

ARCH SUPPORT

Issue 164

February 2025

From The Desk Of The Chancellor...

In a recent homily, Fr. Jeff Shooner, pastor of St. Patrick's and Vicar General of the Archdiocese presented a compelling message on humility. He approached the topic of humility through the lens of pride. If humility is being honest and truthful about yourself, pride is a lie about one's self and can be defined as an excessive form of self-love.

Fr. Jeff mentioned four types of pride: Superiority; Timidity; Sensitivity; Vanity. If we reflect a bit on each type, perhaps we can learn how to avoid the falsehoods of pride and develop greater humility. **Pride of Superiority.** This type of pride surfaces when we believe or act like we deserve privilege and then attempt to control the actions of others. Superiority leads to an exaggerated sense of authority, and we can become argumentative, bossy, and are critical of others without seeing our own weaknesses. In scripture the Scribes and Pharisees are often described as having this type of pride.

Pride of Timidity. Those who are timidly prideful are fearful of what others may think about us. We fear embarrassment or failure, so we hide our talents and refuse to lead or serve. Timid persons are self-conscious and this pride tempts us to compare our talents to those of others. Rather than relying on God, those with these feelings overvalue the opinion of others.

Pride of Sensitivity. This pride develops when we are preoccupied with our own woundedness and become distrustful and presume the worst of intentions. This attitude can cause us to develop a false joy from holding on to woundedness. In a sense we enjoy being a victim. We want to feel bad as it gives us permission to carry grudges. We see our pain as worse than anyone else's. It is difficult to see God's goodness due to our pride.

Pride of Vanity. In our vanity we seek approval and honor in order to impress others and call attention to ourselves. In the hope of gaining respect, we might brag about our accomplishments or show off, similar to a performer. This can occur in person or even on social media where the counting of followers and messages can be a false measure of our popularity. Instead of relying on and praising God, vanity wants us to take credit for our gifts and abilities.

Excessive pride, in any of form, can separate us from God. Humility can be the antidote to each type of pride.

Fr. Jeff referenced an article: *The Four Types of Pride and How to Root Them Out*, by Kristen Van Uden, which I found helpful and can provide additional input for your own reflection.

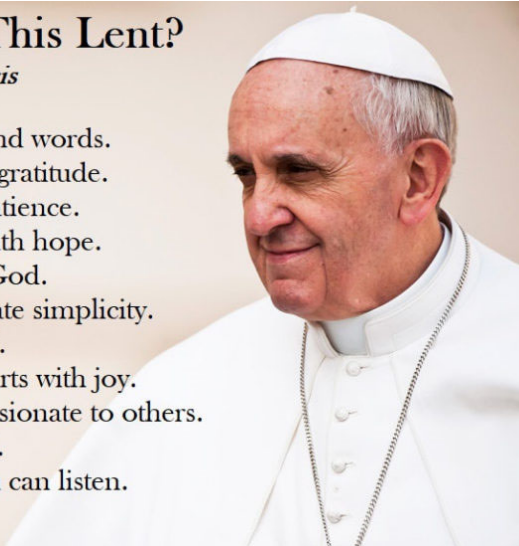
We will soon begin the penitential season of Lent. It is usual to consider how we can participate in prayer, fasting, and almsgiving during Lent. As an alternative this year perhaps each of us can examine our lives and pick a virtue to prayerfully consider over these 40 days. In whatever way you choose, I encourage you to keep this season as a time of spiritual renewal.

Let's also join in prayer for Pope Francis, for those who lost their lives in the recent storms, for victims of violence locally and around the world, for those without a home. Be good to yourself. Let's continue to pray for one another.

Do You Want to Fast This Lent?

In the words of Pope Francis

Fast from hurting words - and say kind words.
Fast from sadness and be filled with gratitude.
Fast from anger and be filled with patience.
Fast from pessimism and be filled with hope.
Fast from worries and have trust in God.
Fast from complaints and contemplate simplicity.
Fast from pressures and be prayerful.
Fast from bitterness and fill your hearts with joy.
Fast from selfishness and be compassionate to others.
Fast from grudges and be reconciled.
Fast from words and be silent so you can listen.



ASBESTOS MANAGEMENT

Micro-Analytics, Inc. is under contract with The Archdiocese of Louisville as our "**Designated Person**" with the Kentucky State Environmental Protection Agency (EPA) for Asbestos compliance. Specifically, Dan Cooper, with Micro-Analytics, Inc., has the responsibility of keeping **ALL** of our facilities in the Archdiocese in compliance with the EPA



regarding Asbestos Management, including its current status in your facilities, its proper removal, disposal, air quality testing and reporting to the State of Kentucky Office of the EPA. Micro-Analytics is a qualified Asbestos Abatement and Remediation Company as well. This includes facilities that once contained asbestos and have now been completely abated, or were built after asbestos was made illegal and never included asbestos materials when constructed.

What does this mean to those of us who are responsible for an Archdiocesan Facility:

1. We **ARE** required to report to Micro-Analytics prior to beginning any Asbestos Abatement project in one of our facilities, **regardless of the size of the project**. Dan Cooper and Micro-Analytics are held legally responsible for any non-compliance issues with reporting to the Kentucky State EPA regarding all our facilities.
2. We **ARE NOT** required to use Micro-Analytics as our Asbestos Abatement Contractor. If we can find a properly qualified Asbestos Abatement Contractor who will perform this service for us at a lesser price, we are free to use them.
3. We **ARE** still responsible for all the fines and penalties levied against us by any legal entity for non-compliance. Dan is charged with seeing to it that we **DO NOT** have any of these types of fines and penalties.

Micro-Analytics also does testing and remediation for **ALL** EPA regulated substances; Lead Base Paint, Mold, Chemical Spills, Underground Storage Tanks, etc. If you have an issue with any substance of this nature, it is best to err on the side of caution and give them a call to be sure we are in compliance.

If you have any questions you can contact either:

Dan Cooper
President
Micro-Analytics, Inc.
3310-C Gilmore Industrial Blvd.
Louisville, Kentucky 40213
Phone: (502)964-8737

or

Bill Zoeller
Director of Facilities
Archdiocese of Louisville
3940 Poplar Level Road
Louisville, Kentucky 40213
Phone: (502)585-3291



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- 2 Maintaining balance and juggling the needs of parents, children, and yourself
- 3 How to prepare financially.

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Sessions are available throughout the month.

Register today. Use the link to the left or the QR code to sign up for the session that best fits your schedule.

Closed Captioning (CC) is available for all sessions. *Ofrecemos sesiones de educación en español.*

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- Tax minimization strategies
- Methods of and common tax filling errors

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Join Empower for a live webinar: Sandwich generation

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- Caring for aging parents and children
- Maintaining balance and juggling the needs of parents, children, and yourself
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401K Contribution Limits for 2025

IRS announces 2025 401k contribution limits will increase from 2024. Catch-Up Contribution limits for those age 50 and older will remain the same. Starting in 2025, a higher catch-up contribution limit will apply for employees aged 60, 61, 62 and 63.

Elective Salary Deferral limits are:

Maximum 401k Elective Salary Deferral \$23,500

Catch-Up Contribution (age 50 or over) \$7,500

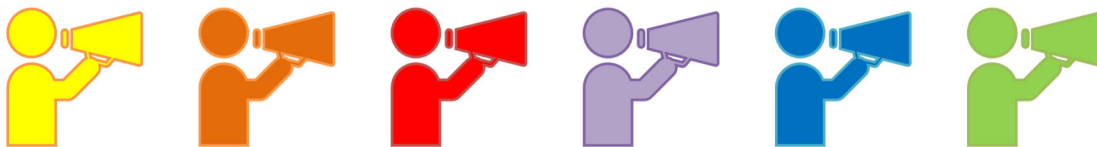
Catch-Up Contribution (age 60, 61, 62 and 63) \$11,250

Please make sure your employees are aware. Paycheck Contribution Election forms can be found on the Empower Plan Service Center under Participants and Employee forms.
plan.empower-retirement.com

401k
Contribution
Limits

2024 FLEXIBLE SPENDING ACCOUNT REIMBURSEMENTS

Please remind your employees that in order to be reimbursed from the 2024 Health Care and Dependent Care Accounts, expenses must be incurred by December 31, 2024 and requests must be received by AIM (attention: Kelly Lohman) by March 31, 2025. After December 31, the remaining 2024 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. Please refer to your 2024 Archdiocese of Louisville Summary Plan Description for more information.

**Arch Support Meeting – Human Resources**

Spring/Summer Arch Support Meeting dates/times to be announced later

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

Tuesday, April 8, 2025 at 11:00am

Location: Holy Trinity Parish

Hosted by: Bruce Hines

RSVP & agenda items to: bhines@htparish.org

WE ARE ROLLING OUT THE RED CARPET TO WELCOME.....**Lisa Grascch – Housekeeping - Facilities****Myya Little – CEC Community Outreach Coordinator – Office of Multicultural Ministry****Laurel Wyatt – Administrative Assistant – Office of Faith Formation****2025 Holiday Schedule**

Listed below are the remaining Official Holidays for the 2025 Calendar Year. Please mark your calendars accordingly:

Good Friday	Friday, April 18
Easter Monday	Monday, April 21
Memorial Day	Monday, May 26
Juneteenth	Thursday, June 19
Independence Day	Friday, July 4
Labor Day	Monday, September 1
Thanksgiving Day	Thursday, November 27
Day after Thanksgiving	Friday, November 28
Christmas and New Year Holidays	Wednesday, December 24 through Friday, January 2, 2026
Return to work	Monday, January 5, 2026

2025 Parish Mailing Dates

January 17
January 31
February 14
February 28
March 14
March 28
April 11
April 25
May 16
May 30
June 13
June 27
July 11
July 25
August 8
August 22
September 12
September 26
October 10
October 24
November 7
November 21
December 12



ARCH SUPPORT ON THE WEB

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- Click on “About the Archdiocese.”
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