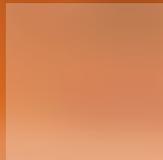




Graceworks  
Lutheran Services

# Moments of Joy





# Our Mission

In response to Jesus Christ, Graceworks Lutheran Services helps people experience dignity and wholeness in relationship with God, family, and community.

# Our Vision

Graceworks Lutheran Services will be a leader in offering services and settings that inspire and support a sense of home when people experience challenging and changing circumstances related to aging and living with disabilities.

# Our Services

## **Bethany Village**

As one of the Dayton region's largest continuing care retirement communities, Bethany Village offers the full continuum of care to help older adults enjoy life to the fullest.

## **Graceworks Enhanced Living**

Graceworks Enhanced Living's residential living homes, transitional housing and day programming bring unconditional love, security and community to individuals with intellectual and developmental challenges.

## **Graceworks Housing Services**

Graceworks Housing Services communities provide well-maintained, affordable housing for older adults with limited income and disabled individuals in a comforting family atmosphere.

## **Bethany Village Home Health Care**

Bethany Village Home Health Care provides skilled nursing and licensed therapy services in Dayton and its surrounding cities. Our services support older adults' desire to recover at home and live safely and independently in their homes.



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Judy A. Budi, CEO

## *A Message From Our CEO*

I heard it said many times during the height of the pandemic that you could tell if someone was smiling by the look in their eyes. Joy is difficult to mask, but easy to identify. For such a short word, joy is a powerful emotion.

During 2022, joy was unmasked across Graceworks Lutheran Services. I could see it not only in the eyes of those who live or work here, but in smiles and gestures. I could feel it in hallways and homes. Joy was abundant.

The pandemic was hard to navigate. Some days we felt like progress was being made, while other days we felt as if we were stuck in reverse. Slowly, as the New Year dawned and progressed, joy began to emerge.

When Bethany Village employees were told they no longer had to COVID test twice a week or wear masks, cheers could be heard in hallways. As the first resident moved into the newly renovated Vista Place, smiles lit up the faces of the resident and those working on the renovations. As Matt, a resident in Graceworks Enhanced Living's Interim Care Home, found a permanent residence at Britton Home, joy was expressed in tears. When residents of Graceworks Housing Services communities were told computers were coming, the possibilities for connection to family and healthcare providers seemed endless. In November, 208 employees were honored for their 10+ years of service, marked by a banquet that felt healing.

Joy was not only unmasked in 2022, it was contagious. Residents began gathering again, in old and new ways. Card clubs, carry-ins, parties, and concerts were all planned. Member congregations supported residents in experiencing this sense of community by hosting picnics and rejuvenating outdoor areas. Indoors and outdoors, we all could feel joy rising.

My own joy is overflowing with gratitude for the many donors, volunteers and employees who support our work and believe in our mission. Joy is an expression of our commitment to Faithful Caring, something I see with my own eyes every day.



# A Year to Thrive

This past year has been marked by several new initiatives that are helping our staff and residents thrive.



- With a goal of becoming an employer of choice, several retention strategies and a change in the way we support team members have led to higher than industry-average staff retention rates. Supporting and growing our team means greater stability and comfort for all of our residents.
- In select Enhanced Living homes, our staff has been testing overnight monitoring systems. These systems can turn off appliances, monitor smoke alarms, detect movement, and initiate video or voice chat sessions with residents.
- During the summer, eight Bethany Village team members participated in specialized dementia training earning them the national designation of Certified Dementia Practitioners.
- After a technology evaluation in our Affordable Housing communities, steps were taken to modernize the community computer stations to enable residents to access the internet, order online groceries, connect with family members, and participate in telehealth calls.
- In the past year, we moved away from the personal care business and opted to focus on skilled nursing care under the Bethany Village Home Health Care name. The refocused organization delivers skilled nursing and licensed therapy services for residents and community members recovering from surgery or recent hospitalization.

All of these initiatives set the stage for improving programs, easing the workload on staff, and better positioning ourselves in the communities we serve.



*We strive to demonstrate the Graceworks difference among our colleagues by*

Exhibiting  
COMPETENCE

Showing  
COMPASSION

Practicing  
STABILITY

Living the Graceworks  
VALUES

*While the last few years have been challenging, we agree that providing support to one another and uplifting those around us has been especially important.*

*From managing resident and family expectations with compassion, to navigating staffing needs with understanding, we are grateful to our administrators, managers and coworkers for standing together and identifying the joy in any situation.*

*Our culture of Faithful Caring reinforces our efforts to be an Employer of Choice not only in retaining our dedicated workforce, but attracting the best talent to achieve our mission. With this training, we aim to motivate our teams to continue fostering an environment that is welcoming, supportive, and collaborative.*

# Supporting, Encouraging, and Faithfully Caring for One Another

Faithful Caring is not simply the Graceworks philosophy for serving others – it is our foundation for providing the best experience to everyone we encounter each day.

This year, the Faithful Caring training emphasized how we can exhibit this guiding principle within our own work groups, employee to employee. In years past, our annual training focused on care for residents and individuals, so we took the opportunity to view Faithful Caring from a new perspective: realizing the importance of caring for ourselves in all circumstances.

Often, staff members may not routinely interact with employees from other service lines. The 2022

live training class enabled us to unite service line staff members to interact, engage, and offer their unique input and experiences. Newer employees learned about the history of Graceworks and the inception of Faithful Caring.

We know that Faithful Caring toward the individuals we serve is already a strength that sets us apart. The emphasis this year was to support that relationship among peers as well. When we consistently apply the four tenets of Faithful Caring in our daily work, especially between each other, we cultivate a culture of greater intention and appreciation, which is reflected in the level of care and compassion Graceworks delivers day after day.



# Congregational Partnerships

The relationship between Graceworks Lutheran Services and local congregations is centered on finding ways to affirm one another in ministry and ways in which we can be in ministry together. In 2022, those opportunities translated into countless moments of joy.

The Graceworks Women's Council is a cohort of women representing 24 Lutheran congregations. The Council has been in continuous existence since 1935 and each year spends thousands of hours hand-making gifts for residents of Bethany Village skilled nursing units, Graceworks Enhanced Living and Graceworks Housing Services. For 87 years, the Council has been spreading joy to others, stitch by stitch.

Trinity Lutheran Church in Mt. Healthy, OH, used the talents and resources of its members to build

a patio covering and paint the interior of two Enhanced Living homes. A sense of home brings joy to our residents.

Many congregations support Graceworks through financial donations and charitable grants. Good Shepherd Lutheran Church in Kenwood, OH generously provided grants to enrich the lives of Graceworks' residents. Other congregations like Trinity Lutheran Church, Brookville, OH; New Hope Lutheran Church, Dayton, OH; and Zion Lutheran Church, Dayton, OH support Graceworks through representation on our Boards of Directors. Moments of joy are sustained through leadership and structure.

Joy is both tangible and foundational when congregations join with Graceworks in service to others. For those partnerships, we are grateful.





“

*I try my best to make sure that our residents have moments of joy like this every day.”*

– Richawna Bowling, Life Enrichment Coordinator, Bethany Village



# Enjoying the Day at Bethany Village Beach

The team at Bethany Village excels at bringing joy to the older adults living in our nursing home. Team members build close relationships with residents which helps them develop meaningful programming. Our team's goal is to create experiences that extend the independence of our residents, and sometimes that means moving mountains – in this case, mountains of sand.



That's because, for one resident, visiting the beach and feeling her toes in the sand was a dream that she spoke about constantly with those around her. And Richawna Bowling, a life enrichment coordinator, had to make that dream come true for her – from feeling the sun on her face and a warm breeze through her hair to hearing the crash of ocean waves.

Her opportunity came in July. As part of Bethany Village's "summer bucket list" program, each life enrichment team member selected and planned an activity for residents to enjoy, and Richawna was committed to bringing the beach to Bethany Village.

Richawna took care of every detail to make the day one to remember. Residents enjoyed boba tea on the patio on a gorgeous, breezy summer day.

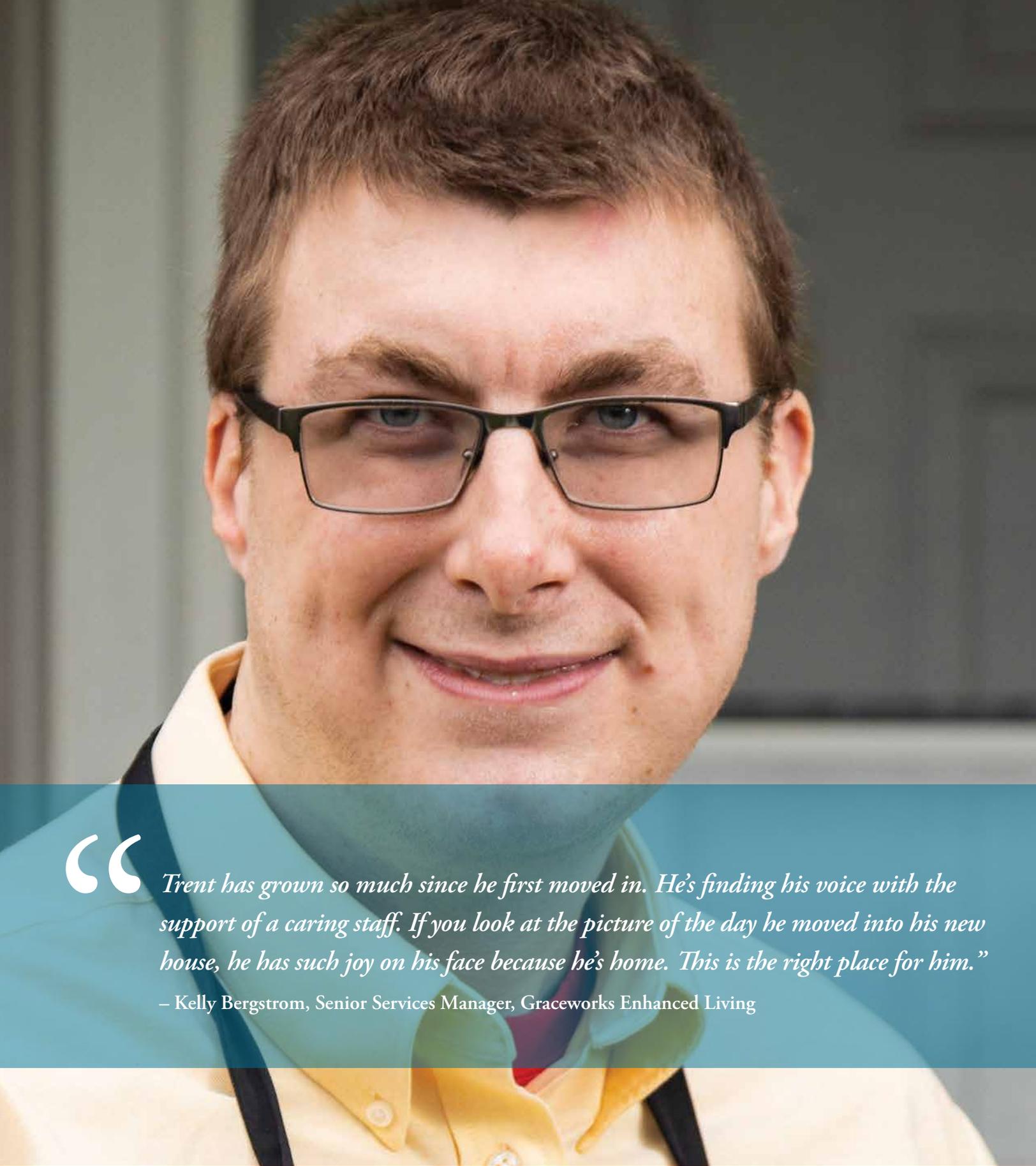
They relaxed as they sank their toes into buckets of sand Richawna brought in for the occasion and gleefully spent the afternoon building sandcastles.

Richawna even provided a sound system to play recordings of ocean waves and squawking seagulls, bringing the sounds of the beach even closer to Bethany Village.

At the end of the day, Richawna washed the sand off the residents' feet and gave them a massage with scented lotion to round out their sensory experience.

The residents loved being outside and sharing time together as they enjoyed their mini beach vacation. Even though they were far from the ocean, the residents built lasting summer memories.





“

*Trent has grown so much since he first moved in. He's finding his voice with the support of a caring staff. If you look at the picture of the day he moved into his new house, he has such joy on his face because he's home. This is the right place for him.”*

– Kelly Bergstrom, Senior Services Manager, Graceworks Enhanced Living

# Staying in the Family

A core part of our mission at Graceworks Enhanced Living is supporting adults with developmental and intellectual disabilities with dignity and wholeness. Our culture of faithful caring led the staff at Graceworks' Enhanced Living to go above and beyond when a recent move increased the distance between Trent and his family. Trent had never lived alone before he joined the family in one of our Dayton homes nearly 10 years ago. What Trent quickly found was that it was a perfect home for him to experience living independently, especially when he found a job of his own. When Trent's parents recently moved to Cincinnati for a new job opportunity, the Dayton team knew they needed to support Trent in finding a new place that was closer to his parent's home.



“We all wanted Trent to stay in our Graceworks family,” said Kelly Bergstrom, senior services manager. “His parents would have continued to drive to Dayton every weekend to pick him up for home visits, but we knew there had to be a better option for him.”

During a staff meeting, Kelly's ears perked up when she heard another manager mention an opening at one of our Cincinnati homes that was much closer to Trent's parents.

Trent was determined to make the decision to move on his own. With the full support of the team, Trent set up his own visits, tours,

and overnight stays, and eventually fell in love with the new home and individuals – only telling his parents after he'd decided to make the move and had made all the arrangements. He was even able to transfer his job to a Cincinnati location near his new home.

In the end, Trent got what he wanted and needed by staying with the Graceworks family while being close to his family. And he moved the way he wanted to, leading with his own choices and the Enhanced Living team guiding him to ensure he maintained his independence.





“

*A couple of months after Mark arrived, he came to my office. Tears just flowed. 'I love it here, Deb,' he said. 'I absolutely love it here. I wouldn't want to be anywhere else. I feel so happy.' That was MY moment of joy. Graceworks has provided him a chance for a new, independent life he's never known.”*

– Debbie Schwallie, Site Manager, Graceworks Housing Services

# Stopping to Smell – and Water – the Flowers

If you stop by the St. Paul Trinity Community, one of 18 Graceworks Housing Services locations that provide affordable housing for seniors, you may notice one eager resident in the building volunteering throughout the grounds. You'll see him joyfully helping some of the less-mobile residents take their trash out and caring for the landscaping with gusto. You'll even see the pride he takes in caring for the flowers on the grounds. "Every time you turn around, he's trying to do something more independently," said Graceworks Housing site manager Debbie Schwallie.



Mark is a quiet but determined resident who had never lived on his own before. When his mother passed away in 2021, Mark applied for housing at St. Paul Trinity. After Debbie reviewed his application she stepped in to make sure he was faithfully cared for and safe during this transition. When an apartment came open, she oversaw the accommodations so Mark would be set up for success when he moved in.

Those accommodations were needed because Mark is legally blind – but that hasn't held him back in his new home.

The staff is committed to assisting Mark in living on his own, "and he has absolutely flourished," said Debbie. He quickly worked

to maneuver throughout the building. He focused on learning the steps from the front door to his apartment and navigating to his mailbox. Mark has eagerly embraced his new independent lifestyle with the support of the staff and the community.

The other residents immediately welcomed Mark. He takes the opportunity to go to church and joins several of the other residents when they go out to lunch. Mark has even found a way to enjoy playing cards on community game nights. While Mark is learning that living independently is great, he now knows being independent and feeling part of the community is even better.





“

*I loved seeing the joy on Patty's face when she was able to read a full sentence aloud for the first time. Even though she might still have some trouble communicating, she can now express what she wants and needs in different ways. That makes me feel so proud.”*

– Sonja Dragich, Speech Therapist, Bethany Village Home Health Care

# No Need to Fear, the Speech “Terrorist” is Here!

Bethany Village Home Health Care goes the extra mile when it comes to faithfully caring for clients. Beyond skilled care and therapy services, the team is called to support clients with the compassion they need to be at their best. It's why the team gets such joy in seeing their clients' health improve.



That was the case with Sonja Dragich, a speech therapist with Bethany Village Home Health Care. Sonja loved working with Patty, a spunky, results-oriented client. Patty's goal, after suffering a stroke, was to read to her grandchildren again and talk with them about Minions, their favorite movie. Through this experience, Sonja didn't expect she would eventually earn a new title from her client.

Shortly after Patty's stroke, when she was having trouble swallowing, she set a goal to swallow more easily with the reward of getting a special kind of tea she enjoyed – and she met her goal!

Speech was the next challenge to tackle as she recovered. While she liked to talk, some of the things she said didn't always make sense. One of the things Sonja

discovered was when Patty said, “Taco Bell,” things were going well as she worked to put together full sentences. That full sentence eventually came: “Minions are dancing!” When Patty realized what she said, she added excitedly “I love you, speech terrorist,” and gave Sonja a big hug.

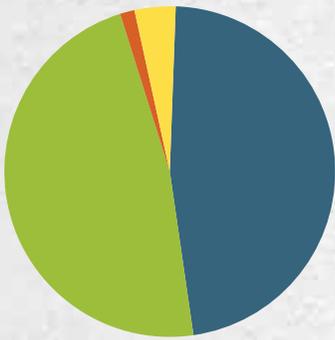
Patty continues to make strides. She and her family go out to eat and she can confidently indicate what she wants to order on a menu, though she still cheerfully exclaims “Taco Bell,” on occasion!

Sonja continues to take her new “title” in stride. Now, she introduces herself to new residents and families as “Sonja the speech terrorist,” which helps everyone in the room have a moment to laugh and break the ice. For Sonja, each of these little moments with clients helps her remember her purpose.

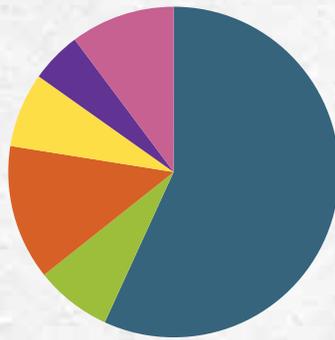
# 2022 Financial Snapshot

The financial information below is for the 12 months ending December 31, 2022. This financial information is based on unaudited financial data compiled by the staff of Graceworks Lutheran Services. An independent accounting firm completes an audit and prepares detailed financial statements and an independent auditor’s report for the Board of Directors.

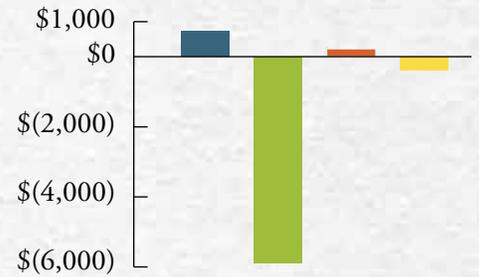
Financial data relating to Graceworks Lutheran Services has been combined with data of several affiliates including Graceworks Enhanced Living, Graceworks Housing Services, Graceworks at Home, and Bethany Commons at Yankee Trace. All numbers are shown in thousands of dollars (\$1,000).



<b>Operating Revenue</b>	<b>\$89,358</b>
Resident Fees	\$42,743
Government Revenues	\$43,180
Service Fees	\$119
Grants	\$3,316

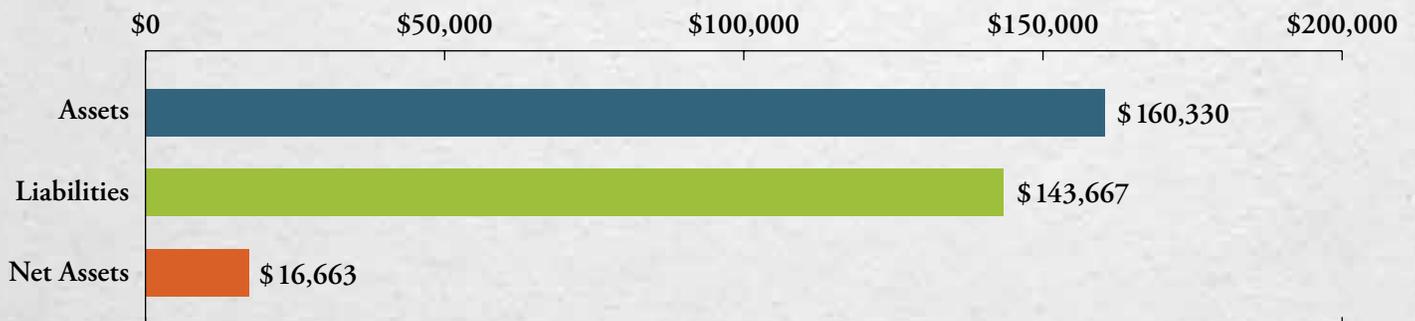


<b>Operating Expense</b>	<b>\$93,169</b>
Personnel	\$52,957
Facilities	\$6,968
General Operating	\$12,304
Administrative Support	\$6,794
Interest	\$4,632
Depreciation	\$9,514



<b>Non-operating Revenue/(Expense)</b>	<b>\$(5,241)</b>
Bequests and Contributions	\$729
Investment Income (Loss)	\$(5,897)
Gain on Sale of Assets	\$12
Other	\$(85)

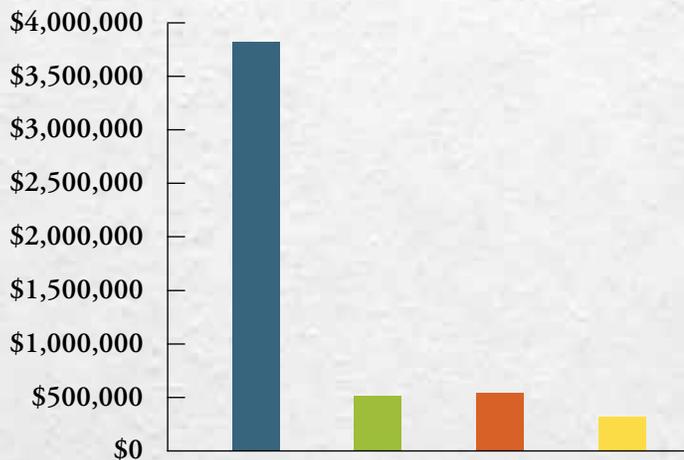
## Balance Sheet



# Uncompensated Charity Care in 2022

Every day Graceworks Lutheran Services lives its vision by supporting people who are experiencing challenging or changing circumstances. Helping individuals of all faiths experience dignity and wholeness has been our driving force for over 90 years. Through our residential and home-based services, we provided more than \$5.2 million of uncompensated charity care that was not reimbursed by user fees or government funding.

■ Bethany Village Medicaid Provider deficit subsidy Long-term Healthcare	\$3,824,000
■ Bethany Village Benevolent Care benefits subsidy	\$514,000
■ Graceworks Housing Services subsidy	\$546,000
■ Graceworks at Home subsidy	\$319,000
<b>Total Uncompensated Charity Care</b>	<b>\$5,203,000</b>



# Serving Our Communities



## Graceworks DEI Initiative

The Bridges volunteer outreach program launched in 2022, providing opportunities for staff to serve others and to fully integrate our culture of Faithful Caring. In 2022, 41 employees and 12 Board members served more than 160 volunteer hours. Some of the local nonprofits served included:

- Shoes4theShoeless
- Clean Up Dayton
- Rebuilding Together Dayton
- The Food Bank
- Matthew 25 Ministries
- One Bistro



## Bethany Village

**Volunteerism** is perfectly depicted by Helping Hands, a resident-led Knit and Crochet Club, serving 250 local children and adults in need. The Club averages more than 2,000 knitting hours. Some of the Bethany Village staff-led projects included home maintenance for low-income seniors in Dayton and participating in an Earth Day community clean-up project. As a whole, 440 Bethany Village residents and staff volunteered at Bethany Village and in the community.



## Graceworks Enhanced Living

serves 215 individuals with intellectual and developmental disabilities. Four hundred employees compassionately provide care and support for Enhanced Living individuals. Our program also includes two Day Programs that regularly see over 75 participants. An important focus of the program is encouraging residents to participate in and give back to their communities. The “Blessing Projects” have provided residents and Day Program individuals the opportunity to volunteer in over 100 projects in 2022.



## Bethany Village Home

**Health Care** helps seniors recover at home to regain their strength and return to doing the things they love. A recent client, Don, remarked, “I didn’t want to leave my home. I can’t imagine receiving better care than I do with my Bethany Village Home Health Care team. It’s been life-changing.” In combination with Bethany Village Rehab Center, our teams provide skilled care and support after a change in health or when recovering from surgery.



## Graceworks Housing Services

provides 18 affordable housing apartment communities for seniors with limited incomes and disabled adults, serving 780 individuals across IN, OH, and KY. With the benefit of a safe and stable home, residents have

time to volunteer and give back to their communities. Residents in our Richmond, IN community host an annual yard sale to benefit HELP the Animals, Inc. a local safe haven animal shelter.

# Donors

## Spiral of Life Society

*The Spiral of Life Society honors and thanks those who support the mission and values of Graceworks Lutheran Services by including Graceworks in their estate plans. Through these types of gifts donors leave a legacy for the future.*

Anonymous	Matthew Buehrer*	Susan Myers
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Dennis & Helen Bruce*	Rev. Larry & Lucinda Hoffsis	Dean & Marjorie† Shupert
Judy Budi	Patricia Matthews	

†Deceased \*Charter Member

## Trusts

*Trusts are enduring – they provide annual income to benefit Graceworks Lutheran Services and the individuals we serve.*

### Funds Held at the Dayton Foundation

Eleanor K. Blank Fund  
 The Raymond A. and Elizabeth A. Coy Fund  
 Holztrager Family Fund  
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## Estate Gifts

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Suzanne Rodabaugh	Dorothy Berner	Henry Heinrichs	Fleeta Tekamp
Loretta Rooney	Deborah Bolmida	Dale & Margaret Hill	Barbara Thomas
Robert & Charlise Showalter	Janice Bowden	Gary & Rita† Hinch	Trinity Lutheran Church, Union City, IN
Shirley & Lee† Smith	Ronald Bowersock	Larry & Denise Jenkins	Warren Tripp
St. John Lutheran Church Ingomar, West Alexandria, OH	Ronald & Jolene Braet	Leslie Jones	Wells & Emmoline Turner
Judith Stackhouse	Kurt Braun	Donna Kabakoff	Ronald & Barbara Underwood
Janet Stinus	Donald & Carol† Campbell	Hazel Keeley	Mary Vanderburgh
Marion Stolle	Elizabeth & Alan† Campbell	John & Mary Kmet	Debra Walters
Judy Stroeh	Betty Carr†	Emil & Jean Kmetec	Ann & Jack Warner
Steven & Debbie Sutermeister	Christ the King Lutheran Church, West Chester, OH	Joan Krabbe	Carol Waszkiewicz
Jerome & Nancy Swain	Catherine & William† Clark	John Kramer	Marie Weaver
Dorothy Taiclet	A. Kendall Clay	Shawn Krumm	John & Marcella Weiler
Brian & Jenny Thornell	Wanda Coffey	Carol Lancaster	Richard & Donna Wolf
Trinity Lutheran Church, Pitsburg, OH	Linda Cole	Jane Lang	Constance Xarhoulacos
Nancy Turner	Sandra Combs	David & Patricia Linegang	Mary Younger†
The Charles M. Uhl, Jr., and Theresa D. Uhl Family Foundation	Concordia Evangelical Lutheran Church, Oakwood, OH	Thomas & Jean Long	Jane Zembaty
Joan Ungerleider	Thomas & Nancy Conlon	Christopher Lute	Mary Zimmerman
Rob Van Den Brink	Lauren Coyle	Janice Malson	Zion Evangelical Lutheran Church, Dayton, OH
	Diamond Pharmacy Services	Steven & Louise Mason	
	Ron & Pat Dickerson	Larry McMahan	
		Myrtle Merry	
		Thomas & Jereythe Miske	

†Deceased

# Meet Our Leadership

Our Board of Directors and administration are deeply committed to Graceworks Lutheran Services and the communities we nurture, grow and develop throughout all of our service lines.



## Administration

### **Judy A. Budi**

*President & CEO*

### **Michael W. Allen**

*Outgoing Vice President, Finance & Facilities*

### **Dawn L. Barhorst**

*Vice President, Human Resources*

### **Jackie A. D'Aurora**

*Vice President, Marketing & Advancement*

### **Robert A. Reichard**

*Incoming Vice President, Finance*



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Mary G. Adams

Arthur A. Astbury

Mark R. Chilson

Daniel P. Driskell

Mark S. Feuer

Dr. Eric A. High

Karen M. Hurley

Tawana S. Jones

Diane M. Kimpel

Shawn M. Krumm

Eugene H. Long

Rev. John T. Mittermaier

Kevin S. Nels

Thomas R. Petrovic

Teresa A. Quick

Roland W. Rapp

Steven R. Sutermeister

Mari E. Townsend

## Executive Committee

Thomas R. Petrovic, *Board Chair*

Mari E. Townsend, *Board Vice Chair*

Dr. Eric A. High, *Board Secretary*

Arthur A. Astbury

Mark R. Chilson

Mark S. Feuer

Tawana S. Jones

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Lauren Dreshman

Dr. Nicklaus Hess

Rev. Carey Hovland

Thomas Kahle

Diane Kimpel

Robyn Nelson

Bonnie Parish

Diane Welborn

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Tawana Jones, *Chair*

Rev. John Mittermaier

Debbie Watts Robinson

Jeffrey Teeters

David Wickham

## Audit & Investment Committee

Brent Strobel, *Chair*

Arthur Astbury

Alan Grodrian

Stephen Hoffsis

John Lohbeck

Kevin Nels

Thomas Petrovic

Steven Sutermeister

Tarlton Thomas III

## Executive Compensation Committee

Dr. Eric High, *Chair*

Mary Adams

Mark Chilson

Diane Kimpel

Thomas Petrovic

# Member Congregations

Augsburg Lutheran Church, Cincinnati

Epiphany Lutheran Church, Centerville

Faith Lutheran Church, Dayton

Good Shepherd Lutheran Church, Cincinnati

Hope Lutheran Church, Cincinnati

Lutheran Church of the Resurrection, Cincinnati

Messiah Lutheran Church, Cincinnati

New Hope Lutheran Church, Dayton

Peace Evangelical Lutheran Church, Beavercreek

St. Jacob Lutheran Church, Anna

St. Matthew Evangelical Lutheran Church, Huber Heights

St. Paul Lutheran Church, Botkins

Trinity Lutheran Church, Brookville

Trinity Lutheran Church, Mt. Healthy

St. Paul Lutheran Church (Dog Leg), Dayton

St. John's Lutheran Church, Covington

Triumphant Cross Lutheran Church, Trotwood

Zion Evangelical Lutheran Church, Dayton

Zion Lutheran Church, Hamilton





Graceworks  
Lutheran Services

Graceworks Lutheran Services  
6430 Inner Mission Way  
Dayton, OH 45459-7400

[www.Graceworks.org](http://www.Graceworks.org)