

# ARCH SUPPORT

Issue 152

March 2022

## *From The Desk Of The Chancellor...*

As I write this column, we are about to enter March 2022. I wonder where the first months of the year have gone. I sure hope the winter weather is behind us, but we all know this time of year can bring surprises. We are less than 10 weeks until Derby so spring is on the doorstep.

The first days of the month bring us into the sacred season of Lent. This time of prayer, fasting, and almsgiving prepares us to honor the Paschal Mystery of Jesus during Holy Week. Lent is a penitential season that can be a wonderful time of renewal. I encourage all of us to be intentional about keeping holy these 40 days.

### **Welcome Archbishop Shelton Fabre**

The big news this March is, of course, the transition of Archbishop Kurtz into his retirement years and the welcoming of our new shepherd, Archbishop Fabre. On February 8, the Holy See announced that our Holy Father, Pope Francis, has appointed Shelton J. Fabre, now Bishop of the Diocese of Houma-Thibodaux, as the tenth bishop and fifth archbishop to lead the Archdiocese of Louisville.

Archbishop Fabre was born October 25, 1963, to Luke Fabre, Jr and Theresa Ann Vallet Fabre. He is the fifth of six children. He attended primary and secondary schools in New Roads, graduating in 1981. He then entered Saint Joseph Seminary College in St. Benedict, Louisiana, graduating with a Bachelor of Arts in history in 1985.

Fabre was ordained a priest for the Diocese of Baton Rouge on August 5, 1989. After his ordination, he served as an Associate Pastor and later a Pastor in various parishes in the diocese.

On December 13, 2006, Pope Benedict XVI appointed Fabre as Auxiliary Bishop of New Orleans. He was installed and consecrated as a Bishop on February 28, 2007, in New Orleans.

On September 23, 2013, Pope Francis appointed Bishop Fabre as the Bishop of the Diocese of Houma-Thibodaux. He was installed at the Cathedral of St. Francis de Sales on October 30, 2013. His leadership in Houma-Thibodaux leaves a legacy where he will be remembered for his listening and availability, as well as pastoral planning and efforts for priestly renewal.

Archbishop Fabre will be installed as our Archbishop by the Apostolic Nuncio, Archbishop Christophe Pierre, on March 30<sup>th</sup> at 2:00 p.m. This great and historic event will take place at the Kentucky International Convention Center. I hope you will join us in-person or through the live-streaming on the web.

In the weeks ahead, Archbishop Fabre will be celebrating Masses of welcome throughout the Archdiocese. His desire is to pray with and meet as many of the faithful as possible. Look for upcoming announcements about those dates.

## Grateful for Archbishop Kurtz

With the arrival of Archbishop Fabre, we honor and celebrate the wonderful years of leadership and service Archbishop Kurtz has brought to the Archdiocese. Archbishop Kurtz recently announced his plans in a message to priests.

He wrote, “I rejoice with all my heart in Archbishop Shelton’s presence and leadership among us and pledged my support for him and my desire to do all in my ability to serve with him, I also embrace the Lord’s call for me to open a new chapter in the book of my life.”

He announced. “I will take time away from the Archdiocese for a few months in order to give Archbishop Shelton full opportunity to become the Archbishop and to set his own pace. I will be living in Wilmington, North Carolina, not too far from the Duke Cancer Institute at which I continue to receive cancer monitoring. I hope to return for the Chrism Mass so that I might join with you in renewing priestly vows and in praying for Archbishop Shelton as our new Archbishop.

“After a few months living out of town, I will enjoy the hospitality of Father Jeff Shoener who welcomed me to join with Father Quan Nguyen and Father Tony Smith in the rectory at St. Patrick, where I might be of some help to Archbishop Shelton in sharing Confirmations as he desires. I also plan to spend a good bit of my time in Wilmington, North Carolina. Please continue to pray for me that I might continue to serve Jesus Christ as his holy priest and be assured that each day, I will be praying for you. “

I know you join me in thanking God for the ministry of Archbishop Kurtz among us.

I often describe administrative work in the Archdiocese as a marathon. In other words, our work takes many steps over a long road. Transition to a new Archbishop, by contrast, is more of a sprint. Many people are working together to plan numerous events. It is sure to be a busy March as we pray for our leaders and for our local church.

**God bless you and your loved ones and let us pray for one another.**



## Take Note...From Brad Harruff CATHOLIC MUTUAL CLAIMS/RISK MANAGER

### Fish Fry

Now that we are heading toward Spring, Lenten Fish Fry is just around the corner. Here are some quick check points for your manager:

#### Fish Fry

1. Have an emergency evacuation plan.
2. Be sure your beer and alcohol servers have been trained to understand liquor laws.
3. Be sure the team knows what type of fire extinguishers can be used on grease fires and be sure they are easily located, and inspections are to date.
4. Keep children out of the kitchens as between the hot oil and the machinery, there is a real possibility for injury.
5. Proper disposal of oil must follow governmental guidelines.
6. Fish fries sponsored by outside groups like the Knights of Columbus require certificate of insurance.



#### Certificates of Insurance

With Spring and summer coming we will all want to get out. Whether you are renting space for sports events or taking a group to a workshop, Certificates of insurance are the norm and are necessary. If you know their type of events are coming, I encourage you to get them as soon as possible. If left to the last minute, it may impact your activity.

When requesting a certificate please have the following information:

1. Date, time and address of the activity
2. If the location has specific requirements, please furnish their request or a copy of the contract/agreement (the entire contract).
3. If reoccurring, we need the starting and end dates and proper identification of the dates in between.
4. The name of the entity and a contract for each location.

Thank you.





### **401k Contribution Limits for 2022**

#### ***Elective Salary Deferral limits are:***

Maximum 401k Elective Salary Deferral	\$20,500
Catch-Up Contribution (age 50 or over)	\$6,500

Please remember, based on our retirement plan document, employee contributions must be in whole percentages only, you must be 21 or older to participate in the plan and all taxable income is subject to employee and employer contributions if eligible. Please refer to your Retirement Plan SPD or the 2022 Plan Highlights for eligibility questions. If you need further information, please contact Andrea Colpo in the Personnel Office.

### **2021 FLEXIBLE SPENDING ACCOUNT REIMBURSEMENTS**

Please remind your employees that in order to be reimbursed from the 2021 Health Care and Dependent Care Accounts, expenses must be incurred by December 31, 2021 and requests must be received by AIM (attention: Michele Cull) by March 31, 2022. After December 31, remaining 2021 claims must be made by a paper claim form. You may fax your claim and receipts to (502) 426-6569. If you have a scanner and e-mail, you may send your claim and receipts to [claim@aimadministrator.com](mailto:claim@aimadministrator.com). Please refer to your 2022 Archdiocese of Louisville Summary Plan Description for more information on the Special Amendment (page 8) for 2020 – 2022 unused rollover dollars.



## **My Total Retirement and Retirement Readiness Education Meetings – March 22 - 24**

Our retirement plan will begin offering My Total Retirement to all plan participants on the Empower website starting March 1, 2022. My Total Retirement offers experienced investment professionals to help customize your retirement strategy.

Mark your calendars for **My Total Retirement & Retirement Readiness Education Meetings scheduled March 22 – 24**. You have 3 opportunities for retirement education which include individual sessions from 1:00p – 3:30p at all meeting locations, group meetings on My Total Retirement and group meetings on Retirement Readiness.

Signups for individual sessions will be sent out at a later time. *You do not need to sign up for group meetings however be sure to sign in if you attend because our retirement education meetings are eligible for 35 Go365 points.*

### **March 22, 2022 – St. Margaret Mary**

Address: 7813 Shelbyville Rd, Louisville, KY 40222 (Pastoral Center/Parish Office in Hospitality Room)

4:00pm – Learn more about My Total Retirement

6:00pm – Retirement Readiness

### **March 23, 2022 – St. James**

Address: 307 West Dixie Ave, Elizabethtown, KY 42701 (Batcheldor Hall)

4:00pm – Learn more about My Total Retirement

6:00pm – Retirement Readiness

### **March 24, 2022 – Pastoral Center**

Address: 3940 Poplar Level Road, Louisville, KY 40213 (1st Floor Conference Room)

4:00pm – Learn more about My Total Retirement

6:00pm – Learn more about My Total Retirement

**My** Total Retirement™



**Humana Go365 Members**

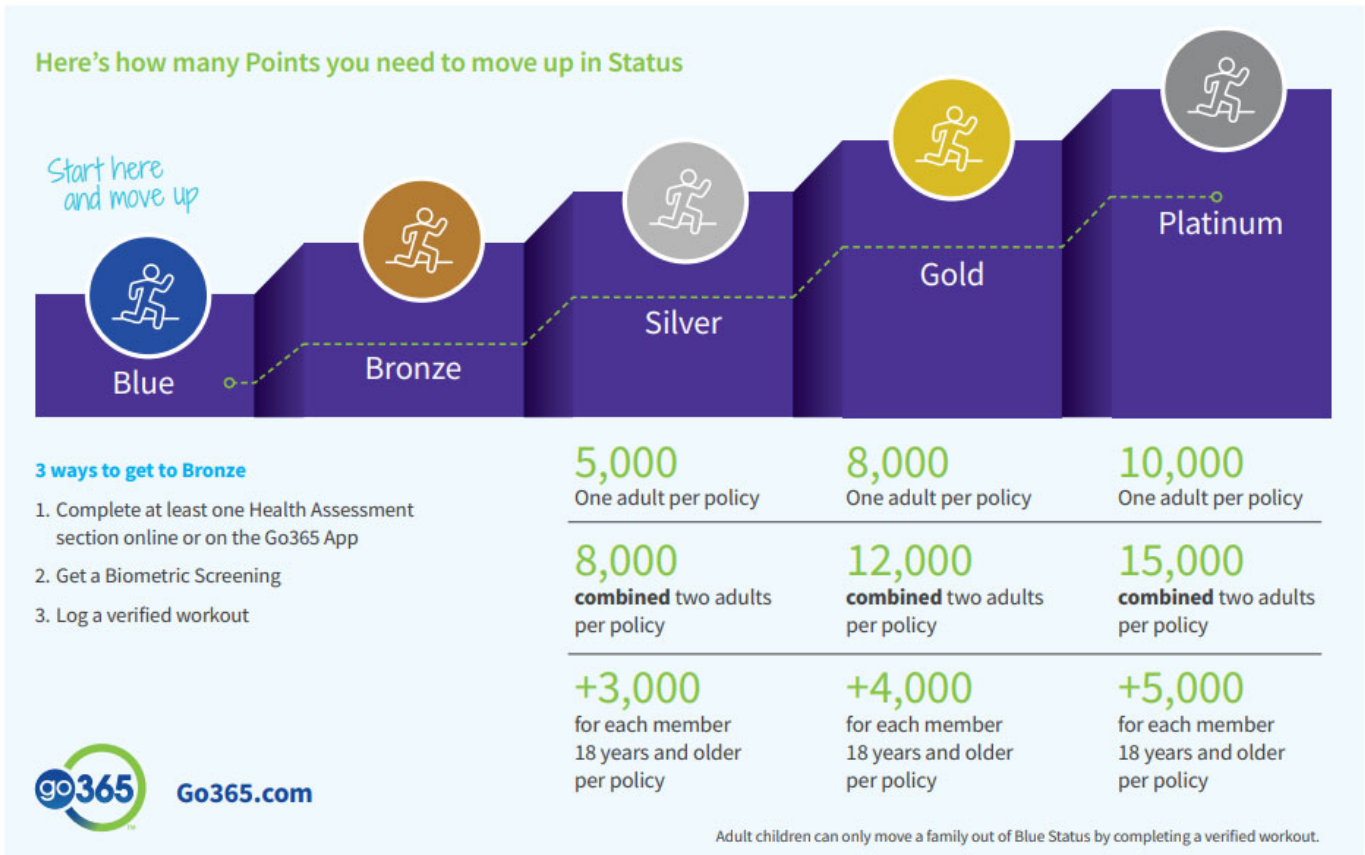
Everyone who has medical insurance with the Archdiocese participates Go365. We all start out in the “Blue” Status, once you start earning points you can move up in status. Humana uses our GO365 status to determine the cost of our medical coverage for the following year.



**The more people we can get to participate and reach the silver category the better our chances are for reducing our costs for health insurance.**

You can find out more details by going to the Archdiocese of Louisville website. Go to About, Human Resources & Employment, forms for current employees then look under the Go365 section for FAQs, how to earn points and forms for biometric screening or voucher to get your biometric completed at The Little Clinic.

<https://www.archlou.org/about-the-archdiocese/human-resources/forms-for-current-employees/>



# Congratulations!

**We did it! Thanks to all who participated in the National Step Challenge. This year we finished as a 1<sup>st</sup> tier winner and had 30,000 meals donated to feeding America**



## JUMBO DIVISION



..... 2021 NATIONAL .....  
**STEP CHALLENGE**



## Congratulations to

**Roman Catholic Bishop of Louisville**

for its participation in Go365®'s  
2021 National Step Challenge



Your team's participation earned  
meals donated in your company's name  
to Feeding America®

TEAM MEALS DONATED:

30,000





FIFTH THIRD BANK



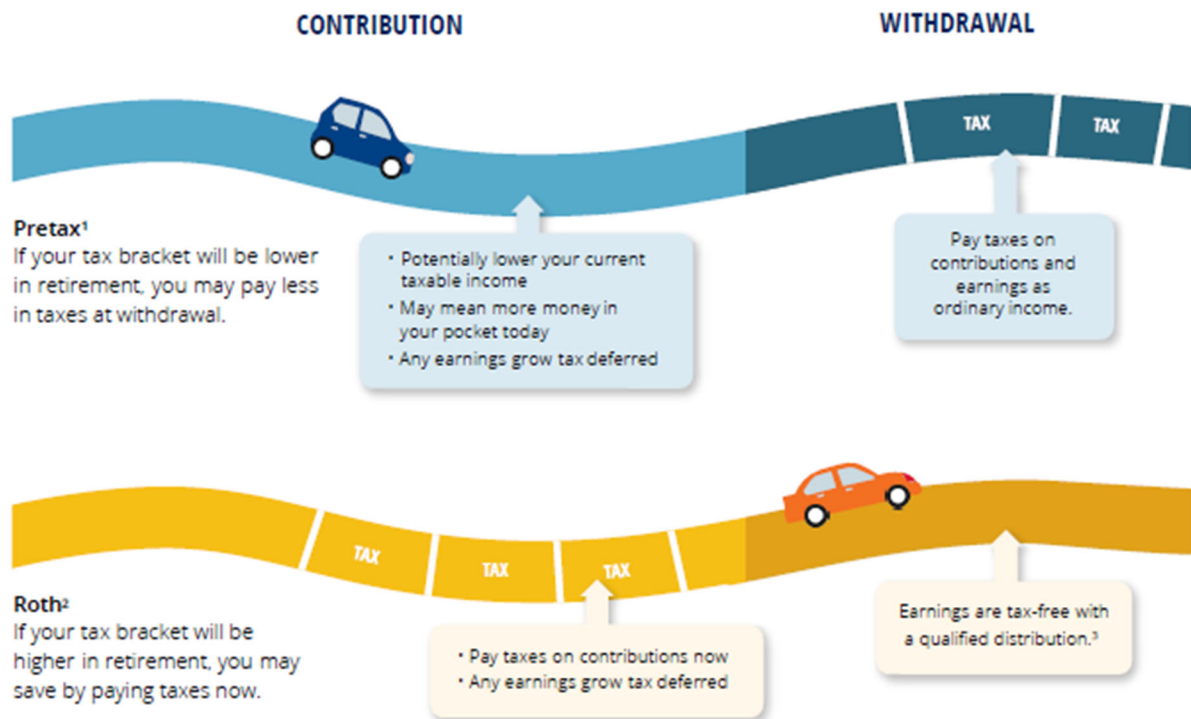
ARCHDIOCESE  
OF LOUISVILLE

Catholic Archdiocese Employees Retirement Plan



## Pretax or Roth: Which road to take?

Before you determine which road or combination of roads may be right for you, you'll need to consider a few important factors, including when you want to pay taxes. Let's take a closer look.



➤ Visit [learningfromempower.com](http://learningfromempower.com) to access helpful information, videos, calculators and more



## What to know before you hit the road

	PRETAX CONTRIBUTIONS	ROTH CONTRIBUTIONS
Is my contribution taxable in the year I make it?		✓
Is my contribution taxed when distributed?	✓	
Are potential earnings on my contributions taxed when distributed?	✓	No, provided that it is qualified distribution. <sup>3</sup>
Can I contribute to both Roth and pretax plans?	✓	✓
If I change jobs, can I roll over my account?	✓	✓
	Yes, to an eligible employer plan (if the plan allows it) or to an IRA. <sup>4</sup>	
If I experience a financial hardship, can I make a withdrawal?	✓	✓
	Yes, if your plan allows hardship withdrawals.	
Do I have to take a minimum distribution at age 72?	✓	✓
	Once you reach age 72, you are generally required to begin taking minimum distributions. <sup>5</sup>	
What is the maximum amount I can contribute?	Combined limit for contributions in 2021: \$19,500 or \$26,000, including the additional \$6,500 age 50+ catch-up contribution	

You may change the amount of your contribution at any time by completing a new Paycheck Contribution Election Form and returning to your local Business Manager/Bookkeeper at least 10 days prior to the next payroll date.

[empowermyretirement.com](http://empowermyretirement.com) 866-467-7756

1 Contributions are made prior to tax withholding.

2 Contributions are made after tax withholding.

3 Subject to requirements: Roth contributions must be in your account for at least five years and the money withdrawn after you have reached age 59½, died or been disabled. If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties.

4 Eligible employer plans include: qualified plans (e.g., 401(k), governmental 457(b) and 403(b) plans). Roth contributions can only be rolled over to another designated Roth account or to a Roth IRA.

5 If you are still employed with the employer who sponsors the plan or if you are less than a 5% owner of the business sponsoring the plan, you may not be required to take a minimum distribution. The RMD age is 70½ for individuals who turned 70½ on or before December 31, 2019. The RMD age is 72 for individuals who turn age 70½ after December 31, 2019. Refer to your plan provisions for more information.

Investing involves risk, including possible loss of principal.

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## Finance Office News – From Robert Cecil:

Often, I have tried to write this quarterly letter with the ideal of sharing something I hope will be useful to each of you. Surely some have been more helpful than others. This past month I completed my 18<sup>th</sup> month with the Archdiocese. During this time what is not lost on me is those of you reading this are indeed the subject matter experts in your daily activities. So instead of trying to share a helpful hint or suggestion I am going to provide an update as to what we have going on in the Finance Department.

All our efforts are underpinned with being good stewards of the resources entrusted to us by parishioners and the parents. With that in mind we are focused on the following:

1. Analyzing and preparing reports surrounding midyear financial results of all our parishes and schools.
2. Reestablishing our audit schedule that was greatly impacted by COVID.
3. Tweaking the audit process to focus on the critical and leveraging to be an opportunity for shared learning between all of us. In addition, it is a chance for me to get out and meet each of you during either a pre or post audit visit.
4. Continuing to establish and improve our new bookkeeper / business manager training sessions.
5. Began our internal planning for the annual budget and cash requirements planning for the new year.
6. Preparing for commercial insurance package and workers compensation insurance renewals.
7. Investment committee is reviewing the new USCCB Socially Responsible Investment Guidelines.
8. Working on financing a couple larger parish / school projects and a couple existing loans that are near term for refinancing.
9. Lastly, we are continuing work on the evaluation of a new parish and school accounting and church management system. This past month we completed visits to neighboring dioceses to meet with their finance teams. The purpose was to benchmark the systems used and their processes to support their parishes and school. As you may expect these trips turned out to be great learning opportunities. Also last month we met as a group with members from different parishes to understand better what is important on the church management side. We had already held a similar meeting on the accounting side. Right now, we are reviewing and auditing our diocesan wide billing from the current providers to understand those costs. Our next step will be to send out the RFP and have provider come in and present and discuss their solutions. We are committed to moving forward on this. Though it may not be moving as fast some may want, it is moving at a measured pace, and we will not make any change this fiscal year.

As always, I am appreciative of how supportive everyone has been and the willingness of everyone to help one another. Please don't hesitate to reach out to any member of the team as everyone is here to help.



### Winner of Dancing with the Stars:



***Way to go Robert and  
Amanda Cecil!!***



## Arch Support Meetings

### *April 2022 Arch Support Meetings*

Tuesday, April 19<sup>th</sup> – 10:00am – Pastoral Center  
 Wednesday, April 20<sup>th</sup> – 1:30pm – Pastoral Center  
 Thursday, April 21<sup>st</sup> – 10:00am – Bardstown – Saint Joseph Parish Office

### *Parish and Regional Schools Business Manager Roundtable*

#### *March Roundtable*

Thursday, March 31, 2022 at 11:30am  
 Location: Epiphany  
 Hosted by: Mary Downs  
 RSVP & agenda items to: [mary@epiphanycatholicchurch.org](mailto:mary@epiphanycatholicchurch.org)

### 2022 Holiday Schedule



Listed below are the Official Holidays for the 2022 Calendar Year.  
 Please mark your calendars accordingly:

Monday, January 3	New Year's Day 2022 (observed)
Monday, January 17	Martin Luther King, Jr. Day
Friday, April 15	Good Friday
Monday, May 30	Memorial Day
Monday, July 4	Independence Day
Monday, September 5	Labor Day
Thursday, November 24	Thanksgiving Day
Friday, November 25	Day after Thanksgiving
*Friday, December 23	Christmas Eve (observed)
**Monday, December 26	Christmas Day Holiday (observed)
***Friday, December 30	Day after Christmas Holiday
**Monday, January 2	New Year's Day 2023 Holiday (observed)

\* *Christmas Eve falls on Saturday this year – the holiday was moved to the Friday before.*  
 \*\* *Christmas Day and New Year's Day fall on Sundays – the holiday was moved to the Mondays after.*  
 \*\*\* *The day after Christmas holiday was moved to the Friday before New Year's Eve to allow for two – 4 day weekends.*

*WE ARE ROLLING OUT THE RED CARPET TO WELCOME.....*

**JIM DAVIS, MAINTENANCE – FACILITIES**



## 2022 PARISH MAILING DATES

March 18  
 April 8  
 April 22  
 May 6  
 May 20  
 June 3  
 June 17  
 July 8  
 July 22  
 August 5  
 August 19  
 September 9  
 September 23  
 October 7  
 October 21  
 November 4  
 November 18  
 December 9



### ARCH SUPPORT ON THE WEB

To read this newsletter online or print additional copies: Go to the archdiocesan web site [www.archlou.org](http://www.archlou.org)

- Click on “About the Archdiocese.”
- Click on “Publications/Media”
- Click on “Arch Support”
- Choose Specific Issue