

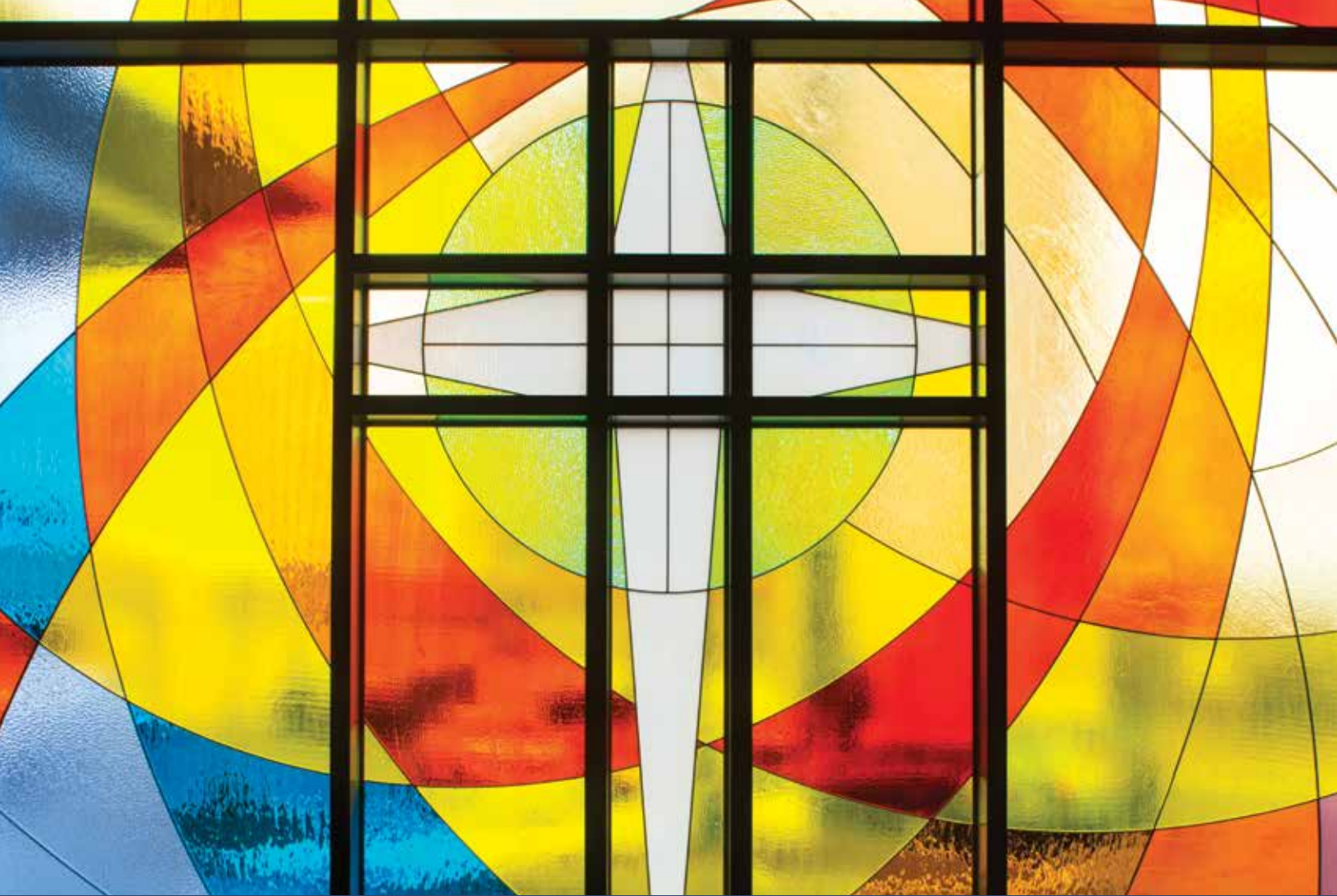
Creating HOME, Building COMMUNITY



Graceworks
Lutheran Services

2024 Annual Report





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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.

Faithful Caring

We demonstrate the Graceworks difference through this philosophy for serving others.

By exhibiting competence, showing compassion, practicing stability, and living our values, we cultivate a culture of greater intention and appreciation for delivering supportive experiences day after day.

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A MESSAGE FROM OUR CEO

Community. By definition, a “group of people living in the same place or having a particular characteristic in common.” Alternatively, a “feeling of fellowship with others” who have common interests and goals.

Throughout Graceworks, individuals can be found living and working in community with one another every day. As a result, lives are enriched, a feeling of inclusion is nurtured, and deep relationships are formed. Graceworks has been fostering community and a sense of home for nearly 100 years, all while living out our Mission and Values as we faithfully care for the people we serve.

When Rev. Larry Hoffsis and his wife Cindy moved to Bethany Village, they were no strangers to Graceworks. Their shared ministries in the Dayton community often had them engaging in activities with our staff and residents. When they began creating a new home of their own within the Bethany community, they quickly found ways to share their creative interests and retirement goals with others. As a result, they have enriched the lives of their neighbors and found purpose within the communities they have helped create.

In the wake of Covid, many people have found comfort in staying closer to home and creating spaces where family members can pursue smaller and quieter endeavors. The Graceworks Enhanced Living homes, where employees build family bonds with the people we serve, have experienced this same desire. Knowing that participating in larger group activities brings its own level of happiness and engagement, staff members have found ways to bring smaller communities together to create opportunities for fellowship, laughter and joy. The sense of community and acceptance developed through these efforts has helped replace memories of isolation and loneliness.

When Sonny moved to Hope Community, the last thing he wanted to do was risk being isolated and lonely or allow his neighbors to feel that way. Soon after his arrival, Sonny began volunteering to help staff and residents with small jobs. He helps with the beautification of the landscaping and helps his neighbors feel connected.



Judy A. Budi, CEO

By sharing his gifts and talents, Sonny has become an important part of helping others experience the true meaning of community.

Ninety years ago, a group of like-minded women seeking to make an impact in their community and in the lives of people in need, banded together to form what is now the Graceworks Women’s Council. Members have formed a bond through their love of sewing and service, touching thousands upon thousands of lives over the past nine decades. Today, the Council is still actively serving, handmaking hundreds of gifts each year, helping to create a sense of home for many.

Community

- A home, a small group, a neighborhood, a gathering.
- A feeling of inclusion and belonging and purpose.
- Service to those in need.

At Graceworks, *Creating Home, Building Community* means all these things.

2024 At a Glance

- Graceworks Enhanced Living was named 2024 Nonprofit of the Year for Adult Residential Care Homes by Cincy Magazine.



Additionally, compensation for Direct Support Professionals received a much-deserved

boost as Ohio made a historic investment to recognize the value of persons working in the developmental disabilities field.

- Bethany Village launched an in-house nursing assistant training program with great success – not only exceeding the state average passing rate by nearly 5%, but maintaining a 73% initial retention rate for the new Certified Nursing Assistants. Supporting and growing our team means greater stability for the seniors relying on our care.



- Graceworks Housing Services attained an impressive 97% occupancy and earned high scores on HUD’s new NSPIRE property inspections.

- Bethany Village had the privilege of celebrating 16 Centenarian birthdays, including one resident who turned 107 in 2024.

- For a second consecutive year, Bethany Village Home Health Care served more than 1,000 adults in the Miami Valley recovering from surgery, injury, or needing skilled in-home care.

- Graceworks offers incentives to employees who participate in our employee wellness program known as SHINE.



In 2024, participation doubled, meaning more employees adopted healthy habits and remained proactive in their own care.



- Ohio Living Bethany Hospice, a joint venture between two faith-based not-for-profit providers, far exceeded projections in its first six months of operations. The new partnership serves a growing need, bringing hospice services to people living at Bethany Village and in communities throughout Montgomery and Greene counties. More on pages 11 & 14.

Congregational relationships

“Reaching Out with God’s Love” is not just a mission statement for the congregation of Zion Lutheran Church in Hamilton, Ohio. It is a guide for developing relationships within the community. That mission is the foundation for a relationship formed with the Graceworks Enhanced Living Cincinnati Day Program to help feed the hungry in Hamilton.

“I look forward to the time we spend together,” said Vicar Patti Eaton.

Once a month, members and staff from the Cincinnati Day Program travel to Hamilton to help Zion volunteers bag food for area residents. The bags of food are distributed at a weekly community meal hosted by the church.

“Our day program is about being *a part of* the community, not just being *in* the community,”

emphasized Day Program Manager Tanya Coffey. Partnering with Zion is a perfect example of fostering “community membership that is meaningful.”

What began as a simple volunteer project has blossomed into so much more. Volunteers and church members feel a true sense of purpose – often enjoying a meal, praying and sometimes worshipping together.

For Keri, a participant in the day program, volunteering at Zion has been particularly fulfilling.

“I have spent my whole life in a wheelchair. Everyone has always done for me. Now I feel like I am giving back.”

Together, Zion Lutheran Church and our Cincinnati Day Program have proven that joining together in mission is a true extension of Faithful Caring at work in our communities.



Employees build BRIDGES through volunteerism

Graceworks’ dedication to diversity, equity, inclusion and belonging through our BRIDGES outreach efforts has opened the hearts and minds of employees who volunteer in their local communities and places impacted by natural disasters. In fact, as Graceworks approaches our 100th anniversary, this volunteerism takes us back to our roots of responding to those in need.

Sandy Brown, Physical Therapist with Bethany Village Home Health Care, responded in the aftereffects of Hurricane Helene to help residents of Boone, NC remove debris, drywall, flooring, cabinets, household items, and furniture from private homes.

“It truly means the world to me to be down here helping. I’m so grateful to be part of an organization that is willing to invest in others. There is so much good among the heartbreak,” Sandy said.

Closer to home, seventy employees volunteered with local non-profits, helping address the needs of people

living in poverty or facing issues of homelessness and food insecurity. Graceworks employees provided over 250 volunteer hours, partnering with The Foodbank, Shoes 4 the Shoeless, Rebuilding Together Dayton, St. Vincent de Paul, and others.

In addition to volunteer efforts, BRIDGES helps coordinate educational opportunities for staff, recognizing that knowledge is paramount to understanding.

An educational session about the many facets of homelessness “left me wanting more, in a good way,” shared Tonya Michael, Accounts Receivable Manager. “More information, more contact, more learning, more listening, more sharing.”

Throughout our history, Graceworks has provided services to flood victims, individuals living below the poverty line, and people seeking safe and stable housing. BRIDGES continues this commitment as we live out our values of Faithfulness to Christ and Equality and Justice.



Cultivating creativity among neighbors

When Larry and Cindy Hoffsis first moved into their Bethany Village cottage five years ago, they didn't realize what a treasure they had in their own backyard. They soon learned, however, that one of their neighbors maintained a garden path roughly the length of a football field.

"She had planted Lenten roses and hostas, but wasn't able to keep up with it as much anymore, so we offered to help," Cindy said.



The couple quickly decided the area was so beautiful that they should invite others to enjoy its beauty.

They put up a sign signaling the path's entrance (dubbing it the "Shady Glen Garden Path") so people would feel welcome to take a walk. In 2022, they began hosting an annual summer art walk through the garden.

To encourage people to come, Larry and Cindy asked their neighbors to contribute artwork they'd created themselves to display along the path for participants to enjoy. The photographs and paintings they collected for the event included several mediums, including watercolor, oil on canvas, and pastels. This past summer, they added a brass quintet.

Larry, a former pastor, and Cindy, an artist herself, are also active in their community in other ways. In 2019, they started a bluegrass band, with Larry on vocals and the mandolin, and Cindy on guitar. The seven-person band, which recently added a harmonica player, performs at Bethany Village and other communities in the area.

Three years ago, Cindy and Larry also rejoined the Bethany Ringers, a handbell group Cindy started at Bethany Village in the 1980s. At the time, Cindy, a handbell specialist, started six handbell choirs, including one at the church where Larry was pastor. The church choir toured East Germany several times — both before and after the Berlin Wall came down. Eventually, Cindy

took a full-time job with Kettering City School District as a music teacher.

While many of their interests overlap, Larry and Cindy also each pursue their individual interests: Larry participates in a writers' group, and Cindy is active in a book club.

"We try to participate in as many activities as we can," notes Larry. "We do it for our own health and longevity, but we also do it to help and meet others."

The Shady Glen Garden Path project has connected Larry and Cindy with new neighbors who have come forward to help maintain the path by clearing and weeding.

Cindy added that Bethany Village has made it easy for the couple to get involved: "There are so many things to participate in. It keeps you young at heart."



Hope Community's beloved jack of all trades

"Clock me out for the day!"

That's the quip Amy Houchens, Service Coordinator at Hope Community in Indiana, hears almost daily from her trusty assistant, Sonny.

Sonny isn't on the payroll at Hope Community. He lives there. Yet he's taken it upon himself to become one of its most active volunteers. When Sonny noticed that the maintenance worker at his Graceworks senior housing community had been out of the office for a bit, he sprang into action to help with jobs that needed to be done.



"Every morning, he'd come by to see if any work orders had come in," Amy said.

For his part, Sonny said he simply enjoys doing what he can for others.

"That's mainly why I do it," he explained, "to help them out here."

Most days, Sonny can be found trimming rosebushes, watering flowers and feeding the squirrels. "I love feeding the squirrels," he said. He also drives his neighbors to the doctor's office and other appointments, free of charge.

"I just enjoy helping people," Sonny says. "If a neighbor can't help a neighbor, there's no use being here."

Though he speaks humbly about his work ethic, Amy shared that Sonny's willingness to pitch in and offer a helping hand means a lot to those who call Hope Community home.

"If someone needs something, Sonny will always try to troubleshoot it," Amy said. "It doesn't matter who you are. If Sonny can help you, he will. He is one in a million, and I'm so glad we here at Hope Community have that one in a million."

Sonny was a volunteer firefighter for more than 50 years, retiring in 2023. He also ran a funnel cake and lemonade shake-up stand for more than three decades. Depending on the weather, he still makes these treats for his neighbors.

"Sonny's lemonade shake-ups are the best I've ever had," Amy vouches.



Although the maintenance worker at Sonny's apartment community is back, Sonny continues to help him with his tasks.

"Sometimes, jobs take two people," he noted.

Amy said she doesn't foresee a day when Sonny will ever quit clocking in and out.

"I don't know what we'd do without him," she said. "He's a jack of all trades."



Make It Happen program grants the gift of flight

A former pilot living at Bethany Village received his wish of taking to the skies one last time.

Born in 1937, Mike grew up in the post-World War II era. He often talked about the night he stayed home while his parents went out to a party the day the war ended. Whether it was that experience or something else, Mike's love for flying started in his earliest days.

When he was 15, Mike started taking flying lessons. At 16, he earned his pilot's license. He then went on to earn his degree in aerospace engineering. Mike entered the U.S. Air Force as an officer, overseeing intercontinental ballistic missile (ICBM) launch exercises out of the Vandenberg

Air Force Base in California, and helping to develop the engine for the B-1 bomber plane.

Although Mike's career was with the U.S. Air Force, he was never able to fly for the military because of an eye condition. That didn't keep him out of the skies, though.

Mike built two planes — one a Piper J-3 Cub — in his garage and “flew all his life,” said his wife, Peggy. He also built model airplanes. “Everyone knew he loved to fly.”

For the last year of his life, Mike was less mobile and didn't leave his room much due to the progression of Parkinson's disease and dementia. Peggy had the pictures of planes

that hung in Mike's office enlarged onto canvases to help his space feel more familiar. Still, she wished he wasn't so confined by his conditions.

When Mike's health began to decline this fall, caregiving professionals at Ohio Living Bethany Hospice — trained and certified through the We Honor Veterans Program to support U.S. veterans at the end of life — arranged for Mike to “fly” one more time. Ohio Living Bethany Hospice's Make It Happen® program helps people nearing the end of their lives experience a wish or cherished memory.

Through the program, Mike took to the skies again with the help of Rendever virtual reality (VR) technology. By putting on a headset, he experienced a simulated flight in the same model plane he used to pilot.

“It was such a blessing that [Mike] was able to experience flying again, which was his favorite thing in the world. I know he loved it.”

— Peggy, wife of Mike,
Ohio Living Bethany Hospice client



Ohio Living Bethany Hospice is a joint venture between Ohio Living Home Health & Hospice and Bethany Village that provides expanded access to hospice care in Dayton. More on pages 3 and 14.

Striking up friendships and fun



Adults who call Graceworks Enhanced Living home now have more ways to gather together, thanks to two managers who decided to help people reconnect with one another and strengthen social bonds lost during the pandemic.

Stephanie Childress, senior home manager of Dionne Home, and Kel Clutter, home manager of Concept Court, recently launched the Graceworks Action Club (GAC). The idea started with a bowling league between two group homes – which has now grown to include people from eight homes.

“We were looking for ways to bridge our communities and find common interests,” Stephanie said, adding that they began building off the enthusiasm of the bowling league by inviting other homes to join in the fun with regular, seasonal activities.



Many of the people living in Graceworks’ Dionne and Concept homes are busy, working jobs in the community or attending day programs. Still others are not as comfortable participating in activities with strangers in the community. “They want to do something with people they know,” Stephanie noticed. All these factors made using the Montgomery County Board of Developmental Disabilities’ recreation programs difficult.

When the county announced it would significantly reduce its activity offerings due to budget constraints, the timing was both “bittersweet and serendipitous,” according to Kel.

Over the summer, he and Stephanie began brainstorming activities for the people who live in their group homes that other managers could organize and execute on their own — and that they knew people would enjoy, like going bowling or out for mini-golf.

Although consistent, bi-monthly events would be the club’s mainstay, Stephanie and Kel also mapped out bigger events to host once every few months. These “experience events” would include activities like the LM&M Railroad’s North Pole Express, attending a Cincinnati Reds game, or going to Kings Island for the day.

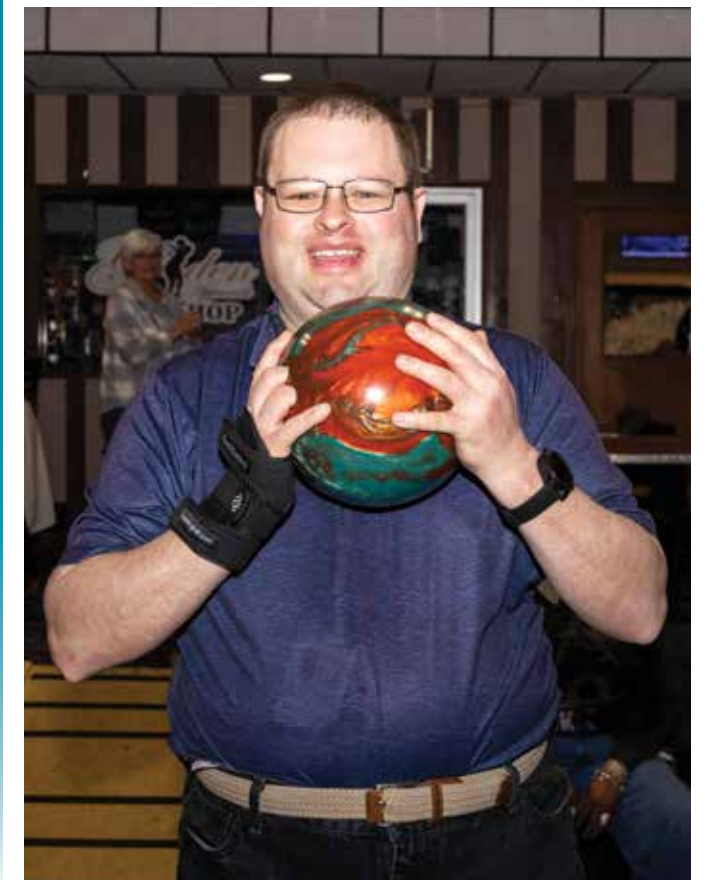


“It’s truly been a team effort...the staff give up their free time to bring these folks together. Seeing these friendships grow makes all the difference.”

— Kel Clutter, Home Manager,
Graceworks Enhanced Living

The goal of the GAC is to create opportunities for connection among residents and staff across homes while carrying out Graceworks’ values — specifically Quality of Service and Wholeness of Life.

“We’re still working out all the bumps, but it’s ignited our innate interests to fine-tune things. Honestly...I’ve been absolutely floored with the reception we’ve seen. It’s been a really heartening process.”



Transforming Lives in our Communities

Our work stretches beyond statistics; it's about the meaningful difference we make daily in the lives of people we serve.



GRACEWORKS LUTHERAN SERVICES

Graceworks employs **1,200** health care, support, and professional service employees

BETHANY VILLAGE

750+ Seniors call Bethany Village home



GRACEWORKS ENHANCED LIVING

44 Homes across Dayton and Cincinnati



GRACEWORKS HOUSING SERVICES

\$1.5M Estimated dollars service coordinators save residents annually



BETHANY VILLAGE HOME HEALTH CARE

Supports older adults in **6 counties** to help them remain in their homes independently

OHIO LIVING BETHANY HOSPICE

20+ People receive hospice support on an average day

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 programs.



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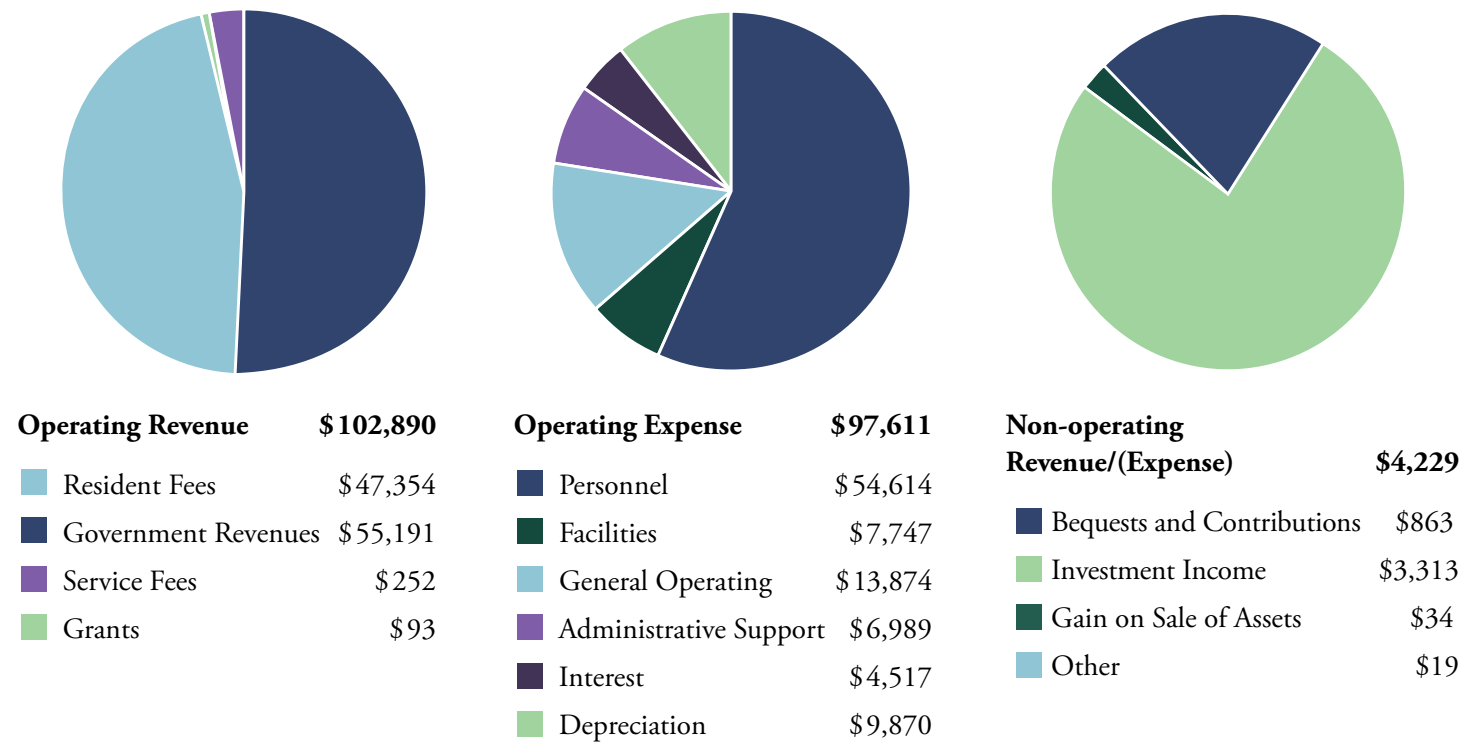
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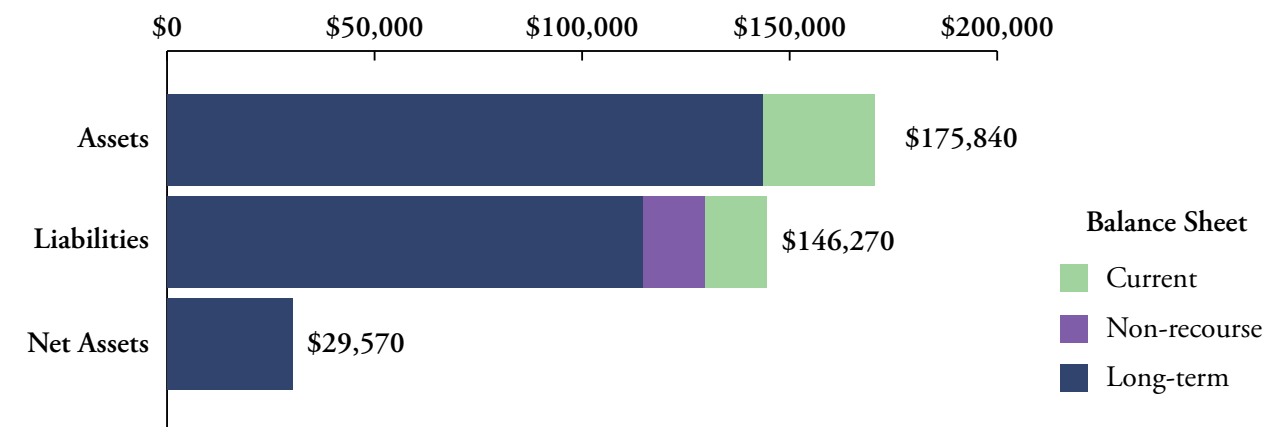
2024 Financial Snapshot

The financial information below is for the 12 months ending December 31, 2024. 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, Bethany Village Home Health Care, and Bethany Commons at Yankee Trace. All numbers are shown in thousands of dollars (\$1,000).



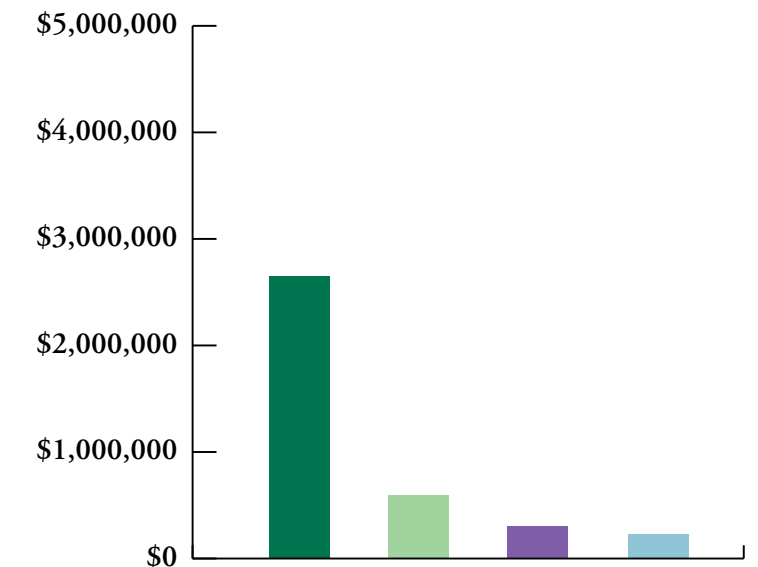
Balance Sheet



Uncompensated Charity Care in 2024

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 95 years. Through our residential and home-based services, we provided more than \$3.9 million of uncompensated charity care that was not reimbursed by user fees or government funding.

Bethany Village Medicaid Provider deficit subsidy Long-term Healthcare	\$2,854,000
Bethany Village Benevolent Care benefits subsidy	\$550,000
Graceworks Housing Services subsidy	\$313,000
Bethany Village Home Health Care subsidy	\$225,000
Total Uncompensated Charity Care	\$3,942,000



Donors

1926 Society

The 1926 Society recognizes cumulative gifts made to Graceworks Lutheran Services. Named in recognition of the year we were incorporated, Graceworks Lutheran Services still embodies the original focus & values by holding true to our mission of helping people experience dignity & wholeness in relationship with God, family, & community. Membership in the Society is extended to those individuals, corporations, foundations & churches who make outright or cumulative gifts at the levels listed below.

\$1,000,000+

Gordon Schul†

\$500,000-\$999,999

Lewis & Ruth Callahan†
Charles & Lucille Gebhardt†
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Mary Jane Pfarrer†

\$250,000 - \$499,999

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†Denotes Deceased
Living Donor

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.

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Dawn Barhorst
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Georgetta Will

Trusts

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

Funds Held at the Dayton Foundation

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Geraldine L. Miller†
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