

Dear Friends,

If I had only one word to describe 2023, it would be “rebuild.” In all aspects of ERS, there are threads of rebuilding in 2023: Our residents were re-energized and returned to the full swing of their lives. We re-established our teams after the pandemic. Our staff restored services that were on hold due to staffing challenges. We rebuilt stable occupancies to ensure financial health. No matter the subject, we know that recreating takes more energy than maintaining. Therefore, it is not surprising to anyone who lived at or worked with ERS that 2023 was a difficult yet rewarding year.

Our Annual Report for 2023 is a testament to ERS’s resilience. We are fortunate to be a strong organization that has weathered the storms of COVID-19, rising interest rates, and a hardened labor market. The tenacity of our residents, staff, and partners to recreate, restore, and rebuild has been remarkable. The annual report on the following pages not only highlights our financial position but also shares success stories from the year, inspiring us all for the future.

- 2023 presented ERS with financial challenges, primarily due to the record number of resident transitions through our continuum of care. These transitions have strained our community relations teams and our budget. However, despite these challenges, our team welcomed a record number of residents in 2023. The pressure we faced also helped us identify numerous opportunities for improvement.
- Our staff are at the heart of all we do. In 2023, we invested significantly in our staff wages to ensure we could recruit and retain top talent to care for our residents. Many teams had significant openings. In this report, we have highlighted how we recreated our Deupree House dining team. This team represents many of our teams throughout the organization.
- We were blessed to have several tax credits awarded for some Affordable Living communities. In 2023, we had three communities under development – one new community and two projects to restore existing communities. Read about our new community, Pedretti Place, and the next chapter on our Wilmington & Blanchester campuses.
- ERS made headway in rekindling our desire to grow in the Middle Market by making our site in Batavia, Ohio “shovel-ready” while we wait for bank terms to equalize. The greatest need for older adults in the future is for those who would be served in a community like Batavia. They are “stuck” in the middle with too many assets for an Affordable Living community, but not enough for a continuing care retirement community.

We are deeply grateful for the unwavering support and steadfast leadership of those who serve on our Boards and Committees. Thank you to every resident, family member, volunteer, donor, and partner for your invaluable support of ERS as we have rebuilt. With you at our side, we are committed to excellence in aging services and senior living communities.



Sincerely,

A handwritten signature in blue ink that reads "Laura R. P. Lamb".

Laura R. P. Lamb,
President & CEO

Episcopal Retirement Services is expanding its mission to improve the lives of older adults through quality senior living communities and community-based services throughout Ohio, Kentucky, and Indiana.

33,145

Individuals served through ongoing services & support or contacts by people seeking information/education

ERS Ministry Reaches Across the Tri-State in 2023



*Parish Health Ministry is on temporary hiatus.

The Affordable Living by ERS communities

- | | | |
|---|---|---|
| A Canterbury Court | K Green Hills Affordable Living | S Maple Knoll Meadows |
| B Cambridge Heights | L Trent Village | T Madison Villa |
| C St. Paul Village (2)
St. Paul Village I & II | M Walnut Court | U New Carlisle Village (2)
Rachel Court, Sunrise Terrace |
| D St. Pius Place | N Central Parkway Place | W The Manse |
| E Shawnee Place | O Knowlton Place | X Scheper Ridge |
| F The Elberon | P Prairie Oaks Village (4)
Prairie View, Friendly Center,
Quaker & Mulberry Place | Y Woodburn Pointe |
| G Forest Square | Q Westminster Court (3)
Westminster Court I & II,
Esther Tuke | Z Pedretti Place
(Site work began in 2024) |
| H Parkview Place | R Marlowe Court | |
| I Thomaston Woods | | |
| J Thomaston Meadows | | |

2023 Overview and Financial Report

The financial information below is for the year ending December 31, 2023. This financial information is based on audited financial data compiled by the staff of Episcopal Retirement Services. Additionally, this information was subjected to independent external audits with final reports for both 2023 and 2022 available upon request.

Condensed Balance Sheet *As of December 31, 2023*

Assets	2023	2022
Current Assets	\$25,304,225	\$26,053,001
Investments and Reserves	\$38,608,039	\$36,267,261
Fixed Assets	\$233,381,376	\$238,686,643
Beneficial Interest in Endowments	\$35,559,658	\$32,228,658
Other Assets	\$5,734,437	\$6,166,728
Total Assets	\$338,587,735	\$339,402,291

Liabilities	2023	2022
Current Liabilities	\$16,834,159	\$15,702,905
Unamortized Entrance Fees	\$41,151,224	\$35,570,965
Long-Term Debt	\$92,752,670	\$97,912,668
Other Liabilities	\$290,023	\$245,115
Total Liabilities	\$151,028,076	\$149,431,653

Net Assets	2023	2022
Total Net Assets	\$187,559,659	\$189,970,638
Total Liabilities & Net Assets	\$338,587,735	\$339,402,291

Condensed Statement of Revenue and Expenses *For the year ending December 31, 2023*

	2023	2022
Operating Revenue	\$57,697,480	\$53,288,115
Operating Expense	\$(72,440,059)	\$(67,561,388)
Net from Operations	\$(14,742,579)	\$(14,273,273)

	2023	2022
Non-Operating Revenue (Expense)	\$8,791,748	\$1,217,660
Total Net Loss	\$(5,950,831)	\$(13,055,613)

2023 Contributions and Commitments

\$907,004
*Good Samaritan Mission
Gifts and Grants*

\$352,041
*Realized Planned Gifts
in 2023*

\$1,376,352
*Capital Gifts and
New Programs*

The Good Samaritan Mission Fund

\$2.79 Million

Total Ministry Costs

\$1.15M

Residential Financial Aid

\$1.26M

Affordable Living by ERS

\$241,807

Spiritual Care

\$60,009

SAIDO Assistance Fund

\$39,267

The Staff Assistance Fund

\$34,364

Volunteer Coordinators

\$10,945

Community Outreach programs

\$5,015

Partners In Care Fund

\$0*

Deupree Meals On Wheels

*The Meals On Wheels program experienced growth in meals, growth in clients, costs and staff levels were maintained while reimbursement increased. Therefore, 2023 ministry costs were \$0.

Ministry for residents or through ongoing support

4,221

People served as residents or through ongoing support

1,996

Affordable Living Residents

589

Deupree Meals On Wheels Clients

521

Skilled Nursing Care Residents

360

Independent Living Residents

99

Personal Care Residents

146

Middle Market Residents

75

Living Well Senior Solutions Clients

7

Pete's Eats Clients

315

Swipe 'N' Dine Registrants

143

Student Educational Experience

Ministry through community outreach

28,924

Number of contacts by people seeking information/education

41,401

Linkage Online Blog Views

777

Episcopalretirement.com Downloads

2,478

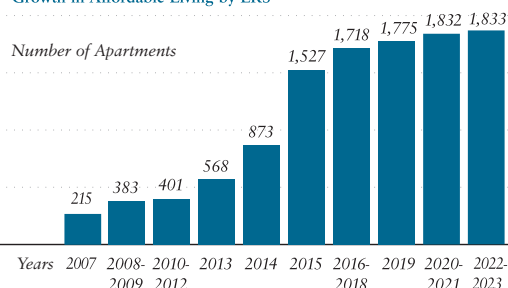
ERS Center for Memory Support & Inclusion Contacts

2,500

Community Outreach Education Contacts

Growth in Affordable Living by ERS

Number of Apartments



A New Era for Deupree Dining

By Caroline Puryear



(L-R) Pete Juszczuk, Sam Gillivan, Sofia Aveyard, Eugene Gaines, Madison Daly, Eric Graham, Sr., Rodney Nixon, and Gareth Aveyard

At Deupree House, dining is as busy as ever, thanks to the dedicated culinary team that ensures residents have access to a top-notch dining experience. However, navigating the service industry post-COVID-19 was not easy according to Dining Services Director Pete Juszczuk and Executive Chef Sam Gillivan. As pandemic restrictions eased and the world adjusted to a new normal, a rough labor market proved it difficult to replace the staff they had lost. This left them to make difficult decisions about service to residents. “The biggest focus was day-to-day operations to make sure we were fulfilling the residents’ expectations,” Juszczuk said. “We still strived every day with our commitment to serve residents.”

Gillivan, who oversees daily operations alongside Juszczuk, explained that at the height of the culinary shortage, it was just the two of them. This resulted in a brief shift to take-out meals, delayed reopening of services such as Grille 39, the casual counterpart to the traditional dining room, and a popular employee dinner take-out program.

However, after three years, they now have a full culinary team. “We opened up the dining room gradually,” Gillivan explained, saying that residents saw signs of hope when the traditional dining room returned to a full à la carte menu.

The residents were thrilled when they heard Grille 39 was reopening for lunch service. A favorite, the Grille is an extension of the traditional dining room offering a casual menu of soups, salads, and burgers. “Everyone has been very welcoming to it,” Deupree House resident

Pat Donaldson said. “It affords us another option.”

Grille cook Eric Graham noted that it has also served as a new social meeting place. “They’ll come down here and play cards,” Graham laughed. He explained that, for many residents who moved in during the pandemic, Grille 39’s opening has allowed them to meet new neighbors and create connections with each other and employees.

Grille 39 opened for weekday lunch and dinner services in June. Juszczuk said the team aims to include weekend service by the end of Summer 2024 once they have a full server team. “We are excited to restore the services we had prior to the pandemic,” Juszczuk said.

Through a popular take-out program, staff members can also take home a delicious meal for their families at a discounted rate. “They can take care of themselves and those in their life,” Juszczuk shared. “It’s so convenient.”

As for the future, Juszczuk and Gillivan both expressed excitement for new opportunities. “I can do the fun part of my job now,” Gillivan exclaimed. In April, he hosted the first Texas Barbecue Extravaganza to introduce residents to a new era of dining at Deupree. Residents enjoyed coming together to partake in delicious food, laughter, and comradery that had been missing from the dining room for far too long.

“The residents are so appreciative, that makes us want to come to work,” Eric Graham said with a smile. “Going forward I just want us to keep prospering.” ■



Living Well Senior Solutions Snapshot

By Megan Bradford



Wedding



Front Row (L-R) Betsy Babb, Kathy Braun, Peggy Slade-Sowders
Back Row (L-R) Susan Miller, Mindy Horgan, Margaret Saxton, Sarah Shaffer



Opera

Serving as one of ERS's outreach ministry programs, Living Well Senior Solution (LWSS) is a care management service for older adults in need of additional support in navigating the healthcare system and their care needs both within the ERS network and in the broader community. For over 16 years, Peggy Slade-Sowders has served as the program's Director. Emulating ERS's Core Values and Ways of Working, Peggy's dedication to her clients and support of her fellow team members has created a team which is equipped to serve their clients in a person-centered way, focusing on what matters most to each individual. Peggy describes the team as, "An extraordinary Care Management and Concierge team that is dedicated to advocating for quality care, informed decision making, and self-determination."

Making Dreams Come True

In the spring of 2023, a LWSS client shared with her Care Concierge that she was worried she wouldn't be able to travel to the Adirondacks in New York State for the summer, as she had done for the last 60+ years. While various family members were able to be there to support her much of the summer, there was a two-week gap of support coverage that needed to be secured before the summer away could be officially on the books.

Without hesitation, two LWSS team members jumped into action to support the client in a variety

of ways – including time spent at their clients "home away from home" and a road trip back to Cincinnati at the end of the summer. Without the support of LWSS, the client's annual summer tradition would have come to an end. Instead, the client and her LWSS team enjoyed paddleboarding, hiking, and picnics with old and new friends. One team member shared, "It was truly a magical place. We all had a great time."

The Little Things Closer to Home

The LWSS team begins each client interaction with one goal in mind: How can I support my client to be as safe, healthy, and engaged as possible in what matters most to them. There is no request or wish too big or what some may consider small. If something matters to their client, it is just as important to them. This could mean anything from stocking up on a client's favorite ice cream flavor or arranging for medication to be delivered directly to the client's home. In 2023, a LWSS team member accompanied a client to a local family wedding. Without this support, the client would have been unable to attend the event. LWSS' support meant the world to him; his smile says it all. Peggy summarized the experience beautifully stating, "I am so grateful LWSS is able to support our clients and their families as they experience both challenges and joys in life." ■

Welcomed Progress in ERS Affordable Living

By Megan Bradford

2023 was a year of tremendous progress in funding and construction for three ERS Affordable Living communities.

Historically, ERS Affordable Living deals have closed around 12 months after an award is received, due diligence is completed and any additional funding has been secured. However, due to COVID-19, the last few years have proved challenging in many ways. Like other areas of ERS, Affordable Living faced financing delays and significant, unanticipated increases in construction materials and labor costs. Additionally, HUD funds presented unique challenges in receiving various needed approvals. Over the last several months, the Affordable Living team has worked diligently to close the increased funding gaps. The Ohio Housing Financing Agency (OHFA) awarded ERS additional housing credits for Prairie Gardens in Wilmington, Ohio, and Westminster Court II in Blanchester, Ohio. With these funds secured, official closings for Prairie Gardens (originally funded in 2020) and Westminster Court II (originally funded in 2021) took place in the summer of 2023.



Prairie Gardens

Construction is in full swing at both properties



Westminster II

The original structure at Prairie Gardens has been demolished to make room for 32 new, garden-style units across 6 buildings. This project also includes

the rehab of a 10-unit community nearby, Mulberry Place. Additionally, the comprehensive renovation of Westminster Court II's 50-unit 2-story building is underway. Updated apartments will meet modern day accessibility standards, energy efficient appliances, new floors, and updated finishes, as well as enhanced energy efficiency across the community. Construction is ahead of schedule for both projects, with completion anticipated in late summer 2024.

Financing for a third deal made tremendous progress in 2023. ERS was awarded Pedretti Place in 2022 and, like other projects, was met with a significant funding gap due to construction cost increases after the award was received in 2022. With the hard work of the Affordable Living team, several additional funding sources were received to fill the gap and allow the project to move forward.



Pedretti Place

After much anticipation, Pedretti Place officially closed in March of 2024; construction of the new 48-unit building is now underway in Delhi Township. Pedretti Place will feature 1- and 2-bedroom apartments, as well as a large community room, fitness center, laundry room, outdoor covered patio, and on-site staff offices. Construction is on schedule, with anticipated completion in June 2025.

"The hard work was worth it." Janet Westrich, Affordable Living's project development manager, shared. "The work accomplished in 2023 represented years of efforts to overcome many challenges. With teamwork and perseverance, these projects are moving quickly towards the end goal of providing safe, modern homes in updated communities for 140 older adults." ■

2023 Episcopal Church Home Donors

The Episcopal Church Home would like to recognize the following contributors for the extraordinary kindness and generosity they have expressed in 2023 through their philanthropic investments of \$1,000 or more.

Gifts of \$20,000 and above

Estate of Benjamin F. Few, Jr.

Gifts of \$10,000–\$19,999

Community Foundation of Louisville~
Stock Yards Bank

Gifts of \$5,000–\$9,999

William C. Almstedt Foundation
Baird Trust
William Chandler~
Mark and Laura French
The Rev. John F. Koepke, III*
Joanna and William Panning
PCA Pharmacy
Gordon and Nancy Ragan~

Gifts of \$1,000–\$4,999

William Alden, III~
Edith Bingham
Rebecca Burns^
W. Thomas Cooper*

William Davis

ECH Woman's Board

Jessica Eddleman

Beverly Edwards^

Sharon Farson

Jean Frazier

Robin Garr and Mary W. Johnson

Thomas Gebhart

Mary Louise Gorman

Thomas and Marcia James

Patricia King

Rob* and Laura King

Laura Lamb^

Michael and Betty Mahoney

W. Eugene and Barbara March

Wendell Meyer and Ann Stevenson

Paul Scheper*

Robert and Tori Spagat

Juanita "Weezie" Walker+

Morton Society Members:

The John P. Morton Society celebrates founder of ECH, John P. Morton by recognizing individuals who have remembered Episcopal Church Home in their estate plans.

Georgine Buckwalter

Ann Davis

Stephen and Barbara Ellis

James and Kathy Hendon

Keith Knapp

Wendell Meyer and Ann Stevenson

Robert and Sharon Nesmith

Gordon and Nancy Ragan

Anne and John Vanderburgh

Virginia and James Woodward

(*) Denotes an ERS Corporate Board, ERS Foundation Board, ECH Foundation Board, Affordable Living Board, or Committee Member in 2023; (^) Denotes a Staff Member in 2023; (+) Denotes an individual who passed away; (~) Donation was made via The Community Foundation; Note: Every effort was made to accurately recognize donors for their generous contributions. Please contact the ECH Fund Development office at 502.813.4895 if you believe an error has been made in the listing of your gift so that we can correct it in future listings.

2023 Community Partnerships

ERS is grateful to the following foundations, corporations, churches and other organizations that made contributions last year.

Gifts of \$20,000+:

The Ellen A. and Richard C. Berghamer Foundation
 Christ Church Cathedral
 Hamilton County CARES
 Relief Funds
 H.B., E.W. & F.R. Luther Charitable Foundation
 Model Group
 L. & L. Nippert Charitable Foundation
 Ohio Capital Corporation for Housing
 Ohio Capital Impact Corporation
 Ridge Stone Builders & Developers
 Jacob G. Schmidlapp Trusts, Fifth Third Bank Trustee

Gifts of \$10,000–\$19,999:

The Diocese of Southern Ohio
 Meals on Wheels America
 PNC Bank
 Church of the Redeemer
 The Springfield Foundation

Gifts of \$5,000–\$9,999

William P. Anderson Foundation
 ATA Beilharz Architects
 BMO Harris Bank
 Brunner's Lawn and Services
 The Butler Foundation
 Community Health Foundation
 The Dayton Foundation
 Ft. Washington Investment Advisors
 Graydon
 HealthPath Foundation of Ohio
 TheKey
 Millennium Business Systems
 Premier Mail & Fulfillment
 Sysco
 Tidwell Group

Gifts of \$2,500–\$4,999

Buerger Energy
 Calvary Episcopal Church
 Key Bank
 Lutheran Benevolent Society
 Medpace
 NextStep Networking
 Paycor
 Planes Companies
 Riverhills Bank
 SFCS
 St. Thomas Episcopal Church
 UC Department of Neurology & Rehabilitation
 US Bank
 Wohlgemuth Herschede Foundation

Gifts of \$1,000–\$2,499

Aegis Protective Services
 The Asset Advisory Group
 Braun Heating and Air Conditioning
 Christ Episcopal Church, Dayton
 DeBra-Kuempel
 Deffet Group
 Gallagher
 HealthPro Heritage
 Johnson Investment Counsel
 Ken Neyer Plumbing
 Kroger - Community Rewards
 Personnel Profiles
 Relequint
 RSM US
 St. Mark's Episcopal Church
 St. Paul's Episcopal Church
 Vogt Strategic Insights
 Ziegler Senior Living Finance

2023 Living Legacy Society

The Living Legacy Society recognizes friends who have informed us that they have included ERS in their will, estate plans, or other deferred gift arrangement. We are grateful to these donors for helping ensure that ERS continues to serve older adults for years to come.

Anonymous (4)	Tom and Nancy McOwen
Frances N. (Nicky) Bade	Jane+ and Earl Mills
Gay and St. John+ Bain	Ken• and Pam Paley
Leah Bird	The Rev. Angelo• & Mary Louise Puopolo, Jr.
Joy Rowe Blang•	Paul*• and Mary Lee Scheper
Jon B* and Jeanne M. Boss	Mike T. Schueler
Eleanor A. Botts	The Revs. Bruce and Susan Smith
Anna K. and George G.+ Carey, IV	Robin and Geoff Smith
Mr. and Mrs. A. B. Closson, Jr.	Doug• and Kathy Spitler
Diana L. Collins•	Barbara Sporck-Stegmaier
Christopher and Melissa Cowan	Mr. Emerson Stambaugh• and
Katherine Duval	Mr. Michael Abernathy
Robert Evans and Brian Miller	David and Linda Stetson
Mary Beth and Jim+ Foxworthy	Dr.+ & Mrs. Thomas U. Todd
Tal+ and Alan M. Gast	Frank• and Ginny• Uehlin
Sue Grethel•	Mr. James Wersching
Al Harris	Jack+ and Elizabeth Williams
Robert and Judith Heaton	Anne* and Samuel+ Wilson
Theodore+ and Barbara High	
Stanley A. Hooker, III “Tad”	
Angela and Noel* Horne	
Kathy Ison-Lind•	
Harry Kangis* and Julia Hawgood	
K. Jay• and Lana Kittenbrink	
Kathy and Mike+ Krug	
Jeff and Laura• Lamb	
Louise Landen	
Mr. and Mrs. Keith* and Sue Lawrence	
Susan C. Lehman	
Mr. and Mrs. Robert G. Linkins	
The Rev. David Lowry	
Janice W.+ and Gary R. Lubin	
Mary-Morse (“Mimi”) Matthews<	

Planned gifts realized in 2023

The Estate of James T. and
Jayne T. Aglamesis
The Estate of Marilyn F. Bubel
The Estate of Wilson and Nancy Breiel
The Estate of Elizabeth Lilly
The Estate of Cece and Tom Mooney
The Estate of Eli and Ilona Perencevich
The Estate of Dr. Elizabeth Goessell Rule

(<) Individual(s) joined in 2023; (•) Former or Current Staff Member; (*) Denotes an ERS Corporate Board, ERS Foundation Board, ECH Foundation Board, Affordable Living Board, or Committee Member in 2023; (+) Denotes an individual who passed away; Note: Every effort was made to accurately recognize donors for their generous contributions. Please contact the ERS Fund Development office at 513.979.2308 if you believe an error has been made in the listing of your gift so that we can correct it in future listings.

2023 Samaritan Circle

The Samaritan Circle is comprised of individuals who generously support ERS' annual ministry needs through the Good Samaritan Mission Fund, Emergency Relief Fund and specific project requests with a donation of \$1,000 or more.

Platinum Level: \$10,000+

Mrs. Linda Callard
George Fabe Fund of Greater Cincinnati Foundation
Alan M. Gast
JoAnn* & Gary Hagopian Charitable Fund
Harris Family Charitable Fund
Noel* and Angela Horne
Linda Klump*
Elizabeth Lilly+
Anonymous Fund of Greater Cincinnati Foundation
Nash McCauley
Leslie and Redmond+ O'Neill Charitable Trust
Mills Family Fund
Charles and Clare Rodas
Gates* and Kathy Smith Family Fund
Albert* and Liza Smitherman
Stetson Family Fund
Sally Tieke

Gold Level: \$5,000–\$9,999

Anonymous
Marjorie Davis* Charitable Fund of The Greater Cincinnati Foundation
Brian and Missy* Fox
Bob and Naomi Gerwin
Stanley A. Hooker, III "Tad"
Andrew MacAoidh and Linda Busken Jergens
Sally R. Kelsall
Michael C.+ and Kathleen B. Krug
Krug Episcopal Retirement Services Fund of Greater Cincinnati Foundation
Jeff and Laura^ Lamb
The Lyon Family Fund
Bobby and Rachel Maly
Jeff and Jeanette March

Tom and Pam Mischell
Paul* and Mary Lee Scheper
The Linda and Miles Schmidt Working Dog Charitable Fund
Marilyn Sesler
Steve and Liz Sudberry
Anne Warrington Wilson*
Chip* and Abby Workman Charitable Fund

Silver Level: \$2,500–\$4,999

Anonymous
David and Joy^ Blang
Jon B.* and Jeanne M. Boss
Kathleen* and Jim Brockman
Sonia Daoud Fund
Dorothy P. Glaser
The Rev. John F.* and Nanci Koepke
Theresa Kuhn
Fred and Evelyn Lang
Jean Lemon
Robert and Josephine Linkins
Judith and Alan+ Manzler
Minda Matthews-Smith
Alton R. Mayo
Mr. Gerron McKnight*
Philip Payson
Tom* and Sarah Regan
Earlene and Tom* Retford
Tom and Dianne Robinson
William and Jennifer Sims
Doug and Kathy Spitler
Joan^ and Stephen Wetzel
Anne Wilson*

Bronze Level: \$1,000–\$2,499

Diana Abbasy
Dick* and Lee Adams
Harold and Jennifer Angus
Dora Anim-Denson*
Merrilee Atkins Donor Advised Fund

Gay Bain
Gaysie Fund of Greater Cincinnati Foundation
Mary Ellen Baude
David and Marilyn Beran
Berres Charitable Gift Fund
Leah Bird
Ann and Ben Blemker
Bolek Charitable Giving
Dan and Megan^ Bradford
Wilson Breiel+
Diane Brown
Tony* and Michelle Bruns
Marilyn F. Bubel+
James and Eileen Chalfie Christenson Giving Fund
Scott and Kelly Clark Family Foundation
Michelle^ and Tom Cole
Diana L. Collins
Dean Colville and Marvin Collins
Mary Crosset+
Bill and Polly Culp
Pierson Davis
Judi Dean^
Barbara M. Elleman
Walter and Mary Ann Feige
Alonzo Folger*
Don and Beverly Good
Nancy R. Gottschalk Charitable Foundation
RCL Fund of The Greater Cincinnati Foundation
Haas Family Foundation Fund at Schwab Charitable
Suzy Hall
Anne W. Harrison
A.C. Hickox
Linda and Richard Holthaus
Gregory Hopkins*
Lona and Gregory Hough

Terry and Heather Howe
Nancy Ike
The New York Community Trust Overbrook Family Advised Fund of Stephen F. Altschul
Martha N. Jones
Peter Juszczak^
Harry J. Kangis* and Julia Hawgood
Barbara Kauper
Eric H.* and Jan-Michele Lemon Kearney
Janet Kindel
Corky Ladd
John and Susie Lame Foundation with Greater Kansas City Community Foundation
Chuck* and Peggy* Landes
Louise LaNouette
Mary Patrick Latham Charitable Account
Keith* and Sue Lawrence
Susan Lehman
The Rev. David B. Lowry
Jenni Miller-Francis^
Roy A. Mitchell*
Jack D+. and Marilyn+ Osborn
Marilyn J. and Jack D. Osborn Fund of Greater Cincinnati Foundation
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Jennifer Payne* and Todd Stevens
John Poffenberger
Apryl Pope*
Nancy Powell
Esther Power+
The Rev. and Mrs. Angelo J.^ Puopolo, Jr.
Stephen and Catherine Rabe
The Reed Family Foundation

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