements; staffing a clergy position to focus on lifelong Christian Formation for all ages, including camps; and implementing further strategies to provide sacramental and pastoral support for all congregations, especially those experiencing a vacancy.
- The Rev. Clint Wilson was elected Vice-President of Trustees and Council.
- The full proceeds of the sale of property in Elizabethtown was designated for the Advance Fund ($253.066.67).

Thursday, April 18, 2024
Meeting via Zoom

- The Rev. Karl Ruttan, on behalf of the Racial Healing Commission, spoke to Trustees and Council about recruitment efforts for Dismantling Racism Training. To date 239 people have been trained in the Diocese of Kentucky.
- Several Marmion Revolving Loans were approved for clergy housing.

- All Saints Conference Center Board is preparing budgets separating operating expenses from capital needs.
- Details were discussed for the upcoming 81st General Convention, meeting in Louisville June 23-28, 2024. Presiding Bishop Michael Curry will preach at the Yum Center on Jun 22, 2024.
- Edwin White presented a report on the Aaron McNeil Center, a relief agency which serves Hopkinsville and Christian County. It is named for a well-respected Deacon who served the Church of the Good Shepherd in Hopkinsville at the beginning of the 1900s.

Thursday, August 22, 2024
St. Luke's Church, Anchorage, Kentucky

- The Finance Committee presented a revised analysis of the Brennan Theological Fund annual distribution, showing funds that have not been utilized under the previous guidance. Expenses that would be considered discernment by those considering theological education and those for clergy continuing education were not considered. In 2022-2023 that totaled $54,000. Trustees and Council approved the revised interpretation.
- The 2025 75-day proposed budget was presented. It is approximately $1.850,000, with a projected deficit of $90,000. The proposed budget will be revisited at the October 2025 meeting, when a balanced budget will be presented.

Thursday, October 10, 2024
Via Zoom

- Matt Huelsman from the accounting firm Jones, Nale & Mattingly presented the 2023 audit. It received a qualified opinion, as it has for a number of years. It is a qualified opinion because original cost of some assets cannot be located. Bishop White thanked Mr. Huelsman, and also Brian Thomas for his work in preparing for the audit.
- Bishop White thanked those who helped make the 81st General Convention a success: diocesan staff and volunteers, especially Amy Spicer, who recruited and coordinated volunteers.. Christ Church Cathedral hosted several services and group meetings, including the gathering of the House of Bishops to elect the next Presiding Bishop. The Rev. Dr. Steve Pankey, Rector of Christ Church, Bowling Green, was elected Vice-President of the House of Deputies.
- Bishop White and Chancellor Moore spoke of former Chancellor Robinson Beard, who died recently. He was remembered for his faithfulness, leadership, and attention to detail.
- A new operating account was approved to be used for ACH payments from congregations and others.
- Forward Fund grants were approved for: Christ Church Cathedral for an Associate Dean for outreach and evangelism - $119,000; and $22,000 for General Convention reimbursement.
- The Finance and Budget Committees presented the proposed 2025 budget, to be sent to Diocesan Convention. It totals $1,944,503.71. Diocesan Canons require a balanced budget.

Respectfully submitted,
Kay Shields Wilkinson, CPA
Secretary of the Diocese

THE STANDING COMMITTEE, BISHOP DUDLEY MEMORIAL FUND, AND THE BISHOP'S CHAPLAIN TO RETIRED CLERGY AND SPOUSES

THE STANDING COMMITTEE

To the 197th Annual Convention of the Diocese of Kentucky:

The Standing Committee serves as a point of guidance in the Diocese and represents the Diocese to the broader Episcopal Church. In the past year, we have consented to several Bishop elections, as is required before a Bishop can be approved for the role. They include elections for the dioceses of Massachusetts, Olympia, California, Mississippi, Rochester, and West Texas (Suffragan) . Additionally, we approved the ordinations to the Priesthood of Daniel Kuol and Jim Christoph. The Standing Committee consists of 7 elected members (lay and clergy) elected at each Diocesan Convention. Members of the Standing Committee: The Rev. Dr. Lee F. Shafer (President '24), Ms. Susie Watkins ('24), Mr. Philip Eschels, ('25) and Deacon Harvey Roberts ('25), The Rev. Steve Pankey ('25), Mr. Nelson Jackson ('26), The Rev. Jerry Cappel (26).

Respectfully submitted,
(The Rev. Dr.) Lee F. Shafer, President

THE BISHOP DUDLEY MEMORIAL. FUND, INC

To the 197th Annual Convention of the Diocese of Kentucky:

The Trustees (corporate directors) of the Bishop Dudley Memorial Fund, Inc., a Kentucky not-for-profit corporation founded in 1905 (the "**Corporation**"), met quarterly in person and/or by electronic means to further its perpetual mission, which is to oversee investment of the Corporation's financial assets (the "**Fund**"). The Fund is held for the sole purpose of contributing financial support to the Episcopate of the Diocese pursuant to Diocesan Canon 31.

There are traditionally nine Trustees of the Corporation, all members of the laity of the Diocese. Three are elected at each Annual Convention to serve a term of three years, replacing the three Trustees whose terms have expired. The Trustees ordinarily elect a President, Vice President, Secretary, and Treasurer (the last two may be combined) at their January meeting.

The Corporation is experiencing difficulty in recruiting trustees and maintaining a full roster of nine trustees. The current by-laws allow a trustee to serve only one three-year term. Discussions were held amongst the trustees, and on July 15, 2024, at its regularly scheduled meeting voted unanimously to amend the bylaws to allow a trustee to serve three three-year terms consecutively. This is subject to the approval of the Convention.

Since 1995, the Fund has been held in the exclusive custody of Stock Yards Bank & Trust Company, Louisville. The Bank also provides day-to-day management of the Fund in accordance with the Trustees' Investment Policy Statement, adapted from time to time as market conditions appear to warrant. Bank investment officers attend each meeting of the Trustees and provide a detailed report for review and discussion. The Bank's fees (at about four-tenths of one percent of the value of Fund's assets per year plus independent management fees of certain funds) are considered favorable to the Corporation, whose non-investment expenses are usually nominal. The Trustees' management practices meet or exceed the requirements of Diocesan Canon 15 ("Business Methods in Church Affairs"). The accounts of the Corporation are included in the annual Diocesan audit conducted by an independent public accounting firm.

Distributions to the Diocese are determined annually according to a formula prescribed by the Corporation's Articles of Incorporation (last amended by the 2015 Annual Convention) and paid in equal monthly installments. The calculation for each calendar year uses the average market value of the Fund's assets for the last twelve or twenty calendar quarters ended March 31 of the preceding year (whichever yields the lower average market value) multiplied by a percentage selected by the Trustees (which customarily is 5%, the maximum percentage permitted).

Key recent financial data for the Fund are as follows (all amounts are rounded):

- The market value of the Fund's account as of September 30, 2024 was $5,736,471 an increase of $768,899 from the amount as of September 30, 2023
- The fees associated with the Fund's account for the twelve months ended September 30, 2024 were $22,021 a decrease of $4,080 from those paid for the twelve months ended September, 2023
- Funding for the Episcopate will total $258,000 in calendar year 2025, an increase of $6,000 above the amount calculated for the calendar year 2024, to be paid on the 8th of each month.

The Trustees do wish to emphasize that due to the current extreme market volatility and anticipation of continued turmoil, combined with the Trustees' fiduciary duty to the Corporation, the historical distribution provided by the Trustees to the Episcopate may be adversely affected and/or adjusted on a go-forward basis. As customary, the Trustees continually discuss the distribution allocation with both the needs of the Episcopate and the duties to the Corporation in mind and will make known the desire for future distributions as soon as feasibly possible.

Trustees whose terms will expire at this year's Annual Convention and who will be replaced by those then elected are Tom Cooper (Christ Church Cathedral, Louisville), James Moody (Calvary, Louisville), and Ann Puckett (Christ Church, Bowling Green). Trustees whose terms will expire at the 2025 Annual Convention are Alex Campbell, Jr. (Advent, Louisville), and Jamie Hendon (Calvary, Louisville). Trustees whose terms will expire at the 2026 Annual Convention are Cooper Lilly (St. Paul's Church, Henderson), and Joseph Reese (Calvary, Louisville). Ron Griffith (Church of the Ascension, Bardstown), whose term was to end in 2026, resigned in September, 2024. There are currently two open positions not previously filled at the prior convention nor independently by the trustees.

Respectfully Submitted,
W. Thomas Cooper, President

BISHOP'S CHAPLAIN TO RETIRED CLERGY AND SPOUSES

To the 197th Annual Convention of the Diocese of Kentucky:

I was appointed Bishop's Chaplain to Retired Clergy in December 2023, and so my ministry has extended for about eleven months since last Diocesan Convention. That appointment includes being registered with the Church Pension Group's office for chaplaincy. Being part of the CPG network connects me with the Province IV community of chaplains. I drew on that network of chaplains twice this year when pastoral care was necessary for clergy or spouses of other dioceses who were resident in the Diocese of Kentucky. The coordination with other chaplains assured continuity of care.

In March of 2024, I attended the Province IV Chaplain's Meeting in Ybor City, Florida. It was a meeting that included continuing education by CPG, but it was also an enriching experience leading to personal acquaintance

with chaplains across the southeast, which facilitated our ease in contacting one another when needs have arisen.

I am in conversation with CPG representatives regarding a proposed Enriching our Retirement Meeting for retired clergy and spouses in 2025. The date has not been set yet.

A significant part of my work has been the updating of retired clergy contact information lists and the launching of a new Retired Clergy Newsletter. I want to thank Katie McNew, Assistant for Administration and Communication for the. diocese, and my predecessor, The Rev. Dr. Georgine Buckwalter, both of whom have offered invaluable help with both projects.

The round of ministry this past year has included hospital visits, nursing home visits, in home hospice visits, telephone calls, texting, email contacts, and cards sent by mail. A significant step at the beginning of my ministry was the design and mailing of Christmas Cards to retired clergy and spouses which included news of my new ministry and information about ways to contact me. I regularly attend the Louisville Metro Area Retired Clergy meeting which meets ten months of the year at the Episcopal Church Home for a program and lunch. I extend thanks to The Rev. James Wilkinson who faithfully coordinates those meetings. Because I frequently supply at parishes and missions in different parts of the diocese, I also sometimes have contact with retired clergy or spouses on those occasions.

It is a privilege to attend funerals of clergy and spouses. All of us were saddened this past year by the death of beloved colleagues. We have commended to God's love and mercy Andre Trevathan, Arthur Chard, Paul "Sonny" Smith, Katherine "Cappy" Warner, and John Tederstrom, that they may rest with all the saints in everlasting light.

I encourage both clergy and laity to reach out to me when you know of a need that our retired community members may have. Please join me in expressing gratitude for the service of all the retired, their spouses, surviving spouses, and their families for their long years of service to the church.

Respectfully submitted,
(The Rev.) Larry Minter, Chaplain

-- DEPARTMENTS--

DEPARTMENT OF JUSTICE AND JUBILEE

To the 197th Annual Convention of the Diocese of Kentucky:

Debbie Stover, Diocesan Coordinator of the United Thank Offering (UTO), reports that the following donations to UTO were received in the diocese:

St. Mary's Church, Madisonville	$ 454.50
Trinity Church, Owensboro	295.06
St. Peter's of the Lakes, Gilbertsville	180.14
Holy Trinity, Brandenburg	65.00
Grace Church	111.93
St. Mark's Church	610.00
Individual Donor	500.00
TOTAL	**$2,216.63**

Once again, the focus of the Peace and Justice Department was on the church's role in the care of creation. The Rev. Jerry Cappel led several Creation Care workshops over the course of this last year. These included: "Tending the Heart of Creation Care" at the 2023 Diocese Convention and in the Diocese of Michigan in December

" Deeply Green Church and Spiritual Renewal" at St. Matthew's Methodist in March, 2024, and at St. Matthew's Episcopal in April, 2024.

"Deep Green Faith for a Deeply Green Crisis" at General Convention in July, 2024

"Whole Church, Whole Gospel" workshops were held at a Province IV/V Creation Care Retreat at Sisters of Nazareth Conference Center in Bardstown, KY and at St. Aidan's Episcopal Church in Ann Arbor, MI.

Bishop White appointed a Creation Care Task Force to explore and identify the place of creation care ministry in our diocese. This task force surveyed the parishes in the diocese to identify current ministries and initiatives concerning creation care. Its work will continue as it discerns the need of a Commission for Creation Care.

Progress has been made in the creation of a Stations of the Cross pathway at All Saints Conference Center. Our goal is to install these stations, reflecting on God's beloved community of all creation, in the spring of 2025. Following the installation, we will host a contemplative retreat to introduce the stations, and to reflect on the narratives of each of the stations.

Respectfully submitted,
(The Rev Dr.) Mary Abrams, chair

DEPARTMENT OF CHRISTIAN FORMATION

EDUCATION FOR MINISTRY

To the 197th Annual Convention of the Diocese of Kentucky:

The goal of the Education for Ministry (EfM) program is to provide laypersons with a comprehensive theological education. Developed at Sewanee, (University of the South, School of Theology) EfM enables baptized Christians to relate their faith to their lives and ministries in the world.

All baptized Christians are ministers. God calls us to be active participants in ministry. As the Church, we are called to continue the ministry of Jesus. We are called to be the hands, heart, and incarnate body of Christ in our

own place through worship, reflection, in service to others, and by the proclamation of God's Word to all people.

The EfM program is designed to help Christians prepare for their ministry. It is that vocation for which we pray at the end of the communion service: "And now, send us out to do the work you have given us to do, to love and serve you as faithful witnesses of Christ our Lord.

Many of our groups continue to meet on line making EfM available to everyone regardless of location. If you are interested in offering EfM for your congregation or in joining an existing group please contact me, and I will be glad to help.

Respectfully submitted,
(The Rev Dr.) Mary Abrams,
Diocesan EfM Coordinator

EPISCOPAL-LUTHERAN CAMPUS MINISTRY

To the 197th Annual Convention of the Diocese of Kentucky:

It has been a good and fruitful year of ministry for the University of Louisville Episcopal/Lutheran Campus Ministry (ELM). With funding and support from the Episcopal Diocese of Kentucky and the Kentucky/Indiana Synod of the Evangelical Lutheran Church, Chaplain Whit Stodghill has been offering a warm and wide welcome to students seeking a spiritual home on campus. An eclectic group of Episcopal and Lutheran students, along with many from other church or non-church backgrounds, has come together over the past year and currently welcomes new freshman into the community. Our number on any given week varies, but we have about 13 at weekly dinners.

The core activities of ELM in the past year have included Welcome Week attendance, Monday afternoon Bible Study, Tuesday and Thursday afternoon Mindfulness Meditation, and Wednesday evening Dinner/Church. Chaplain Stodghill works to develop other relationships on campus with staff and students by regular walkabouts, attending seminars and events, and "Fishing for People" with snacks and the promise of a listening ear as her lure. Chaplain Stodghill meets with students for more private conversations in her office in the Interfaith Center. As this year's group forms and finds its feet they will likely come up with other activities and events they want to offer.

ELM and UKirk (The Presbyterian campus ministry) are the only two faith groups that welcome members of the LGTBQIA+ community. Many of our participants are LGTBQIA+ students and their Allies. Our Bible study, worship services and all discussions are Queer friendly. Our presence provides a safe and affirming place where everyone may find and be found by God.

This summer ELM was fortunate to receive a generous donation of equipment including a small refrigerator, toaster, portable table, dinnerware and an ample supply of coffee and snacking materials. These gifts came from the Episcopal Diocese of Northern California after General Convention. ELM and the Presbyterians are planning a fall retreat at Cedar Ridge in a few weeks. ELM has participated in two large campus-wide tabling opportunities. At these, Chaplain and a student will put out our tablecloth, put up our rainbow flag, and give

away stickers and goodies. Often we set up a table on the front lawn of IFC and give people treats, stickers and bracelets and promote our events. Table time is when we meet and greet students and tell about the community. ELM is off to a good start this fall and there is no telling where the Holy Spirit will take us this year. Wherever we go, we go in God's love, because we believe Love is the way.

Respectfully submitted,
(The Rev.) Whit Stodghill, Chaplain

DEPARTMENT OF STEWARDSHIP AND FINANCE

THE FINANCE COMMITTEE

To the 197th Annual Convention of the Diocese of Kentucky:

The Finance Committee met regularly during the year to supervise on behalf of Trustees and Council (T&C) compliance with the "business methods in church affairs" which are set forth in … Diocesan Canon 15 …(T&C By-laws, II.3.1.b), including fiscal planning, administering budgeted funds, receiving reports on investment and real property income, and reporting financial information to T&C.

The committee is grateful to The Rev Dr Steven Pankey for acting as the interim chair until the bishop filled the role. He is still on the committee and is a very important resource for the current chair and all the other members of the committee.

The committee is grateful to Brian Thomas and all the volunteers in the Finance Office of the diocese who support our work. The Finance Office continues to publish monthly account reconciliations, supervise receipt of assessment letters and financial reviews, and participate in the Investment, Budget, and Finance Committee meetings. The Finance office is still looking to hire a Financial Assistant.

Through the course of the year, the Finance Office has worked hard to clean up congregational accounts receivable, the designated funds, and the "due to/due from" accounts. All of this will make our balance sheet more streamlined and easier to read.

This past year the Finance committee has worked together to better understand All Saints Financial situation to help create a realistic long-term plan for them, cleaned up the Brennan Funds and reallocated funds accordingly, clarified the impact of the Elizabethtown asset sale to the balance sheet and income statement, and approved (after any needed deliberation) Marmion loans - forwarding those requests to T&C.

The finance committee will continue to report to Trustees and Council and other diocesan groups and update them as necessary.

Respectfully submitted,
Jay Mehta, Chair

THE INVESTMENT COMMITTEE

To the 197th Annual Convention of the Diocese of Kentucky:

Members: The Rev. Dr. Tim Mitchell, Chair; Alex Campbell, Jr, Vice-Chair; Ed Hatchett; Don Dentinger; Charles Hawkins. Staff person in support: Brian Thomas.

The Investment Committee met on January 16 with Baird; April 16 with Stock Yards; and July 16 with Baird. This is consistent with our tradition of meeting in person with the two investment managers in alternative quarters. In consultation with Bishop White, due to qualitative (i.e. key personnel turnover) and quantitative (sustained underperformance relative to 3-5 year benchmarks), the Investment Committee determined to put out the Stock Yards portion of the portfolio for RFPs (Request for Proposals). The Investment Committee met with three investment managers who responded with detailed RFPs, and after those meetings decided to select Baird as our sole investment manager.

As of June 20, 2024, the diocesan portfolio with Baird had an ending account value of $4,648, 743. Year to date (6 months) performance of the total portfolio was 7.88% (net of fees). 1 year performance of the total portfolio was 14.90% (net of fees).

As of June 30, 2024, the diocesan portfolio with Stock Yards had an ending account value of $7,961, 263. Year to date (6 months) performance of the total portfolio was 7.65%. 1 year performance of the total portfolio was 14.46%.

Respectfully submitted,
(The Rev. Dr.) Tim Mitchell

THE FINANCIAL REVIEW COMMITTEE

To the 197th Annual Convention of the Diocese of Kentucky:

The submission materials required for congregational financial review remained unchanged for the fifth year in a row. This has resulted favorably as submissions have been more complete and on time. This also allowed time to review all submissions, request other items that may be necessary, and subsequently report our findings to the Secretary of the Diocese prior to the 2024 Diocesan Convention.

Because of the quantity of required materials that have been returned either electronically or by hard copy, all submissions have been reviewed by our own diocesan liaison representative, who in turn, has responded back directly to individual parish representatives. To date, five parishes of the thirty-three diocesan congregations have not returned their reports.

Once again, I am most appreciative for the guidance and assistance of Brian Thomas, Senior Financial Accountant, and Katie McNew, Assistant for Administration and Communication.

Respectfully submitted,
H. Gibbs Reese, Chairman

THE DEPARTMENT OF MISSION AND EVANGELISM

To the 197th Diocesan Convention of the Diocese of Kentucky:

The Department of Mission and Evangelism has actively engaged with national and diocesan programs, systems, and congregations to embrace the challenge and call to mission and evangelism. We have worked to develop the Department's goals through strategic collaborations with existing organizations and by utilizing evangelism tools provided by The Episcopal Church. Below are several key developments:

- Providing congregations and ministry leaders with various resources from The Episcopal Church's evangelism materials. Evangelism packets have been provided to all clergy at Fall Clergy Day and at participants at this Convention.
- Engagements with congregations, alongside the Canon for Congregational Vitality, to offer guidance on Vestry/Bishop's Committees leadership, as well as on mission and ministry. These efforts have led to various Vestry retreats and full congregation meetings. In 2024, a full travel scheduled occurred with in-person meetings with Vestries and Bishop's Committees across the diocese.
- An intentional collaboration with the Racial Healing Commission, co-hosting annual retreats and ongoing meetings to support various initiatives. Also, we offered support to the formation of the Racial Economic Disparities Task Force initiated by a resolution at the 196th Convention. This partnership with the RHC included the hosting of two commemorations (Anne Braden - with a viewing of "Southern Patriot; and AH McNeil) and a pilgrimage to Montgomery and Selma, AL. We also facilitated a collaboration between the Urban Partnership and Racial Healing Commission, organizing a key conversation with groups in Louisville.
- Continued work with the Department of Justice and Jubilee to develop an understanding of the care for creation as integral to reconciliation. We have, with the assistance of the passage of a resolution at the 196th Convention, supported congregations in using the Season of Creation resources from The Episcopal Church, themed "Let Justice and Peace Flow."
- Leadership and involvement in E-Connect (Ecumenical-Connect), a congregational transformation initiative focused on spiritual and structural development. This program is supported by the Lilly Endowment Thriving Congregations Grant and is a collaboration among the Evangelical Lutheran Church in America - Indiana-Kentucky Synod, the Presbyterian Church (U.S.A.), The Episcopal Church, and the United Church of Christ - Indiana-Kentucky Conference. This year, six in-person retreat weeks were held, and St. Thomas, Louisville, has moved through 2 major retreats and development work through this process.
- Support for discussions about partnerships between congregations in the Louisville area and in the Western part of the diocese, with plans to continue these conversations in 2025. While some of these conversations have been fruitful and others less productive, much learning has been done to support such partnerships in the future.
- Collaboration with diocesan organizations in preparation for the 81st General Convention, set to take place in Louisville in 2024. Taking a key role in producing the June 22nd Love Always Revival at the KFC YUM! Center.
- Assisting the Mission Funding Committee as it worked with congregations and community agencies seeking mission funding. The 2025 Mission Funding cycle was completed, and Forward Fund monies were accessed for various innovative projects.
- Continuing to support the Urban Partnership in its ministry, including expanding the Laundry Love initiative in Louisville to 3 distribution points and 5 laundromats.
- The third annual shared Holy Week liturgies were a great success. New ministries, including further expansion of Laundry Love and building relationships with Black leadership, have been engaged through regular clergy interactions and partnership meetings.

- Partnering with the Pastoral Response Team to support congregations facing systemic stress and transition. The PRT is not currently working with any congregation in the diocese. Those engaged with the PRT in 2024 have completed their process such that they are ready to begin discussing clergy support in 2025.

The Department remains committed to serving our diocesan community in its mission and evangelism work.

Respectfully submitted,
(The Rev. Canon) Jason D. Lewis, Chair

MISSION FUNDING COMMITTEE

To the 197th Annual Convention of the Diocese of Kentucky

The Mission Funding Committee of the Diocese of Kentucky met in May, June, and August to discuss requests for grants. Committee members also met individually with congregations and agencies to discuss funding options when requests could not be met in full or in part. The committee in 2024 consists of The Rev. Delinda Buie as chair, The Rev. Dru Kemp, The Rev. Raleigh Langley, The Rev. Eva Markham, and The Very Rev. Stephen Spicer, with the support of The Rev. Canon Jason Lewis and Diocesan Accountant Brian Thomas. This year we received requests for grants from Aaron McNeil House, St. George's Community Center, St. George's Scholar Institute, St. George's Episcopal Church, Kentucky Refugee Ministries, St. Matthew's for a Bio-Swale Education Ministry, All Saints Center for Stations of the Cross, and a Multi-Counties Ministry proposal submitted by Ascension, Christ Church, Elizabethtown, and Holy Trinity, Brandenburg. The committee also had an existing commitment to the Church of Our Merciful Savior for $11,600. The total amount requested and already committed was $243,280.

We made the following recommendations, totaling $94,300, to the Diocesan Finance Committee:

- St. George's Congregation - $9,000
- St. Matthew's Bio-Swale Education Ministry (aka Rain Gardens) - $6,000
- Our Merciful Savior - $14,800
- All Saints Center for Stations of the Cross - $1,000
- Aaron McNeil House - $13,500
- Kentucky Refugee Ministries - $15,000
- St. George's Community Center - $25,000
- St. George's Scholars Institute - $10,000

The Mission Funding Committee also received Forward Fund proposals for $22,000 for expenses related to hosting the 81st General Convention, and from Christ Church Cathedral for $97,000 to fund the first year of an Associate Dean for Outreach and Evangelism. The committee recommended full funding for both proposals. Members of the committee also met with the Dean and members of the Cathedral Chapter to discuss funding over a five- year period.

The Mission Funding Committee understands that the Diocese and Congregations all make difficult decisions when preparing budgets and we give thanks to all who make funds available for mission funding and these

vitally important ministries in our Diocese. We also offer praise and thanks to God for the generous spirits and hearts of those throughout Kentucky who share. God's goodness with us.

Faithfully,
(The Rev.) Delinda Stephens Buie, Deacon
Chair, Mission Finance Committee

--DEANERIES--

LOUISVILLE AREA DEANERY

To the 197th Annual Convention of the Diocese of Kentucky:

The Louisville Area Deanery re-gathered prior to the last Diocesan Convention and has met monthly alternating between Zoom and in-person. The deanery gatherings have covered a variety of topics including General Convention, informational sharing of events throughout the Diocese, and recently a discussion on Congregational Vitality and how to best support congregations throughout the diocese. This conversation has moved beyond the Louisville Area Deanery and has been expanded throughout the Diocese.

Respectfully submitted,
(The Rev.) Dr. Lee F. Shafer

--COMMISSIONS--

COMMISSION ON MINISTRY

To the 197th Annual Convention of the Diocese of Kentucky:

The Commission on Ministry advises the bishop on matters of vocational discernment within the diocese. More specifically, the COM assists the bishop in the implementation of Title III Ministry Canons: in determining present and future opportunities and needs for ministry of all baptized persons; and in the designing and oversight of the ongoing process for recruitment, discernment, formation for ministry and assessment of readiness, particularly for ordained leadership, The COM invites those nominees who have completed their Community of Faith and received support from their Vestry and Rector to a Discernment Weekend in early February.

Additionally, the COM oversees the disbursement of continuing education funds for clergy. Our diocese has been blessed with resources for the formation of clerical leaders and the enhancement of their ministry. The COM awards funds based on established criteria, and are available up to $500 per clergy person, per year. There were three continuing education grants approved since the last Advance Report, granted to The Rev. Ken Casey, The Rev. Becca Kello, and The Rev. Barbara Merrick.

The COM consists of approximately 10 members (lay and clergy) appointed by the Bishop at the Diocesan Convention. The group is an advisory committee for the Bishop, meaning the COM makes recommendations to

the Bishop and to the Standing Committee who in turn discern whether individuals are called, equipped, and prepared for ordained ministry. Members of the Commission: The Ven. Kellie Mysinger, Mr. Steve Cook, The Rev. Lisa Tolliver, Ms. Susan Sauls, The Rev. Dr. David Carletta, The Rev. Andrew Shirota, The Rev. Candyce Loescher, Dr. John Spraker, and The Rev. Becca Kello, chair.

Ordinations and Those in Formal Discernment since Diocesan Convention November 2023:

Those in Discernment for the Diaconate: Ally Mason (Calvary, Louisville), Laurie Joyce (Christ Church, Bowling Green), Chris House (Trinity, Owensboro), Kevin Brown (Trinity, Owensboro), and Judy Gradl (St. Thomas, Louisville)

Those in Discernment for the Priesthood: David Kem (Christ Church, Bowling Green), Mark Howell (St. Mark's, Louisville), and Joseph Reese (Calvary, Louisville)

Ordained to the Priesthood: The Rev. Ken Casey – March 16, 2024, The Rev. Jim Christoph – March 19, 2024, and The Rev. Daniel Kuol – October 19, 2024

Respectfully submitted,
(The Rev.) Becca Kello, chair

COMMISSION ON LITURGY AND MUSIC

To the 197th Annual Convention of the Diocese of Kentucky:

The Commission on Liturgy and Music is convened as needed to answer liturgical questions or provide resources for the liturgical life of our diocese.

The Liturgy and Music page of our diocesan website has example liturgies that may be helpful in your worship planning, as well as information about annual diocesan gatherings and days of local observance. This QR code leads to the Liturgy and Music page.

The 81st General Convention authorized for trial use two expansive-language versions of Eucharistic Prayer C. Bishop White has consented to their use in our diocese during this trial period. If you would like to use them in your congregation, you can find links to their full forms on the Liturgy and Music page of the diocesan website. You will also find on the website a presentation available for teaching about these two new forms. If you worship with these prayers, please introduce them appropriately to your congregation and ask for feedback.

If you have questions about any of these resources or would like to provide feedback after using a new liturgy, please contact the Rev. Benjamin Hart at rector@stlukesanchorage.org.

--ENTITIES WITH HISTORICAL TIES TO THE DIOCESE –

ST. GEORGE'S SCHOLAR INSTITUTE

To the 197th Annual Convention of the Diocese of Kentucky:

On behalf of the Directors of the Board of St. George's Scholar Institute (SGSI), we extend greetings and thanks to the Episcopal Diocese of Kentucky, and all of its member churches and parishioners. We say thank

you for your continued belief in our work to improve the lives of young people in West Louisville and its surrounding neighborhoods.

We just wrapped up our 60th Anniversary Celebration in which we hosted over 200 people at the Muhammad Ali Center in Louisville, Kentucky. We raised $35,000 with the help of sponsors like Brown-Forman, Yum Brands, Texas Roadhouse, Metro United Way, Delta Dental and others.

The following is a look back from last Fall through our current status today.

In September we began our Fall Cohort of tutoring 58 participants 3 times per week in 10-week intervals, with 33 tutors virtually and in person. It concluded in the summer of 2024 with 103 participants that completed at least 24 sessions and had amazing results.

In the first week of October, we took 14 high school students on college tours inside the state. We visited Eastern Kentucky, Western Kentucky, U of L, Bellarmine and Jefferson Community & Technical College.

In November, we had our Friendsgiving Family Dinner where we fed over 200 youth and families. This year's event will occur on November 14th, 2024, inside the California Community Center Gymnasium.

In March our College & Career Readiness (CCR) program hosted an "ACT Prep Party" at Central High School for 18 students. Over Spring Break our College & Career Readiness program took 42 youth on a out-of-town college tour to Washington, DC where they visited Coppin State University, Morgan State University, Howard University, University of the District of Columbia, and Georgetown University.

In June of 2024, SGSI held our annual summer camp at Western Middle School. We had 53 youth enrolled in our six-week summer camp that provided a number of extensive learning opportunities. Our young people had an amazing summer filled with learning opportunities through STEM, reading, music, swimming, and fun!

We also hosted a "Safe Summer" program for 50 young adults ages 15- 24 in the evenings during the summer and on Saturdays.

We have started our after-school programs that include Tutoring, College & Career Readiness workshops, the Urban Arts Institute, and "Queens Academy", a girl's mentoring program, and "Man Cave" for our young male participants.

We are led by our Board Chair, Alford Beck. We continue to look for opportunities to strengthen our Board of Directors as it includes a diverse mix of talents to include representatives from St. Matthew's Episcopal and Christ Church Cathedral.

In closing, we'd like to say thank you again for your generosity and ongoing support of our mission to serve these children and their families. Be blessed.

Yours in Service,
Arthur Cox, Executive Director

AARON MCNEIL HOUSE

To the 197th Annual Convention of the Diocese of Kentucky:

In 2022 we served 126 households which included 311 individuals with $13,876.29 towards their utility bills, rent, and mortgage. We regularly evaluate our programs and services to ensure we best meet the needs of the

Christian County community. Therefore, some Diocese monies may be used to implement new programs, in addition to making sure our longstanding programs flourish, as well.

In 2022, our Food Pantry fed 1,928 individuals consisting of 752 families with a total amount of food distributed equaling 42,520 pounds. According to Feeding America's 2022 formula, the total value of this food is approximately $81,639.59. Often our Food Pantry clients return to let us know they are doing much better and some even become donors. Also, in 2022, we assisted 345 individuals combined into 139 households with hygiene items at a cost of $2,260. These items are on a first come, first served basis.

We have assisted 27,552 individuals totaling 10,060 households through TEFAP. This program distributed 84.07 tons of food with a total Feeding America assessed value of $322,828.80 but, cost AMH only $2,700! This equals to less than a penny on every dollar of food value received! Through Food Pantry and TEFAP we have assisted 10,812 households which include 29,480 individuals; total value of food distributed is $404,449.19.

Thank you for your continuing support.

Respectfully submitted,
Kurt Anderson, Director

NORTON HEALTHCARE

To the 197th Annual Meeting of the Diocese of Kentucky:

Norton Healthcare, a not-for-profit hospital and health care system, is strongly rooted in the values of its founding faiths — the Episcopal Church, United Methodist Church and the United Church of Christ. The Presbyterian Church and Roman Catholic Church also are part of its faith history. Ties to the Episcopal Church date back to after the Civil War, when a small group of women called the Home Mission Society of St. Paul's Episcopal Church began raising money to build a hospital in Louisville, Kentucky. In 1881, Mary Louise Sutton Norton gave the proceeds from the sale of her elegant home to the hospital project organizers after the death of her beloved husband, The Rev. John N. Norton. With roughly $100,000 in hand, the group broke ground on the John N. Norton Memorial Infirmary, which opened in 1886.

Guided by the faith and values of its founders, Norton Healthcare is committed to providing quality health care while reinvesting in services that benefit the community. Norton Faith & Health Ministries and the Norton Healthcare Pastoral Care Department each play a major role in ensuring that the organization's faith values are evident in the care provided.

Norton Faith & Health Ministries

Norton Faith & Health Ministries honors the faith heritage of the organization's founding churches and those that are part of its history by promoting the connection between faith, healing, and wellness. Under the guidance of the Norton Healthcare board of trustees committee on faith and health ministries, the department works to fulfill the committee's objectives:

- Nurture relationships with faith communities that are part of our history and with other faith communities committed to faith, healing, and wellness.
- Advance congregational health ministries, faith community nursing and other health-related programs.
- Promote employee awareness of Norton Healthcare's faith heritage and mission.

- Align Norton Faith & Health Ministries operations with Norton Healthcare's CARE (**c**linical quality and safety, **a**ccess, **r**etention, **e**ase of use) goals.

The Rev. Helen Jones, Gouverneur H. Nixon, Debbie Stover, R.N., and Kevin Wardell are committee members who belong to local Episcopal parishes. Norton Healthcare's current board chair also belongs to a local Episcopal parish.

In gratitude: Gouverneur "Bo" Nixon was one of the leading visionaries who established the Office of Faith & Health Ministries in 2003. Under his wise and capable guidance, the office grew into what is now Norton Faith & Health Ministries, an important partner with more than 170 area faith communities that provide spiritual, emotional, and physical care for their congregants and their neighbors. Mr. Nixon's recent passing has invited staff to reflect on his substantial contributions and to covenant to be a steward of them.

For more than 20 years, Norton Faith & Health Ministries has worked hand in hand with clergy and lay leaders to promote whole-person health, wellness, and healing. Norton Faith & Health Ministries offers faith communities professional guidance, education, and resources to support faith community nursing and health ministries. Nurse educators trained in the faith community nursing specialty work with churches and faith groups to weave together promoting health and wellness with intentional care of the spirit. Norton Faith & Health Ministries provides mentoring, educational resources, speakers, and networking opportunities to assist health ministry coordinators and faith community nurses in serving their members. It also holds a yearly conference uniquely designed for faith leaders and others at no cost to attendees.

In 2023, Norton Faith & Health Ministries celebrated 20 years of service and engaged in 152 events with faith partners and activities, including:

- Partnering with more than 170 faith communities to promote whole-person health, wellness, and the integration of spiritual care
- Sponsoring health ministry programs on networking with other faith communities, health teaching with educational tools, and cancer support and resources.
- Holding a conference titled "Resources for Faith Leaders: Considerations Following Trauma" with 147 attendees
- Partnering with the Kentucky Heart Disease & Stroke Prevention Task Force to provide cardiovascular assessments, risk reductions and education on the blood pressure awareness program
- Continued to serve as a trusted source for health and wellness information by coordinating subject matter experts and speakers for a variety of health topics; distributing electronic correspondence to a network of health ministries; and producing and distributing "Health Ministries Connection," a bimonthly newsletter, to more than 2,100 subscribers, as well as faith communities, Norton Healthcare employees and others

Clergy and lay leaders who would like more information about services offered by Norton Faith & Health Ministries are invited to call **(502) 629-2700**.

Registration continues through Tuesday, Nov. 5, 2024, for the seminar "Resources for Faith Leaders: Love Yourself As Your Neighbor," to be held Tuesday, Nov. 12, 2024, at The Olmsted, 3701 Frankfort Ave., Louisville, Kentucky. Visit **NortonHealthcare.com/2024FaithLeadersConference** to learn more and register.

Norton Healthcare Pastoral Care Department

The mission of the Norton Healthcare Pastoral Care Department is to promote spiritual health and initiate timely, competent, compassionate, and, as appropriate, confidential spiritual care to patients, their families and staff, and to train pastoral practitioners in the caring art.

Over the past 12 months, staff chaplains as well as the interns and residents of the department's Clinical Pastoral Education Program have carried out that mission of caring for patients and their families 24 hours a day, 7 days a week. During that time, the chaplains documented more than 33,000 patient encounters in our electronic medical record. That number does not include thousands of family members and staff who also received care.

For example, deacon Dan Dykstra and staff continue relationships with the department on a volunteer basis by regularly visiting Episcopal patients. He described one meaningful visit this way:

"I visited with a woman who welcomed my visit and tearfully described her situation. She had just received a troubling diagnosis: Her liver cancer was spreading. She spoke of it and cried," Dan said. "She was troubled, but I soon found that her greatest concern was not for herself, but for her husband. She hadn't told him yet. He resided in an assisted living facility a few miles away. She agonized over telling him her news and didn't think he would take it well. She asked me if I knew a particular elderly Episcopal priest whose name escaped her. He was someone she and her husband knew well. I shared names of priests I knew, one after the other, until I came to the right one. When I said his name, she yelled out, 'That's him! Do you think he would be willing to go and see my husband and renew an old relationship?' I told her I knew the priest in question very well and was sure he'd be willing to visit her husband. She expressed great relief. I connected the priest and her husband."

The Rev. Rick Forest, D.Min., F.T., chaplain with Norton Healthcare, engages in a unique and critical ministry with families.

"In my work at Norton Children's Hospital, I companion with the family bereaved by the death of a child, helping them to navigate the spiritual, emotional and practical needs that arise at such a time with compassion and sensitivity," Rick said. "These needs include the selection of a funeral home, the decision about an autopsy, choices about organ and tissue donation, and, if necessary, coordinating with the county coroner's office. I travel to funeral homes to represent the hospital and bring memory items made by our child life therapists. I make home visits to assess the family's needs, help them to find resources in their community, and sometimes provide support in the form of education about grieving and how their families can help."

In addition to those more than 33,000 encounters in the hospitals, many pastoral visits are done in our outpatient facilities. Amy C. Helwig, M.Div., MAMFT, serves as a community services chaplain with Norton Healthcare.

"In partnership with Norton Neuroscience Institute, I have developed relationships with dementia care partners and Parkinson's disease patients and their care partners," Amy said. "Quarterly four-week facilitated support groups for each of these populations are regularly scheduled and well attended. In addition, I offer presentations on the importance of spiritual wellness to patients and caregivers at workshops, lunch-and-learn sessions, wellness retreats and other community offerings sponsored by Norton Neuroscience Institute. The strength of the connections with the Parkinson's community was evident at one of their recent fall festival events, when a Parkinson's spouse introduced me to a friend saying, 'This is *our* chaplain.'"

The mission of the Pastoral Care Department also is to care for staff. Again, from chaplain Amy Helwig:

"On several occasions over the past year, I have been called to support staff at Norton Medical Group practices, Norton Immediate Care Centers and specialty clinics following an unanticipated loss of either a staff member or

an immediate family member of staff," Amy said. "Norton Healthcare's smaller medical practices have a strong family culture, and often when one person experiences a loss, it affects the whole practice family. I work with practice managers to console staff members and facilitate bereavement care from the staff to the person who experienced the loss. This often includes attending memorial visitations and/or services to offer support to family and friends of the deceased."

The final part of our mission statement is to offer training in the caring art to pastoral practitioners. The year 2024 marked 101 years since the first unit of clinical pastoral education (CPE) was offered at Norton Memorial Infirmary. Today, as many as 22 individuals per year go through our CPE program as interns or yearlong residents, which involves classes, individual and group supervision, and clinical work as a chaplain. Debbie Stover, who did a unit of CPE with Norton Healthcare as a part of her studies in the Episcopal School of Ministry, now serves on the pastoral advisory committee that supports our CPE program.

The year ahead will bring many more opportunities as Norton Healthcare has expanded into Southern Indiana and soon will open a new hospital in West Louisville.

Norton Hospital

Norton Hospital is forever indebted and grateful to the Norton Woman's Board, which was linked to the women of St. Paul's Episcopal Church, founders of the John N. Norton Memorial Infirmary. This board supported Norton Hospital through financial contributions to the Norton Healthcare Foundation and through the work of many dedicated volunteers. Their contributions supported Norton Hospital in pastoral care, orthopedics, education, and many other areas. Board members also provided countless hours of volunteer staffing for the Norton Hospital gift shop and welcomed and cared for patients and their families. The generous support provided by these individuals has been a vital part of assisting Norton Hospital in providing quality care for patients and families in our community and region, honoring our faith heritage.

About Norton Healthcare

Norton Healthcare is a leader in serving adult and pediatric patients from throughout Greater Louisville, Southern Indiana, the commonwealth of Kentucky and beyond. The not-for-profit hospital and health care system has five Louisville-based hospitals, three hospitals in Southern Indiana and one under construction in West Louisville that is scheduled to open Nov. 11, 2024.

With more than 23,000 employees, over 1,750 employed medical providers and more than 3,000 total providers on its medical staff, Norton Healthcare is Louisville's second largest employer. It provides care at more than 400 locations throughout Kentucky and Southern Indiana. The five Louisville hospitals have a total of 1,907 licensed beds, and the Southern Indiana hospitals have a total of 347 licensed beds. The hospitals provide inpatient and outpatient general care as well as specialty care, including heart, neuroscience, cancer, orthopedic, women's and pediatric services. The system also includes 10 outpatient centers, 19 Norton Immediate Care Centers, 14 Norton Prompt Care clinics and an expanded telehealth program. A strong research program provides access to clinical trials in a multitude of areas.

Norton Healthcare's five Louisville hospitals and Norton Cancer Institute are LGBTQ+ Healthcare Equality Leaders. Our facilities first received this designation from the Human Rights Campaign (HRC) in 2018 and have received it in all subsequent years that the designation has been awarded. (HRC did not announce health equality designations in 2021 or 2023.) Norton Healthcare also was recognized in 2022, 2023 and 2024 on the Disability Equality Index's list of Best Places to Work for Disability Inclusion.

In 2020, Norton Healthcare made a commitment to strengthen health equity in underserved communities by investing in and forming partnerships with those communities. We accelerated work with community leaders and strategic thinkers who helped us along the way. In 2022, we made our biggest commitment yet — to build a new hospital in West Louisville, the first hospital built west of Ninth Street in over a century. Norton West Louisville Hospital will open Nov. 11, 2024, at 850 S. 28th St.

In addition to this historic work, Norton Healthcare made significant advancements. We continued to grow — investing in new technology, research, and innovations as well as facilities, practices, and clinics throughout the communities we serve.

A new multipractice location opened in Elizabethtown, Kentucky, bringing expanded services to the area, including Norton Community Medical Associates primary care and endocrinology offices, Norton Neuroscience Institute, a Norton Immediate Care Center, lab testing and diagnostic imaging services.

Norton Heart & Vascular Institute opened a Women's Heart Program office on the Norton Healthcare – St. Matthews campus. It is staffed by a fellowship-trained cardiologist who specializes in and studies women's heart care.

Norton Children's opened the only dedicated pediatrician office in the Russell neighborhood of West Louisville. Norton Children's Medical Group – Russell is located in the Seven Counties Services building on Broadway and offers primary and specialty care to about 4,000 kids per year. There's also an on-site pharmacy available to patients and families.

We stayed committed to safe, high-quality care and received many distinguished recognitions, accreditations, and awards. We made meaningful investments in the lives of many people through the work of our two foundations. In 2023, the Norton Children's Hospital Foundation and Norton Healthcare Foundation raised nearly $31 million in support of care at Norton Children's Hospital and its sister facilities, and Norton Healthcare's adult-service facilities.

As part of our commitment to improving the health of our community, Norton Healthcare provides funding for many programs and organizations that improve access to health services, enhance the health of the community, advance health care knowledge, and relieve or reduce the burden of government, as well as other community efforts to improve health. In 2023, our total contribution was valued at nearly $129 million, with employees donating 211,577 hours of community service, a benefit valued at more than $1.5 million in salaries.

In addition, Norton Healthcare expanded its financial assistance program to include households with income levels less than 350% of the federal poverty guidelines. This change helps to alleviate the burden of cost when it comes to seeking health care.

Our commitment to people of this region is stronger than ever as we honor our faith founders, and stay true to our mission, vision and values while providing compassionate care for the adults and children we are privileged to serve.

We invite you to find out more at **NortonHealthcare.com.**

Respectfully submitted,
Russell F. Cox, President & CEO

THE EPISCOPAL CHURCH HOME

To the 197th Annual Convention of the Diocese of Kentucky:

OUR HISTORY: The Episcopal Church Home was founded in 1881 in the Louisville Highlands by John P. Morton. Throughout his life Mr. Morton was a devout Episcopalian. In his adulthood, he became a prominent businessman. As a young man, he had little money. It was in this vulnerable period of his life that the inspiration for The Church Home arose. While a man of little means, John Morton fell seriously ill and endured a convalescence in what he called 'dismal' surroundings. There and then he "[f]ormed a purpose that ... if ever he prospered, he would erect an infirmary for the sick - One that would ... prevent other sick persons from being subjected to the discomforts and anxiety which he had endured."[i] Through John Morton's faithfulness and generosity, "A home for aged and helpless women; a home for orphan and destitute children; a home for working women; an infirmary for the sick; and a home for the Sisterhood of the Diocese"[ii] was established. The mission of the Home was refined over the years to its current purpose of providing a place of beauty and dignified care for the aged. In 1977, our home was relocated to our current east-end address. Today the Church Home serves approximately 200 individuals annually by offering a continuum of residential and health care services that includes independent living patio homes, rehabilitation and nursing services, skilled nursing care, assisted living, memory care services, and outpatient therapy services.

MISSION: Founded in 1881, the Episcopal Church Home's mission is to enrich the lives of older adults in a person-centered, innovative and spiritually based way.

2030 Vision: As recognized inclusive and innovative leaders, ERS is the preferred choice and trusted resource for older adults along the full economic continuum.

CORE VALUES: Rooted in our Episcopal faith tradition, our core values create an unwavering and unchanging guide for how we advance our mission.

Relationships - Recognizing and encouraging deep and meaningful relationships among all we serve, and believing all individuals have infinite worth and deserve respect.

Integrity - Acting under the highest ethical standards with honesty, trustworthiness, transparency, and sincerity.

Engagement - Expecting all to be in relationship with those we serve and with whom we work. Participate in decision making to improve elders' lives, our work environment, and the services we offer.

Inclusion - Valuing collaboration and diversity of thought, experiences and perspective. Appreciating that we are better together leveraging our strengths and differences.

Person-centeredness - Restoring freedom, choice, and purpose to those we serve and with whom we work. Leading in an individualized, strength-based way using Servant Leadership principles.

Progressive Thinking - Encouraging innovation and respectfully challenging the status quo to create breakthroughs in thinking, systems, and practices; encouraging life-long learning.

PARTNERSHIP WITH ERS: In October 2016, we entered into an affiliation with Cincinnati based Episcopal Retirement Services. This is a natural affiliation for both organizations which share the same mission of enriching the lives of older adults in a person-centered, innovative, and spiritually based way. As the only two not-for-profit Episcopal-affiliated retirement organizations in the Kentucky, Indiana, and Ohio area, our faith-based heritage continues to serve as the cornerstone as we work together.

In this ever-changing healthcare environment, the creation of our formal partnership with ERS offers the benefit of shared leadership, access to greater resources, collaborative planning and over 200 years of combined experience in serving elders. As we enter the eighth year of our affiliation, we are excited about enhancements to our physical campus and future expansion of services for residents with dementia.

For more than 140 years, the Episcopal Church Home has served the Louisville community and its seniors by providing the highest level of care. This commitment to your loved one and your family will never change. Our commitment to our Episcopal heritage remains steadfast.

MASTERPLAN: In February 2020, ECH announced a bold new vision, which reimagined our campus for current and future residents. ECH has worked diligently to bring this vision to reality. Last year, we were proud to announce the completion of the masterplan.

ECH now offers more intimate, person-centered healthcare households in accordance with consumer preferences. We also offer a person-centered care model that allows residents to live life on their own terms. Residents are able to make their own decisions regarding their medical needs and are able to determine which life enrichment and recreational services they would like to participate.

In addition, ECH expanded our offering of independent living homes to include 25 additional patio homes on our campus which offers amenities not seen at ECH in the past. In the near future, ECH will offer Living Well Community Support Services, which is a suite of services developed by ERS to help keep residents with memory loss engaged and stimulated. Staff are currently being trained on these services. Episcopal Church Home will continue its rich tradition of offering a continuum of care for its residents, including independent living, assisted living, memory care, rehabilitation, and skilled nursing care.

RECOGNITION: The Courier Journal and area citizens named Episcopal Church Home a Finalist for Best Nursing Home in the Louisville region in this year's official Community's Choice Award. Our residents and staff are ecstatic to receive this honor and extends a sincere thank you all the citizens of Louisville for honoring us with this designation. We also thank our residents for making our community the best senior living community to call home!

BOARD OF DIRECTORS: In summer of 2023, Episcopal Retirement Services Board of Directors and Episcopal Church Home Board of Directors unanimously agreed to change the governance structure of the Episcopal Church Home. The Episcopal Retirement Services Board and the Episcopal Church Home Board of Directors are now the same Board and meets annually. The Episcopal Church Home Foundation Board continues to exist and was expanded to include a voting ECH Resident Representative, an Alternate ECH Resident Representative, an investment review and robust reporting on finances and Episcopal Church Home operations by the Servant Leader Team. The composition of both Boards continues to consist of representatives from both the Episcopal Church Home and Episcopal Retirement Services.

COVID-19: Over the last 4 years, Episcopal Church Home has learned how to successfully navigate challenges presented by Covid. Therefore, Episcopal Church Home has been largely unaffected by Covid.

This is primarily due to high vaccination rates among residents and staff and adhering to well-known safety measures. As the flu season approaches and news of increased Covid related hospitalizations occur across the country, ECH recently offered flu vaccination clinics and is preparing to offer another Covid vaccination clinic as well.

FINANCES: The Episcopal Church Home's Annual Operating Budget is approximately $8 million. We employ approximately 106 full and part-time employees and provided 15,909 "resident days" of care in fiscal year 2023. While the overall number of residents served has decreased due to the masterplan, changes made aligns with consumers' needs and preferences.

PHILANTHROPY: The Fund Development office celebrated two-year anniversaries in July 2024 for both the department director and coordinator. Dr. Stephanie Holcomb, Director of Fund Development, and Ms. Cathy Crask, Fund Development Coordinator, have now been leading fundraising efforts for over two years at Episcopal Church Home. The Office of Fund Development's mission continues to honor the legacy of excellence, build enthusiasm for the future and celebrate the community of residents, family members, staff, donors and volunteers that are the heart of Episcopal Church Home to develop a sustainable philanthropy program. We follow the same person-centered, spiritually based approach to philanthropy that is found throughout Episcopal Church Home. The Fund Development office seeks opportunities for ongoing engagement and partnership with individual Episcopal parishes and the Episcopal Diocese of Kentucky at large. The Promise Fund remains a focal point and is our established annual giving program. Gifts to the Promise Fund help bridge the gap between revenue from fees and reimbursements and the actual cost of providing thoughtful, person-centered care. Because Episcopal Church Home is a nonprofit and mission-driven organization, we serve aging adults and their families (not shareholders or corporate boards). We promise that no one will be asked to leave their home at ECH because they are unable to pay the full cost of care. This can happen for several reasons. Medicaid only pays for about half of the real cost of long-term care. Other aging adults outlive their resources through no fault of their own. On average, ECH subsidizes over $300,000 annually for those who are unable to afford the full cost of long-term care. The ECH commitment to residents having a home for life is sustained in part by gifts to the Promise Fund. This means our elders will continue to receive stellar care at ECH even if they outlive their financial resources. Episcopal Church Home has provided high-quality, person-centered care to Louisville's older adults for more than 140 years. However, we haven't done it on our own. As always, we are grateful for our continued partnership with the Episcopal Diocese of Kentucky and the many donors and friends throughout the Episcopal community whose ongoing support sustain and enhance our efforts to nurture the vitality of the residents we serve.

ST. LUKE'S CHAPEL: Under the guidance of The Rev. Lisa Tolliver, Director of Pastoral Care, St. Luke's Chapel continues to be a central part of the lives of all who reside, work on and visit the campus. Sunday worshippers comprise a cross-section of the community: Residents with their family members, members of the Dudley Square community, staff members, and occasional persons who live in the surrounding neighborhood. We are especially happy to have baptized five persons this year!

A central focus this year has been developing the Chapel as a center of spiritual formation for the Dudley community. In that vein, opportunities for study and dialogue have been planned and offered on a bi-monthly basis, in a partnership between the Chaplain and interested retired clergy residing in Dudley Square. There is excitement about these programs as they emerge organically from the interests and concerns of the people of Dudley.

But there is more to the chaplaincy than worship in the Chapel, as has always been true. The ministry of presence is vital to the Chaplain's service, making time to get to know residents and their families, and to share

in their joys and concerns. Likewise, supporting staff members is also a key part of Rev. Tolliver's service. As ever, the Chaplain serves persons of all faiths and none; and in standing with the spirit of Episcopal ecumenism, she ensures that all persons can be connected with clergy of their own faith tradition. The Chaplain serves as coordinator to ensure that Catholic masses as well as Jewish services are available on a timely basis to residents of those traditions. The ministry of St. Luke's Chapel continues to evolve to serve the changing needs of our senior living community through the work of the Chaplain while engaging the support of volunteers, both clergy and lay.

DUDLEY SQUARE INDEPENDENT LIVING PATIO HOMES: In July 2021, three model homes were constructed in Dudley Square I, which increased the total number of patio home offerings in Dudley Square to sixty-five. The independent living patio homes are located on the south end of the campus in Dudley Square. They remain full until a resident can no longer live independently and needs to move into the main building to receive additional services. As such, we continue to accept applications for new residents in anticipation of periodic vacancies. Transitions from the patio homes for both short and long-term care in the Health Center are made with ease and allow minimal disruption to life-style and contact with friends and family.

In accordance with the masterplan, between 2022 and 2023, ECH added 22 additional patio homes for independent living residents, which increased our patio home offerings to a total of eighty-seven. These spacious patio homes offer the latest in design features for older adults who seek a retirement community setting complimented by access to quality personal care and skilled nursing services should their healthcare needs change. These patio homes feature all of the modern design features that you would expect. You will find plenty of storage options, quartz counter tops, and high-end appliances among the high-end finishes through the patio homes.

VOLUNTEERISM: The Episcopal Church Home is celebrating over 140 years of serving the community and the Diocese of Kentucky. Our success has been the direct result of the tireless efforts of scores of faithful Board of Directors, Woman's Board members, as well as dedicated employees and community volunteers. The Board of Directors and Woman's Board members serve without remuneration and will attend dozens of meetings each year. Out of the abundance of precaution, in 2020, ECH closed its doors to nonessential guests, which sadly, included volunteers. In October 2022, volunteers returned to ECH. The Woman's Board hosted a grand opening for the new gift shop located within Morton House on October 6, 2022 after being closed for two years. Residents and other guests were excited to join in this occasion and to have the opportunity to purchase gifts, cards, sundries and other items on campus. We have also welcomed numerous volunteers that provide art, music, and pet therapy for our residents residing in Morton House. Our residents and family members are thrilled that volunteers are back in our community on a routine basis.

CONCLUSION: The Episcopal Church Home would like to extend our appreciation for the clergy and laity of the Diocese for their ongoing support of our mission. Our doors are open to you and we hope to strengthen our response to the Diocese's needs in the years to come. After all, we are YOUR Episcopal Church Home.

Respectfully submitted,
Beverly Edwards
Vice President of Residential Healthcare
Lisa Tolliver+
Director of Pastoral Care
Jomiya Coleman
Health Services Administrator

[i] Horton, J. Thomas, History *of Louisville's Episcopal Church Home, Est. 1881* (Self-published; copies available for viewing at the Church Home), pp. 18 - 19.

[ii] Horton, J. Thomas, p. 8.

THE UNIVERVITY OF THE SOUTH

(SEWANEE)

To the 197th Annual Convention of the Diocese of Kentucky:

REPORT FOR THE DIOCESE OF KENTUCKY FOR FISCAL YEAR 2024

The University of the South is the only institute of higher education founded and governed by dioceses of the Episcopal Church. The bishops, clergy, and laity of twenty-seven dioceses form the core of the University's Board of Trustees fostering mutually beneficial relationships that make Sewanee a truly unique and special place.

For more information or to view this report online, visit *episcopal.sewanee.edu*

2023-2024 SEWANEE ALMANAC

College of Arts and Sciences:

- Total enrollment in the College: **1,681**
- Total aid awarded to College student from Constituent Dioceses: **$7M**
- Total number of Episcopal College students from all 27 Constituent Dioceses: **1,304**

School of Theology:

- Enrollment in the seminary: **139**
- **100%** of seminarians who applied for financial aid and received support
- Constituent Dioceses represented by current: **11**

HOW YOUR DIOCESE SUPPORTS SEWANEE FINANCIALLY

- Diocesan support in FY24: **$550**
- Support from parishes in the diocese: **$150**
- Percentage of parishes in the diocese that made a gift to Sewanee: **3%**

HOW YOUR DIOCESE ENGAGES WITH SEWANEE

- College students from the diocesan area: **14**
- Seminarians from the diocese: **0**
- School of Theology alumni currently serving in the diocese: **9**
- EfM groups in the diocese: **7**

YOUR TRUSTEES

- The Rt. Rev. Terry Allen White, bishop
- Leslie Newman (2025)
- The Rev. Stephen Spicer (2026)
- Stephanie Miller (2027)

Staff Contacts:
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ALL SAINTS CONFERENCE CENTER

To the 197th Annual Convention of the Diocese of Kentucky:

The Mission of All Saints Center is to provide a sacred space, so all may experience God through nature and Christian community. In the spirit of the ministry of Jesus, it seeks to transform the lives of those it serves through its rich tradition and legacy by fostering exploration, renewal, formation, and growth. The All Saints Board has spent the past year collaborating with Bill Beam, our Managing Director, to continue to enhance All Saints' ability to support the ministry of the Diocese of Kentucky.

Retreat activity at All Saints in 2024: 12 events and 240 participants. Without a Diocesan Director of Youth and Young Adults, there have been no Diocese-wide youth retreats such as seasonal gatherings or summer camp.
The Board requested and received a Property Condition Report from Reese Design Collaborative for ten buildings on the lakeside campus, including a summary of Building Recommendations and Immediate Precautions.
The 2024 operating budget of $203,000 included $150,000 in Diocesan Support.

There will be four vacancies on the Board in January, 2025. Please contact the Bishop's Representative, Canon Amy Coultas, to express your willingness to serve a three-year term. The 2024 members of the Board of All Saints are: Rev. Jerry Cappel, Rev. David Carletta, Jim Dale, Bill Gentry, Trevor Neaveill, Jeff Preston, Harvey Roberts, Helen Siewers (Acting Chair) and Chris Thorowgood. The position of Youth Representative was vacant this year. Ex-Officio Participants are Canon Amy Coultas and Managing Director Bill Beam. The Diocesan ex-officio position of Director of Youth and Young Adults was vacant this year.

If those attending Convention are interested in learning more about All Saints, please speak to me or one of the members of the Board for more information. We look forward to seeing you at All Saints in 2025.

Respectfully submitted,
Helen Siewers
Acting Chair