



**JEWISH FAMILY &
CAREER SERVICES**
Expanding Possibilities For All



Annual Report 2023



Diversity, Equity & Inclusion

The vision of JFCS is that ALL in Greater Louisville live with dignity and purpose. This vision is not possible without prioritizing diversity, equity, inclusion, and a trauma-informed care approach. We believe it is central to our mission to not only meet the immediate needs of individuals, but also break down the systemic barriers that can prevent individuals from realizing their full potential.

Expanding Possibilities For All

Dear Friends and Supporters of JFCS,

As we reflect on the achievements and milestones of the past fiscal year, we are filled with gratitude for your unwavering support and dedication to our mission.

We made significant strides this past year in providing vital assistance to those in need in our community in each of our core areas of service.

Last year, we launched support groups for parents of transgender youth and those with childhood anxiety issues. We broadened our reach to provide essential services to older adults. The Lifeline Community announcement and Shawnee Community Center outreach initiatives underscore our dedication to providing a safety net for families facing adversity.



Mike Fine, Board Chair



Dr. David Finke, CEO

Beyond these and other accomplishments last year, we were actively engaged in our community through events like the Republic Bank Players Challenge, Worldfest, and the Pride Festival. The MOSAIC Honorees Luncheon and MOSAIC Awards were memorable events, honoring individuals who are immigrants, refugees and first-generation Americans who have made significant contributions to the greater Louisville community. These activities allow us to connect with the broader community, forging bonds and fostering understanding.

Our journey over the past fiscal year has been marked by dedication to our four main program areas: Clinical Services, Family Stability, Career & Economic Opportunities, and Klein Older Adults. These achievements are a testament to the commitment of our staff, volunteers, and supporters like you.

As we embark on the new fiscal year, we are excited about the possibilities ahead. Our strategic planning process will help us chart a course for a brighter future. We are committed to expanding our impact, reaching more individuals and families in need.

Thank you for your trust in JFCS and for being part of our journey. Your support enables us to transform lives, and we look forward to the year ahead with optimism and determination.

With heartfelt appreciation,

Mike Fine
Chairman of the Board of Directors

Dr. David Finke
Chief Executive Officer



JFCS marched in Pride Parade



2023 JFCS Community Chat - Supporting Transgender Youth

The DEI+/TIC Committee, made up of staff and board members, has grown over the past year. We began the year with a comprehensive analysis of where JFCS is currently in regard to serving clients, and working with stakeholders and staff internally through the lens of diversity, equity, inclusion, and trauma-informed care. Through the analysis and monthly meetings, we were able to establish a clear, implementable plan that will focus on clients' experience, staff diversification and retention, and stakeholder engagement. A new voluntary role within the committee has been created, the DEI+/TIC Chair, which will sit on the JFCS Leadership Team and ensure a DEI+/TIC perspective is supporting the implementation of the plan.

We are committed to an environment in which all staff, board, volunteers, and clients can thrive.

Join us in building an accessible and inclusive environment for staff, clients, and Greater Louisville.

Volunteer Programs Living Out Your Values

50 Volunteers 2,196 Service Hours

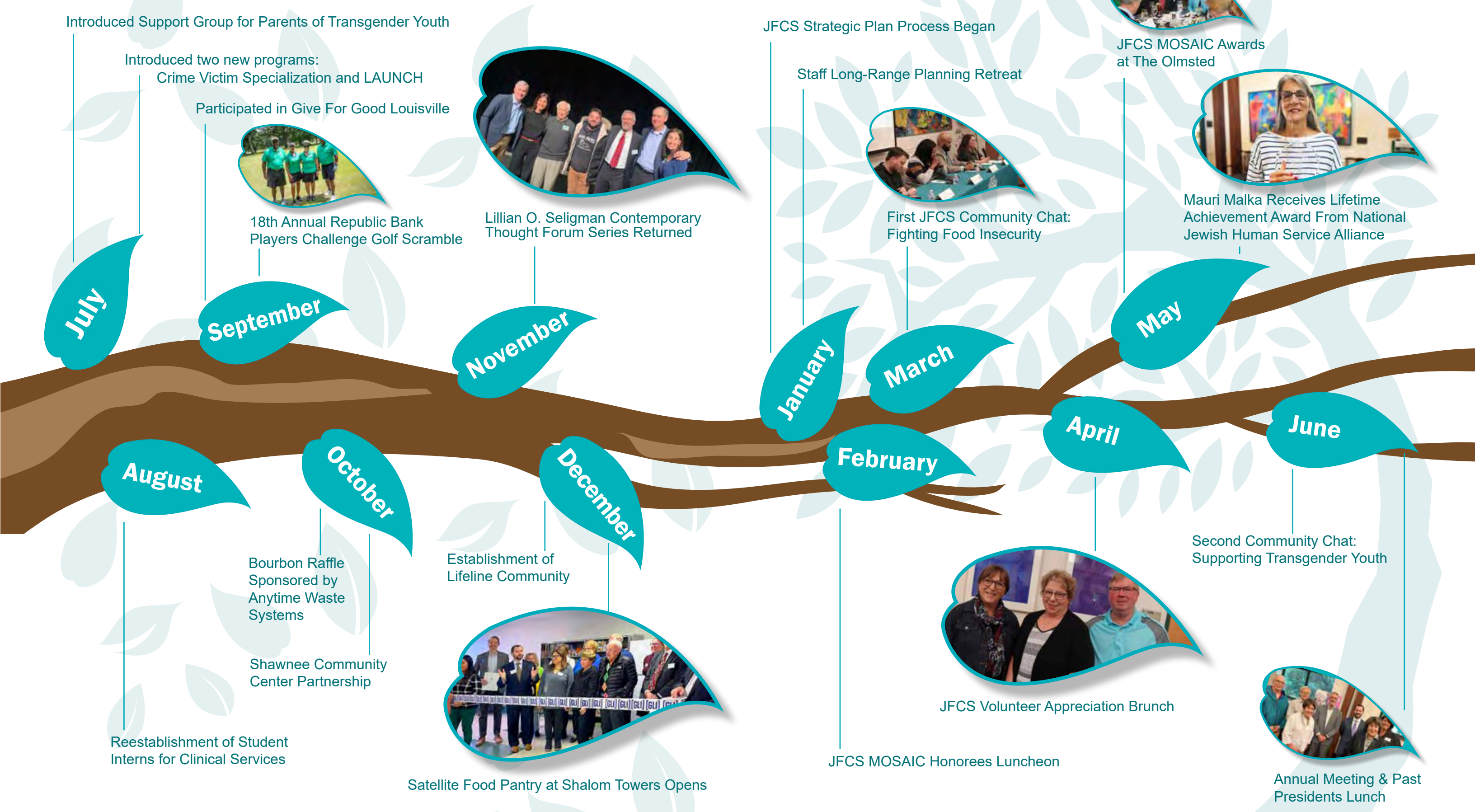
JFCS Marjorie & Robert Kohn Pledge 13 Program
Seven B'nai Mitzvah-aged students completed their Pledge 13 projects, beginning their lifelong commitment to service connected to shared Jewish Values.

JFCS Telephone Reassurance Program
Staff & Volunteers made 2,524 calls to isolated seniors whose days were brightened by a friendly voice.

JFCS Sonny & Janet Meyer Food Pantry
Volunteers stocked and organized the pantry, shopped with clients and made 611 deliveries of food to households to battle food insecurity in Louisville. JFCS distributed over 67,000 lbs. of food marking a 35% increase over last year.

JFCS Doris L. & Theodore B. Meyers JFCS Shabbos Friends Program
Volunteers provide Sabbath services monthly to Jewish seniors living in local assisted-living facilities and nursing homes. In 2023, we expanded to serve four local facilities and local families had the opportunity to volunteer together.

A Monumental Year: JFCS Fiscal Year in Review



Changing Lives: Remarkable Stories of Resilience

*client names have been changed for confidentiality.



Family Stability

Intensive Care Coordination Services

211 Individuals Served

The McCall* family moved to Louisville after a natural disaster forced the family of six to start their life over. They found housing with a family relative, but it quickly became apparent that this situation was unsustainable. They needed to find other housing quickly.

Through the help of JFCS case managers, the McCalls were able to find stable housing just before the holidays and while this milestone was celebrated, they were experiencing financial instability with no safety net for an emergency. With the help and guidance of JFCS, they have since created and grown a small savings account and continue to work with JFCS.

Klein Older Adults

Aging in Place With Dignity

480 Older Adults Served

Alice* was a long-time client utilizing the JFCS PALs transportation service when she mentioned one day that she was considering the transition to a senior living facility, but was overwhelmed by the process.

She began working with a case manager in JFCS's Klein Older Adult program who helped her research her options and even went with her on tours of various independent/assisted living facilities in Louisville. JFCS served as an advocate so that she could find a facility that met her short- and long-term needs. She is now happy, making friends, engaging in social gatherings and outings, and living out her days in peace and safety.



Clinical Services

Building Healthy Coping Strategies

397 Individuals Served

Janea* came to JFCS seeking counseling support for debilitating anxiety. She had gone through a messy divorce, lost her job, and her physical health was declining, all in the span of a few months.

Through the help of JFCS therapists, Janea was able to take control of her life. She was soon able to find a job she loved with the help of JFCS career coaches who helped her revise her resume and search for a new career path. Today she reports she is happier than she's ever been, has begun a regular exercise regimen, and has more confidence in her ability to follow through with her goals. Janea is well on her way to finding joy in her life again.



Career & Economic Opportunity

Creating the Future of Your Dreams

814 Individuals Served

Anthony* started his business in 2022 with big dreams. He knew his trade well, but needed help developing a business plan and strategies to be successful.

He turned to JFCS Navigate for help. Working with a JFCS business advisor, Anthony developed a business and marketing plan. With some solid financial projections, he was able to secure a micro-loan through JFCS of \$4,700 to truly make his dream a reality. During a recent follow-up, Anthony noted that his business is thriving and that he has never felt a more focused sense of purpose with his life.



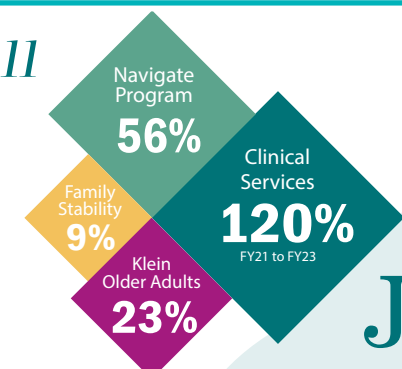
Jewish Life

In 2022, JFCS expanded and created programs to address the needs that were found in a study of the Louisville Jewish community, conducted by Brandeis University. In December, JFCS opened a satellite food pantry at Shalom Towers to meet the needs of residents so they have access to nutritious meal items without having to leave their building. JFCS also worked to expand the Shabbos Friends program from two sites to four sites with volunteer opportunities for Jewish families to host Shabbat services at local assisted living facilities. We also expanded our Family Mitzvah Program and worked to engage young adults and families to connect to their Jewish values through service projects.

Expanding Possibilities For All

1,917 Individuals Served

JFCS saw a significant increase in requests for services over the past year. The graphic to the right shows the impact JFCS had last year in our four main program areas. JFCS also began several new programs including: **The Launch Program, N648 waiver applications for older adults, and Shawnee Community Center expansion.**



JFCS Strategic Plan

Fiscal Year 2024- Fiscal Year 2026

Theme 1 Develop internal capability to respond to changing client and community needs.

- OBJECTIVE - Evaluate programs for need, fit, efficacy, and sustainability.**
- Use a decision matrix to analyze needs, fit, efficacy, and sustainability of existing programs to enable programming and staffing decisions.
 - Develop program evaluations for potential new programs across the Louisville region.

- OBJECTIVE - Develop more relevant and efficient technology infrastructure.**
- Acquire a new Electronic Medical Records system.
 - Acquire a new billing system.
 - Develop mobile technology platforms.

- OBJECTIVE - Maximize people power.**
- Address staff and agency training needs.
 - Develop and implement new staff performance evaluations.



Theme 2 Strengthen awareness of JFCS in the Jewish and Greater Louisville community.

- OBJECTIVE - Develop annual communication plan which addresses stakeholder engagement to increase awareness of the JFCS brand.**
- Determine marketing, advertising, and PR priorities for each program.
 - Increase our brand presence across media platforms.

- OBJECTIVE - Increase our community impact to better represent our community.**
- Increase our community outreach.
 - Implement DEI Plan with ongoing evaluation.
 - Improve our engagement on policy matters that affect our clients and stakeholders.



Theme 3 Expand and diversify resources to ensure JFCS sustainability.

- OBJECTIVE - Expand and diversify human resources to improve capacity and sustainability.**
- Prioritize hiring and retaining a diverse workforce.
 - Build positional and institutional knowledge.
 - Develop more innovative volunteer opportunities to expand capacity.

- OBJECTIVE - Expand and diversify economic resources to minimize risk and improve sustainability.**
- Increase individual giving and donor base.
 - Increase unrestricted funding.
 - Continue to diversify grant and funding resources.
 - Expand fee-based services to be a greater percentage of revenue.

- OBJECTIVE - Maximize environmental and physical resources.**
- Evaluate and implement safety processes and initiatives for staff, clients, volunteers, and facilities.
 - Evaluate and plan for long-term physical space needs.

Looking Ahead

Mark Your Calendars for These Community Events

JFCS MOSAIC AWARDS 2024 May 14th - Mellwood Arts Center

The JFCS MOSAIC Awards recognizes refugees, immigrants and first-generation Americans who have made an impact in their community. Join us as we celebrate these Leaders, Changemakers, and Humanitarians as they help build the City of Louisville into a brighter, more inclusive place.



2024 Honorees



Ahmed Farah University of Louisville
Amos Izerimana Mayor's Office for Immigrant Affairs
Juanita Perez La Casita Center
Dr. Patrick Pössel University of Louisville
Dr. Waqar Saleem University of Louisville

New for 2024



GE APPLIANCES
a Haier company
Corporate Changemaker Award



20th Annual Republic Bank Players Challenge

Summer 2024 - TBD

This is the 20th anniversary of this exciting event we do in partnership with the Trager Family JCC. For 19 years, the Republic Bank Players Challenge Golf Tournament has benefited JFCS and the Trager Family JCC. Through the work of both organizations, your participation will make a meaningful impact on the lives of thousands in Greater Louisville.



Seligman Speaker Series Fall 2024 - Featuring Ariel Elias

The Lillian O. Seligman Contemporary Thought Forum is an annual event inviting guest speakers to offer their perspective on relevant topics while bringing awareness to the work and mission of JFCS. Named after the late Lillian O. Seligman (z"l), her family works alongside JFCS to select speakers that honor her memory and interests. We are thrilled to continue this exciting series.

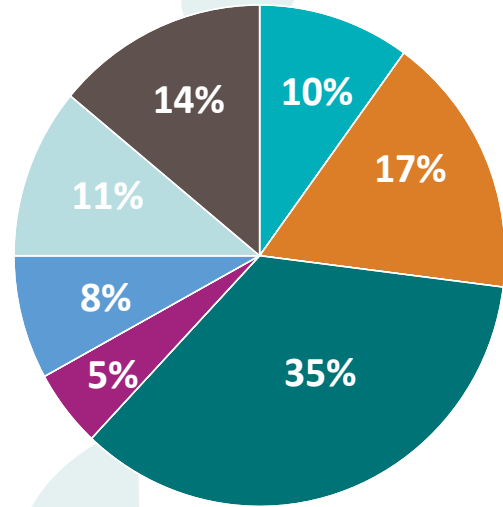


JFCS Community Chats 2024

In 2023, JFCS launched a new initiative called the JFCS Community Chat which are quarterly panel discussions focusing on a pertinent need in the community. The goal is to highlight all of the programmatic expertise JFCS has to offer while also showing how critical we believe collaboration is to holistically serve the community. We will announce the topics of the 2024 JFCS Community Chats at the beginning of 2024!

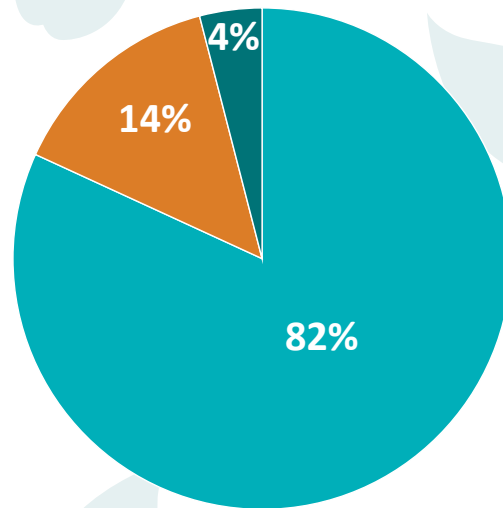
Statement of Activities

Fiscal Year 2023 Audited



Revenues

Category	Amount	Percentage
Fee for Service	\$ 383,307	10%
Government Grants	636,726	17%
Foundation Grants	1,339,878	35%
Jewish Community of Louisville	175,000	5%
Fundraising (Individuals/Events)	306,799	8%
Investments	416,201	11%
Other	534,349	14%
Total	\$3,792,260	



Expenses

Category	Amount	Percentage
Program Services	\$ 2,511,190	82%
Administration	446,550	14%
Fundraising	126,449	4%
Total	\$3,084,189	

CHANGE IN NET ASSETS \$708,071

Net assets at beginning of year	\$ 6,822,469
Net assets at end of year	7,530,540

JFCS Endowment & Program Funds

Al Erlen Fund for Board Leadership
 Bob Tiell/Dave Dobson Program Innovation Fund
 The Bonnie L. Bizer Emergency Services Fund for Jewish Individuals & Families
 The Sonny & Janet Meyer Family Food Pantry Fund
 The Doris L. & Theodore B. Meyers JFCS Shabbos Friends Program
 The Marjorie & Robert Kohn Pledge 13 Program

The Carole & Larry Goldberg Family Mitzvah Program
 The Marilyn & Alan Bornstein Fund for Family Therapy
 The Marjorie & Melvin Nadler Senior Homecare Fund
 The Lillian O. Seligman Seminar Series Fund:
 Contemporary Thought Forum
 The Judy Freundlich Tiell Community Outreach Fund
 Frank and Barbara Weisberg Family Strengthening Fund

JFCS 1908 Legacy Society

JFCS 1908 Legacy Society Members who have committed to leave a bequest, or those of blessed memory, who have already left their gift.

- | | | |
|--------------------------------------|-------------------------------------|-------------------------------------|
| Anonymous (7) | Frankye Gordon | Lillian Pinhas |
| Billy Altman | Karen & Douglas S. Gordon | Suzanne K. Post (z"l) |
| Arlene & Bruce Belman | Max Pearson Green | Betsy & Mark Prussian |
| Lisa S Sobel-Berlow | Dr. Muriel B. Handmaker | Stephanie Reese & Mark Silver |
| & Benjamin M. Berlow | Rabbi Beth Jacowitz Chottiner | Lisa & Peter Resnik |
| Leigh & Dr. Russell Bird | & Lee Chottiner | Abigale Rhodes & Jordan Scott Green |
| Sarah & Christopher Brice | Martha & Dr. Lowell D. Katz | Susan Rudy |
| Beverly Bromley | Sherry L. & Jay F Kaufman | Dafna Schurr & Edwin H. Cohen |
| Shannon & Marc B. Charnas | Lauren Kehr | Linda T. Shapiro & Robert L. Taylor |
| Mary Cleary | Dr. Lisa & Robert Klein | Karen & Keith Sherman |
| Paula & Michael Cohn | Julie Kling | Carole M. Snyder |
| Amy & Matthew Doctrow | Karen & Jay Klempner | Robin & Stephen Stratton |
| James L. Ensign | Marjorie & Robert Kohn | Elaine & Ron Weisberg |
| Courtney Evans | Jennifer Leibson | Leonard Wexler (z"l) |
| Judy Freundlich Tiell & Robert Tiell | Phyllis & David Leibson | Carol Baker Wishnia & Jacob Wishnia |
| Debbie & Alan Friedman | Judith (z"l) & Martin Margulis | Amy T. Wisotsky & Henry M. Burt |
| Deborah Frockt & Steve Alter | Rabbi Laura Metzger | Sara Yamin |
| Bruce S. Gale | & Cantor David A. Lipp | |
| Amy & Lance Gilbert | Janet & Jack M. Meyer | |
| Jane Goldstein | Stephanie & Ian Mutchnick | |
| Nicole & Dr. David Goldstein | Julie Namkin & Greg Singlust | |
| Scott & Kristal Goodman | Nancy Klempner Patton in memory of | |
| | Bobbie Robinson and Irving Klempner | |



This listing reflects Legacy commitments and previously realized Legacy gifts through June 30, 2023

Lifeline Community

The Lifeline Community is our newest giving society recognizing our most dedicated supporters and advocates.

Defenders - \$10,000 and above
 Helene & Andrew Trager-Kusman

Builders - \$5,000 - \$9,999
 Dafna Schurr & Edwin Cohen
 Sandra Frazier
 Marilyn D. Schorin
 Rae Shepherd-Shlechter
 & Ted Shlechter

Champions - \$3,600 - \$4,999
 Karen & Jay Klempner
 Robin & Stephen Stratton

Advocates - \$1,800-\$3,600
 Madeline & Jerry Abramson

Susan & Dr. Jeffrey Callen
 Mary Cleary
 Shannon & Marc Charnas
 Paula & Michael Cohn
 Theresa Marie Keeley & Mike N. Fine
 Dr. Helene & Dr. David Finke
 Debbie & Alan Friedman
 George Polur & Michael Gold
 Karen & Douglas S. Gordon
 Frankye Gordon
 Dr. Lisa & Robert Klein
 Marjorie & Robert Kohn
 Phyllis & David Leibson
 Judith F Shapira
 Tammy & Mark Switow
 Linda Shapiro & Robert Taylor

Volunteers - Over 65 Hours
 Kathy & Mark Dibbens
 Zina Dubrovensky
 Mike Eldridge
 Cynthia Ann Farmer
 Margie Kommor
 Tracey Nettles
 Tami Penner
 Inam Shalati



Who We Served

Race	
American Indian/Alaska Native	1.0%
Asian	3.8%
Black or African American	22.7%
Multi-Racial	5.6%
Hawaiian/Pacific Islander	0.2%
White	65.6%
Prefer not to answer	1.2%

Ethnicity	
Latinx/Hispanic	19.8%
Middle Eastern/North African	6.5%
None	56.9%
Other	10.3%
Prefer not to answer	6.6%

Religion	
Buddhist	0.1%
Catholic	11.7%
Christian	30.2%
Hindu	0.2%
Jewish	22.2%
Muslim	7.1%
None	16.1%
Other Religion	3.9%
Unaffiliated	7.7%

Our Mission

We expand possibilities for each person and every family to meet life's challenges with confidence.

Our Vision

All in Greater Louisville live with dignity and purpose.

Our Values

Guided by our Jewish values, we serve people of all backgrounds with:

Kavod (Respect):

Respect for the undeniable humanity of each person.

Chesed (Compassion):

Actions rooted in compassion and empathy.

Kehilah (Community):

Connections that strengthen individuals and build community.

Tzedek (Justice):

Advocacy that fosters fairness and equity.

Avodah (Service):

Service to others that has the power to repair our world.

JFCS Board of Directors

Mike Fine - President
Jim Ensign - Vice President
Mark Roth - Vice President
Jordan Green - Treasurer
Robin Stratton - Immediate Past President
Linda Shapiro - At Large Member
Michael Gold - At Large Member

Vas Abramov
Pam Alaimo
Corey Buckman
Salli Coleman
Ayala Golding

Melanie House-Mansfield
Dr. V. Faye Jones
Micah Jorrish
David Kohn
Carly Mason

Betsy Prussian
Corey Shapiro
Helene Trager-Kusman
Derwin Webb

We want to thank these partners for their generous support

ACF/DHHS Office of Refugee Resettlement

C.E. and S. Foundation, Inc.

THE GHEENS FOUNDATION

