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## LEXINGTON RESCUE MISSION INC



### General Information

#### Contact Information

<b>Nonprofit</b>	LEXINGTON RESCUE MISSION INC
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<b>Contact Name</b>	Jim Connell

#### Web and Social Media

<b>Website</b>	<b>Website</b>
<b>Facebook</b>	<b>Facebook</b>
<b>Twitter</b>	<b>Twitter</b>

#### At A Glance

IRS Ruling Year

**Other ways to donate, support, or volunteer**

You may donate securely online, or you may make a check payable to Lexington Rescue Mission and mail it to P.O. Box 1050, Lexington, KY 40588. You may also drop off your donation at our office located at 444 Glen Arvin Ave.

Through our Bread and Life Circle, you may donate to mission on a regular monthly basis. For as little as \$15/month -- or 50 cents per day -- you can have a powerful impact: providing meals for seven people, clothing for one child, or a workbook for one student in Jobs for Life.

To join our monthly giving club, the Bread and Life Circle, just choose the Recurring Donation option when you donate through our website to start giving automatically. You can use your credit card or give directly from your bank account, and be assured you can change or cancel your gift at any time. You'll be giving men, women and children in Lexington the promise of a better life today and a brighter, more secure tomorrow. To learn more about the benefits of our Bread & Life Circle, contact Laura Carr (859) 381-9600, ext. 227, or at [laura@lexingtonrescue.org](mailto:laura@lexingtonrescue.org).

Group tours of the mission are generally offered three times a month. The scheduled dates for the month are posted on our website. Call Laura Carr at (859) 381-9600, ext. 227, to arrange a tour time. Prospective volunteers will learn how they can get involved by coming to one of our tours.

# Statements & Search Criteria

## Statements

### **Mission Statement**

Lexington Rescue Mission exists to serve and glorify God through Christ-centered ministry that meets the physical, emotional and spiritual needs of hurting people in the greater Lexington area.

### **Background Statement**

Lexington Rescue Mission was founded in 2001 by Jim Connell, who followed God's call to move from Indiana to Kentucky to start this outreach to hurting people. Jim's professional experience in accounting, fund-raising, and project management as well as years of leading a lay benevolence ministry had equipped him with the skills he would need to lead this ministry. Nevertheless, with no personal connections or money to fund the ministry, he knew this mission would only succeed if God was driving it.

Indeed, God has grown and expanded our ministry over the years. Today, we have 22 staff members and 60 weekly volunteers who carry out a multi-faceted ministry to thousands of hurting people, helping to meet critical needs, providing healing from the inside out, and inspiring hope for the future.

Lexington Rescue Mission is an interdenominational Christian non-profit organization that is governed by an independent Board of Directors. Lexington Rescue Mission is accredited by the Evangelical Council for Financial Accountability (ECFA) and the Association of Gospel Rescue Missions (AGRM).

We value collaboration with other local ministries and agencies addressing poverty, hunger, homelessness, reentry, and employment in order to provide effective solutions. As such, we are active members of the Lexington-Fayette County Continuum of Care, the Office for Homelessness Prevention and Intervention Advocacy Committee, the Bluegrass Reentry Council, Central Kentucky Homeless and Housing Initiative, the Homeless and Housing Coalition of Kentucky, and the Resource Office for Social Ministries (ROSM) network.

## **Impact Statement**

In 2016, Lexington Rescue Mission:

- Served 42,274 meals to the hungry
- Provided 748 households with free clothing
- Provided 91 people with transportation assistance
- Provided 129 patients with free medical care
  
- Prevented eviction or utility shut off for 204 families
- Prepared 91 people for employment through Jobs for Life
- Prepared 57 inmates for life after incarceration
  
- Provided transitional housing to 38 men at The Potter's House
  
- Provided resource referral and case management to 1,004 people
- Led 151 people in spiritual formation through Steady Hands

Over the last year, Lexington Rescue Mission has significantly expanded our ministry to people who are leaving incarceration and re-entering our community. We are now working with men and women who are incarcerated at Fayette, Jessamine, and Woodford County Detention Centers, Northpoint Training Center, and Dismas Charities. These men and women are successfully finding employment, housing, and support through our re-entry services.

Our staffing service, Advance Lexington, has also grown to be able to employ more job-seekers than ever before in temporary assignments at local businesses. Over the last year, we have employed 25 trainees for 2,495 hours of work assignments.

Over the last year, we have also opened two new neighborhood centers where people can connect with housing and social services. Through these walk-in hours, people will have access to a case worker who will support, encourage, and help them get back on their feet. One of these new centers is at First United Methodist Church and the other one is at Fuente de Avivamiento.

This fall, we look forward to opening a new community center in downtown Lexington at 629 N. Broadway. This center will increase our capacity to train and place job-seekers in employment and will add 20 transitional housing beds for men who need help getting back on their feet.

## **Needs Statement**

Lexington Rescue Mission depends on food donations to help us keep our meal costs low. The items we use most are canned fruit, spaghetti, pasta sauce, diced canned tomatoes, canned corn, green beans, peas and carrots, peanut butter, individual packages of cheese or peanut butter crackers, lemonade mix, tea mix, coffee, sugar and creamer.

We are also in need of hygiene products for our clients. These include toothpaste and toothbrushes, deodorant, shampoo, conditioner, lotion, lip balm, soap, razors, shaving cream, and feminine hygiene products. You may drop off any food or toiletry donations at our Outreach Center at 444 Glen Arvin Ave.

Our services depend on volunteers, and our most pressing volunteer needs right now are for mentors for students in Jobs for Life, men and women who are incarcerated, and the men living at The Potter's House, nurses for our clinic, data entry, table hosts to eat with our guests, and Mission Ambassadors who can serve as liaisons to their churches.

Finally, Lexington Rescue Mission relies upon individuals, businesses, and churches in the community for financial support. Each donation helps our ministry accomplish its purpose of reaching hearts and transforming lives.

## **CEO/Executive Director Statement**

Lexington Rescue Mission is all about carrying out the Great Commission (Matt. 28:16-20) through the Great Commandment (Matt 22:36-40). Our byline is "Reaching Hearts...Changing Lives". When hearts are reached through the good news that Jesus Christ came to seek and save the lost, lives can truly change. We see this lived out every day in the lives we touch here at the mission.

I'm sure you've heard it said, "give a man a fish, and you feed him for a day. But teach a man to fish, and you feed him for a lifetime." Our focus at Lexington Rescue Mission is to "teach a man to fish". To carry out this goal, however, we must first demonstrate our love and compassion. Jesus said the world will know His disciples by their love. It is also true that people don't care what you know until they know how much you care.

Therefore, we feed and clothe those in need. We try to keep people from becoming homeless by assisting people financially with their rent and utilities. We also give free medical care and prescriptions to the poor and uninsured.

Once a relationship of trust is built, we can begin to help people "learn to fish" through life skill classes such as Jobs for Life. We help people connect to other community resources they need through case management, and we pray with people and counsel those seeking wisdom. We also help people to develop positive relationships with one another and with God through our Steady Hands group.

The mission exists because God sustains it and makes it grow. He has chosen to do that through the faithful prayers and financial support of thousands of people in our community. If you have not given to the mission, I hope you will join me in our effort to look after and help the poor.

"Whoever is kind to the poor lends to the LORD, and he will reward them for what they have done." (Proverbs 19:17)

## **Service Categories**

### **Primary Organization Category**

Religion- Related / Christianity

### **Secondary Organization Category**

Human Services / Homeless Services/Centers

### **Tertiary Organization Category**

Employment / Employment Preparation & Procurement

## **Geographic Areas Served**

### **Areas**

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Fayette County

Lexington Rescue Mission serves the greater Lexington area.

# Impact

## Impact

### Goals

1) People will take steps out of poverty through financial stability.

Individuals and families struggling to make ends meet, living paycheck to paycheck, are often one emergency away from homelessness. Many of these folks find their way to the Mission for help with rent and utility assistance, food, clothing, medical care or other necessities. We work to provide immediate relief, but, more importantly, we help people look at their situation and see where they could make changes to become more stable. We help our guests create an individual plan and support them as they work toward financial stability. We measure our success by getting in touch with clients three months after their last case management visit to assess their situation and how confident they feel about their ability to pay their monthly bills.

2) People will transition from homelessness to housing.

Homeless men who are leaving an institutional setting -- whether it's jail, a shelter, or a substance abuse recovery program -- often struggle to manage life on their own. We offer transitional housing and support to help these men make a successful transition into independent living. We measure our success by contacting former residents three months after discharge to find out if they have maintained stable housing.

3) People will secure and maintain lasting employment. Unemployment lies at the core of poverty and robs people of their dignity. We work to equip unemployed men and women for lasting employment and restore their dignity. We measure our success by whether they maintain steady employment six months after finishing our program.

4) People will re-enter the community upon release.

Inmates who are leaving incarceration are often ill-equipped to navigate the challenges of returning home. Starting while they are in jail and continuing after they are released, we come alongside men and women to offer the training, guidance and support that they need to make a successful transition back into the community. We measure our success by the number of clients who return to jail or prison within three years of release.

## **Strategies**

We have the following three overall strategies for meeting our goals:

### **1) Outreach Services**

Lexington Rescue Mission offers a variety of programs that alleviate the effects of poverty while building relationships that can lead to real and lasting change in people's lives. Whether people come to our Outreach Center for a hot meal, a warm coat, a medical visit, financial assistance, or help finding housing, they find staff and volunteers who will listen to and care about them. Because of our hospitality-focused strategy, our guests invite us into their lives to help them become more stable. In fact, in a recent survey of our guests, 53% said they come here daily, 26% said they come once a week, and 26% said they come at least once a month. They come for case management, pastoral counseling, and guidance. We are able to help them find affordable housing, access public benefits, find better employment and make decisions that will help them better care for themselves and their families. It's not an overnight process, but we see the results in the changed lives of those with whom we work.

### **2) Housing**

Lexington Rescue Mission operates a transitional home for men called The Potter's House. Our staff provides residents with support and accountability to help them make a successful transition to independent living. Residents are offered a broad array of services to help them get back on their feet, including food and clothing, employment training and placement, a free health clinic, and assistance accessing public benefits. The house staff also provide case management and pastoral counseling to help residents set and achieve their goals. To help residents progress in making positive changes, our staff holds them accountable to their commitments. These include sobriety, finding employment, developing and keeping a budget, attending meetings, and growing spiritually. Our transitional living program incorporates best practices set by our peers in the Association of Gospel Rescue Missions (AGRM), through which we are accredited.

### **3) Employment**

Lexington Rescue Mission trains and connects job-seekers to employment through Jobs for Life and Advance Lexington. Jobs for Life is a comprehensive job training course that teaches employment skills and character qualities from a Biblical perspective. Participants also receive assistance in their job search, including help obtaining IDs, bus passes, gas cards, interview attire, work clothing and other necessities. Jobs for Life graduates are eligible to enroll in Advance Lexington, our staffing services that contracts with local employers to provide temporary paid work for graduates of Jobs for Life and assists each person in making the transition to permanent employment.

### **4) Re-Entry**

Our re-entry program, Breaking Chains, provides training and support to assist incarcerated men and women in making a smooth transition into the community. We work with those who are currently and formerly incarcerated, offering our case management to inmates at Fayette, Jessamine and Woodford County jails, Northpoint Training Center, and to those on probation or parole. We also offer classes -- Jobs for Life, Authentic Manhood, and The Genesis Process -- to inmates in Fayette and Woodford County Detention Centers and Northpoint Training Center. In addition to its partnerships with local jails, Breaking Chains partners with Fayette County Drug Court, U.S. Probation and Parole, and Dismas Charities.

**Capabilities**

Founded in 2001, Lexington Rescue Mission has a broad base of support in the community, with 7,500 donors actively supporting the ministry in the last 12 months. Giving has grown an average of 8.58% annually, from \$891,659 in 2011 to \$1,338,614 in 2016. Our board, staff, and volunteers are committed to excellence and serving according to the highest standards set by our peers, which is why our organization is accredited by the Association of Gospel Rescue Missions (AGRM) and the Evangelical Council for Financial Accountability (ECFA). Our executive director, Jim Connell, just finished serving a three-year term as president of the Southern District of AGRM.

We value working with other organizations that have a stake in our clients' success and can help complete the continuum of care needed by our clients. Therefore, we are active members of the Lexington-Fayette Continuum of Care, the Office for Homelessness Prevention and Intervention Advocacy Committee, the Central Kentucky Housing and Homeless Initiative, the Homeless and Housing Coalition of Kentucky, and the ROSM network. We are also members of Kentucky Nonprofit Network, Local First Lexington, and Commerce Lexington.

## **Indicators**

We have developed program-specific indicators to measure our progress toward meeting our goals and objectives for each division.

### Outreach Services

For our health clinic patients, we are tracking whether the patient's acute medical needs were met and whether they have medical insurance.

For guests who come to our walk-in hours, we track whether their acute need was met and whether they were made aware of additional services from which they may benefit. If they want help beyond the presenting need, we track whether they were referred to the appropriate program, had a meeting with the staff person, and were accepted into the program. For those who express interest in case management, we track how many show up for their initial appointment and create an Individual Development Plan (IDP). Then, we track their primary goals, any progress they make on taking the steps outlined in the IDP, and their success in achieving their goals.

For guests seeking financial assistance for rent or utility bills, we track how many appointments were scheduled and the number of people who show up for their appointments. Of those who come for an appointment, we track how many we assist financially, how many applications are pending, and how many were denied due to ineligibility. Of those who receive financial support, we contact them three months after they are assisted to assess their financial stability.

For community meals, we track the number of meals served.

### Housing

For residents of the Potter's House, we look at the following indicators: attendance of support group meetings, testing negative for drugs and alcohol, demonstrated spending within their budget and reducing debt, following a job search plan, completing household chores, meeting with the house chaplain, and hearing and understanding the Gospel.

### Employment

For participants in Jobs for Life, we are tracking attendance at Jobs for Life classes and completion of homework assignments. For graduates who enroll in our staffing service, Advance Lexington, we track their completion of all HR paperwork, whether they remain available for job placement, and whether they demonstrate reliability at work through punctuality and attendance. We also track all temporary and permanent job placements.

### Re-Entry

For men and women who are incarcerated, we track their attendance and completion of classes in jail. We also track whether they connect with the Mission post-release. For those on probation or parole, we track the number of people who met with us about our re-entry services and how many of them completed a program application, created an IDP, are taking steps in their IDP, and are achieving their set goals. Of those working their case management plan, we also track their recidivism.

We are measuring these indicators and reporting on them quarterly to the Executive Director to determine if we are making progress toward our goals and objectives. Once we have one year of data in January 2018, we will be able to identify our key milestones and work toward continuous quality improvement.

## **Progress**

In 2016, our Board of Directors approved a four-year strategic plan that focuses on three targeted areas of growth: transitional housing, workforce development, and ex-offender re-entry.

### Transitional Housing

Our strategic plan calls for converting at least six beds at the Potter's House to short-term housing for men awaiting further placement and increasing the transitional beds for men by 20. We currently are renovating a property that will enable us to more than double the number of beds we currently have available, and we plan to open this building in October 2017.

### Workforce Development

We plan to develop Advance Lexington, our staffing service, into a sustainable enterprise by increasing the number of employer clients and the number of temporary hours worked. We also plan to develop the earning capacity of workers by offering or arranging job-specific training for higher paying jobs. In addition, we are building associations with other community stakeholders to strengthen the referral base for job-readiness training. We have made progress on our referral base by building referral partnerships with Dismas Charities, Salvation Army, and Jubilee Jobs.

### Ex-Offender Re-entry

We plan to develop and run a training program to recruit, train, and support volunteers needed to teach and mentor inside and outside jail or prison. We have partnered with Mission Behind Bars, an experienced jail ministry, to bring quality training to all of our volunteers, and we just recruited an AmeriCorps VISTA member who will help coordinate this effort over the course of this next year. As a part of our strategic plan, we also expanded our in-jail training to include Biblical character-building courses for men and women. In 2016, we began offering Authentic Manhood and The Genesis Process to men and women at Fayette and Woodford County Detention Centers. We also plan to add a federal prison and two or more county jail training sites. In January 2017, we began working in Northpoint prison in Danville and plan to add training sites at the jails in Bourbon and Jessamine counties soon. Finally, we plan to develop a continuum of care for ex-offenders to successfully reintegrate them into the community. We are working to establish these partnerships and were recently allocated funding for Rapid Rehousing for Ex-Offenders through the Lexington-Fayette Continuum of Care, which will provide additional housing support and ensure our re-entry program is coordinated with all Continuum of Care agencies.

# Programs

## Programs

### Outreach Center

#### **Description**

#### Community Meals

Free, hot meals are served to the hungry on Tuesdays, Wednesdays, Thursdays and Saturdays at noon.

#### Walk-In Hours

Guests may meet with our Resource Coordinator during our walk-in hours, which are Tuesday, Wednesday, and Thursday from 1 to 3 p.m. We commonly help people with clothing, hygiene, household supplies, prescriptions, food pantry referrals, and transportation.

#### Case Management

Our Resource Coordinator is available to meet with guests by appointment for extended help, including finding housing and making Individual Development Plans.

#### Health Clinic

We offer free medical care through our health clinic, which is open to anyone in need on Tuesday evenings.

#### Financial Assistance

We also provide emergency help with rent and utility bills for tenants who are one step away from losing their housing or having their utilities shut off.

#### Spiritual Care

Guests who want to grow in their relationship with God may attend chapel services, Steady Hands, or meet for pastoral counseling.

#### **Budget**

407893

#### **Category**

Human Services, General/Other Human Services, General/Other

#### **Population Served**

Homeless, Poor, Economically Disadvantaged, Indigent, Unemployed, Underemployed, Dislocated

#### **Program Short Term Success**

Clients will increase the likelihood of saving money three months following case management.

#### **Program Long term Success**

Clients will take steps out of poverty through financial security.

#### **Program Success Monitored By**

Case notes are kept by our social worker and Outreach Center staff in our secure, online client database. Surveys are administered by phone three months after case management clients have finished meeting with a case worker, and all results are recorded in the database. Program statistics are reported to the Executive Director and the Board monthly for monitoring, program indicators are reported quarterly, and the Board conducts formal program reviews biennially.

## **Examples of Program Success**

Dale and Lester are brothers, and when they were running low on food last fall, they came to the Mission. Not only did they find meals, but we helped provide them with clothes, obtain prescription medicine for Dale, and arrange for an eye exam and get glasses for Lester. As their practical needs were met, it opened the door to minister to their deeper spiritual needs. They began attending chapel and Steady Hands, and their lives changed.

They quit abusing pills. Instead, they are coming to the Mission daily, and they volunteer where they can, helping with lunch, cleaning up the lot, or setting up the chapel.

As Dale and Lester surrendered their lives to God, they experienced His faithfulness. With the help of the staff, they were able to move out of homelessness and into their own apartment, and within a week of moving in, donors furnished the apartment.

Without the Mission, Lester said, "I don't think I'd be here today." Dale added, "We got our lives back."

## The Potter's House

<b>Description</b>	<p>Located at 649 N. Limestone, The Potter's House is a transitional home with 14 beds that primarily, but not exclusively, serves men who have graduated from a long-term treatment program. We provide a safe place where these men can practice recovery principles, be held accountable and learn how to live a sober, healthy life.</p> <p>We provide accountability to help residents progress in their commitment to living out positive change in their lives. It is essential that each resident be willing to be responsible through demonstrating accountability by submitting verification of attendance at required recovery meetings and church. We also conduct random drug and breathalyzer tests for alcohol.</p> <p>Residents are not alone at The Potter's House. They have access to a broad array of services offered by the Mission, including food and clothing, employment training and job placement, a free health clinic, and assistance accessing public benefits. We provide case management and pastoral counseling.</p>
<b>Budget</b>	140659
<b>Category</b>	Housing, General/Other Transitional Housing
<b>Population Served</b>	Homeless, Alcohol, Drug, Substance Abusers, Males
<b>Program Short Term Success</b>	Clients will reduce their incidence of homelessness by one half for three months following their discharge from The Potter's House.
<b>Program Long term Success</b>	Residents will transition from homelessness to permanent housing.
<b>Program Success Monitored By</b>	Our program staff records all client data and case notes, including progress on the outcome above, in our secure client database. Statistics are reported to the Executive Director and Board on a monthly basis, indicators and milestones are reported quarterly, and each program has a formal review biennially by the Board.
<b>Examples of Program Success</b>	<p>When Ryan came to the live at The Potter's House, he was, by his account, "a broken man." He had struggled with drugs and alcohol for most of his adult life, and he felt worthless. "The staff treated me with dignity and respect, even though I had very little of these things for myself."</p> <p>While living at the Potter's house, he learned new skills, was mentored, and grew in his relationship with God. Ryan lived at The Potter's House for a year. "When I left I had a job a car and most importantly a new relationship with Christ."</p> <p>However, like so many men who struggle with addiction, he eventually relapsed after leaving. "But it was easy to get back on track because while at the Mission, the foundation was laid. I would quickly get back on track," Ryan said.</p> <p>"By Gods grace and mercy, I celebrate 5 years clean and sober. There are so many things I could say about the Mission. However, it can be best said that God used the Mission to save my life!"</p>

## Employment

### **Description**

Jobs for Life is a national program that operates in more than 300 sites around the country, helping job-seekers prepare for, find, and maintain lasting employment. We teach Jobs for Life classes to our residents and men and women who are incarcerated in the local jails. We provide job placement to our graduates through our staffing service, Advance Lexington, which provides temporary work and assists them with finding permanent jobs.

#### Job Training

Our Biblically-based course helps job-seekers develop the job skills and character qualities that will set them apart from other job applicants and make them successful in any workplace.

#### Support

We assist participants in their job search, including helping them obtain IDs, bus passes, gas cards, interview attire, work clothing and other necessities.

#### Job Placement

Advance Lexington, our staffing service, contracts with local employers to provide temporary paid work to graduates of Jobs for Life and helps them secure permanent employment.

### **Budget**

220571

### **Category**

Employment, General/Other Job Training & Employment

### **Population Served**

Unemployed, Underemployed, Dislocated, Poor, Economically Disadvantaged, Indigent, Offenders/Ex-Offenders

### **Program Short Term Success**

Jobs for Life graduates will secure steady employment, or pursue education, lasting six months or more following their program graduation.

### **Program Long term Success**

Job-seekers will secure and keep lasting employment.

### **Program Success Monitored By**

We contact our graduates three months and six months post-graduation to assess their employment status. Our staff records all client case notes in our secure, online database, where we track these outcomes. Our program statistics are reported monthly to the Executive Director, and our indicators are reported quarterly. Biennially, our Board conducts a comprehensive program review of each program.

## **Examples of Program Success**

Juan first came to the Mission for a meal when he was suffering from depression. "I had a family, but they didn't know where I was. I was sending them half of my social security every month, and I was about to become homeless because I couldn't pay my bills," Juan said. "The people at the Mission introduced me to programs that helped me pay my bills and find food, furniture, and clothes. I got involved in Jobs for Life where I learned about dressing for an interview, putting together a resume, and presenting myself in a professional environmental. I started getting so many more job opportunities after that. It's been awesome." Juan's life has radically changed since he then. He is working and supporting his family....and he has hope. "Because of the Mission, my life is finally in a place where my daughter can live with me. I'm able to support her, and she's doing great in school and living a happy life. Everyone there is so loving. I owe them a lot, and I thank God for them."

## Breaking Chains

### **Description**

Breaking Chains provides training and support to assist incarcerated men and women in making a smooth transition into the community. We work with those who are currently and formerly incarcerated, offering our classes and case management to inmates at Fayette County Detention Center, Woodford County Detention Center, and Northpoint Training Center. We also provide case management to inmates at Jessamine County Detention Center and those on probation and parole. Our classes include:

#### Authentic Manhood

This 12-week class prepares men to live lives of truth, passion and purpose. It offers practical insights on God's design for manhood and points men to a vision of life that sets them up to enjoy God's grace as they pursue his promises.

#### The Genesis Process

This 14-week class for women addresses a fundamental struggle in life: the struggle to change. The process identifies the fears that drive our self-destructive behaviors and emotions and helps resolve them so people can find true and lasting freedom.

#### Jobs for Life

Our 12-week course helps train men and women in the job skills and character qualities that prepare them for success in the workforce.

### **Budget**

157638

### **Category**

Crime & Legal, General/Other Inmate Support

### **Population Served**

Offenders/Ex-Offenders, Poor, Economically Disadvantaged, Indigent, Unemployed, Underemployed, Dislocated

### **Program Short Term Success**

We will reduce the likelihood of recidivism by one-half for three years following release from jail or prison.

### **Program Long term Success**

Ex-offenders will successfully re-enter the community upon release.

### **Program Success Monitored By**

We have partnered with the University of Kentucky's Sociology Department, which is collecting and tracking data to determine the effectiveness of our program. All client data is recorded in our client database, and program statistics are reported to the Executive Director on a monthly basis. Indicators are reported on a quarterly basis, and the Board conducts a thorough review of each program biennially.

## Examples of Program Success

Charlie had been incarcerated for more than 26 years when he started our Jobs for Life class in jail....but he found so much more than employment training. When he was released, we had a bed waiting for him at our men's transitional home, The Potter's House. He was able to pick up the Jobs for Life classes right where he left off, and we gave him part-time work through our staffing service while he finished the classes.

"It taught me a lot - how to do interviews, to have a better work ethic, and just to be a better person overall."

When he graduated, he was able to start working full-time at this same work site. It wasn't long before the company hired him on permanently and gave him a raise. Recently, he was able to move out of The Potter's House and into his own apartment.

"Today, I have a savings account, money in the bank, something I've never had before. I've got a job and a place to go if I'm hungry and need a meal. The Mission helped me big time, and that's a real blessing!"

# Leadership & Staff

## CEO/Executive Director

<b>Executive Director</b>	Mr. Jim Connell
<b>Term Start</b>	Apr 2001
<b>Email</b>	jim@lexingtonrescue.org

### Experience

Jim Connell is the founder and executive director of the Lexington Rescue Mission. In April 2001, Jim left his home and career in Columbus, Indiana to move to Lexington and start the mission. Jim is a former CPA and served as the Chief Financial Officer for a Quinco Behavioral Health Systems, a regional community mental health center. From 1996 to 1997, Jim served as a Project Manager to start a free medical clinic staffed by volunteer nurses and doctors. Following this work, he joined the staff at the Columbus Regional Hospital Foundation to conduct their annual fund-raising efforts. In addition to serving as the Executive Director of the Lexington Rescue Mission, Jim was elected to serve as President of the Southern District of the Association of Gospel Rescue Missions from 2012 to 2014.

Jim lives on the north side of Lexington with his wife Becky. Jim has two grown children, Laura, who works as Development Director for the mission, and Brian, who works as the Senior Director of Legislative Affairs at the Leukemia and Lymphoma Society. Jim and his wife are members of Immanuel Baptist Church in Lexington, Kentucky.

## Staff

<b>Full Time Staff</b>	10
<b>Part Time Staff</b>	12
<b>Volunteers</b>	60
<b>Contractors</b>	0
<b>Retention Rate</b>	100%
<b>Management Reports to Board?</b>	Yes

## Staff Demographics - Ethnicity

<b>African American/Black</b>	8
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	14
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Other</b>	0

## Staff Demographics - Gender

<b>Male</b>	10
<b>Female</b>	12
<b>Unspecified</b>	0

## Formal Evaluations

<b>CEO Formal Evaluation</b>	Yes
<b>CEO/Executive Formal Evaluation Frequency</b>	Annually
<b>Senior Management Formal Evaluation</b>	Yes
<b>Senior Management Formal Evaluation Frequency</b>	Annually
<b>NonManagement Formal Evaluation</b>	Yes
<b>Non Management Formal Evaluation Frequency</b>	Annually

## Comments

### **CEO Comments**

Lexington Rescue Mission is accredited by the Association of Gospel Rescue Missions.

## State Information

Yes

# Plans & Collaborations

## Plans & Policies

<b>Organization has a Fundraising Plan?</b>	Yes
<b>Organization has a Strategic Plan?</b>	Yes
<b>Years Strategic Plan Considers</b>	4
<b>Date Strategic Plan Adopted</b>	Aug 2016
<b>Management Succession Plan?</b>	Yes
<b>Organization Policy and Procedures</b>	Yes
<b>Nondiscrimination Policy</b>	Yes
<b>Whistleblower Policy</b>	Yes
<b>Document Destruction Policy</b>	Yes

## Collaborations

Lexington Rescue Mission collaborates with other local ministries, including New Life Day Center, Jubilee Jobs, Room in the Inn, Bread & Life Ministries, Lighthouse Ministries, The Salvation Army, the Resource Office for Social Ministries, and the Lexington Leadership Foundation. The mission is also a member of the Kentucky Nonprofit Network, the Homeless and Housing Coalition of Kentucky, the Central Kentucky Housing & Homeless Initiative, the Lexington-Fayette Continuum of Care, Local First Lexington and Commerce Lexington.

## Affiliations

<b>Affiliation</b>	<b>Year</b>
Association of Gospel Rescue Missions (AGRM)	2001

## External Assessments and Accreditations

<b>Assessment/Accreditation</b>	<b>Year</b>
Evangelical Council for Financial Accountability (ECFA)	2011

## Awards

### Awards

<b>Award/Recognition</b>	<b>Organization</b>	<b>Year</b>
Top Rated Non-Profit 2012	Great Nonprofits	2012
Top Rated Non-Profit 2014	Great Nonprofits	2014
Top Rated Non-Profit 2016	Great Nonprofits	2016
Best Christian Workplace	Best Christian Workplaces Institute	2017

## Government Licenses

**Is your organization licensed by the Government?** No

# Board & Governance

## Board Chair

<b>Board Chair</b>	Mr. Wayne Logan
<b>Company Affiliation</b>	NetGain Technologies
<b>Term</b>	Jan 2017 to Dec 2017
<b>Email</b>	WLogan@netgainit.com

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Mr. Bob Brown	Main Street Baptist Church	Voting
Mr. Gary Brown	Retired	Voting
Mr. Jim Connell	Lexington Rescue Mission	Voting
Mr. Bill Conners	Lexmark	Voting
Mr. John Elder	Retired	Voting
Mrs. Lisa Fields	Community Volunteer	Voting
Mrs. Maxine Franklin	Retired	Voting
Mr. Stephen Keinath	Retired	Voting
Mr. Wayne Logan	Netgain Technologies	Voting
Mr. Gary Loucks	U.S. Bank	Voting
Mr. David Stone	Retired	Voting
Mr. Bill Yeary	Retired	Voting

## Board Demographics - Ethnicity

<b>African American/Black</b>	3
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	9
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Other</b>	0 0

## Board Demographics - Gender

<b>Male</b>	10
<b>Female</b>	2
<b>Unspecified</b>	0

## Governance

<b>Board Term Lengths</b>	3
<b>Board Term Limits</b>	0

<b>Board Meeting Attendance %</b>	84%
<b>Written Board Selection Criteria?</b>	Yes
<b>Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	100%
<b>Percentage Making In-Kind Contributions</b>	75%
<b>Constituency Includes Client Representation</b>	No
<b>Number of Full Board Meetings Annually</b>	10

## Risk Management Provisions

Accident and Injury Coverage  
 Automobile Insurance  
 Automobile Insurance and Umbrella or Excess Insurance  
 Blanket Personal Property  
 Commercial General Insurance  
 Commercial General Liability  
 Computer Equipment and Software  
 Disability Insurance  
 General Property Coverage  
 General Property Coverage and Professional Liability  
 Life Insurance  
 Medical Health Insurance  
 Professional Liability  
 Special Event Liability  
 Umbrella or Excess Insurance  
 Workers Compensation and Employers' Liability

## Standing Committees

Audit  
 Board Development / Board Orientation

# Financials

## Fiscal Year

<b>Fiscal Year Start</b>	Jan 01, 2017
<b>Fiscal Year End</b>	Dec 31, 2017
<b>Projected Revenue</b>	\$1,702,883.00
<b>Projected Expenses</b>	\$1,601,225.00
<b>Endowment Value</b>	\$38,027.00
<b>Spending Policy</b>	N/A
<b>Percentage</b>	0%

## Detailed Financials

### Revenue and Expenses

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Total Revenue</b>	\$1,420,077	\$1,259,331	\$1,077,665
<b>Total Expenses</b>	\$1,395,136	\$1,091,105	\$1,153,913

### Revenue Sources

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Foundation and Corporation Contributions</b>	--	--	--
<b>Government Contributions</b>	\$49,000	\$0	\$0
<b>Federal</b>	--	--	--
<b>State</b>	--	--	--
<b>Local</b>	--	--	--
<b>Unspecified</b>	\$49,000	--	--
<b>Individual Contributions</b>	\$1,229,429	\$1,179,682	\$1,010,700
<b>Indirect Public Support</b>	--	--	--
<b>Earned Revenue</b>	--	\$200	\$7,252
<b>Investment Income, Net of Losses</b>	--	--	--
<b>Membership Dues</b>	--	--	--
<b>Special Events</b>	\$44,955	\$56,779	\$44,748
<b>Revenue In-Kind</b>	--	--	--
<b>Other</b>	\$96,693	\$22,670	\$14,957

**Expense Allocation**

Fiscal Year	2016	2015	2014
Program Expense	\$880,195	\$608,913	\$681,818
Administration Expense	\$115,886	\$170,721	\$166,523
Fundraising Expense	\$399,055	\$311,471	\$305,572
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	1.02	1.15	0.93
Program Expense/Total Expenses	63%	56%	59%
Fundraising Expense/Contributed Revenue	30%	25%	29%

**Assets and Liabilities**

Fiscal Year	2016	2015	2014
Total Assets	\$602,107	\$595,895	\$418,844
Current Assets	\$254,442	\$318,304	\$155,082
Long-Term Liabilities	\$203,163	\$226,420	\$233,524
Current Liabilities	\$49,871	\$45,343	\$29,414
Total Net Assets	\$349,073	\$324,132	\$155,906

**Short Term Solvency**

Fiscal Year	2016	2015	2014
Current Ratio: Current Assets/Current Liabilities	5.10	7.02	5.27

**Long Term Solvency**

Fiscal Year	2016	2015	2014
Long-Term Liabilities/Total Assets	34%	38%	56%

**Top Funding Sources**

Fiscal Year	2016	2015	2014
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

**Capital Campaign**

**Currently in a Capital Campaign?** Yes

**Campaign Purpose**

This campaign is providing the funds needed to purchase and rehabilitate a property to use for employment training and placement for job-seekers and transitional housing for men in need.

**Goal** \$879,200.00

**Dates** Aug 2016 to Dec 2017

**Amount Raised To Date** 844200 as of May 2017

**Capital Campaign Anticipated in Next 5 Years?** No

**State Registration**

**State Registration** Yes

## **Form 990s**

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Form 990

Form 990 Schedule A

Form 990 Schedule D

Form 990 Schedule G

Form 990 Schedule I

Form 990 Schedule L

Form 990 Schedule O

Form 990

Form 990 Schedule A

Form 990 Schedule B

Form 990 Schedule D

Form 990 Schedule G

Form 990 Schedule I

Form 990 Schedule L

Form 990 Schedule O

Form 990

Form 990 Schedule A

Form 990 Schedule D

Form 990 Schedule G

Form 990 Schedule I

Form 990 Schedule L

Form 990 Schedule O

Form 990 2013

Form 990 Schedule A

Form 990 Schedule D

Form 990 Schedule G

Form 990 Schedule I

Form 990 Schedule M

Form 990 Schedule O

Form 990

2012 Schedule A

2012 Schedule D

2012 Schedule G

2012 Schedule I

2012 Schedule L

2012 Schedule M

2012 Schedule O

2011 Form 990

2011 Schedule A

2011 Schedule M

[2011 Schedule B](#)

[2011 Schedule D](#)

[2011 Schedule I](#)

[2011 Schedule G](#)

[2011 Schedule L](#)

[2011 Schedule O](#)

[Form 990](#)

[Schedule A](#)

[Schedule G](#)

[Schedule O](#)

[Schedule D](#)

[Schedule I](#)

[Schedule L](#)

[Schedule M](#)

[Form 990](#)

[Form 990 Schedule A](#)

[Form 990 Schedule D](#)

[Form 990 Schedule G](#)

[Form 990 Schedule I](#)

[Form 990 Schedule I-1](#)

[Form 990 Schedule L](#)

[Form 990 Schedule M](#)

[Form 990 Schedule O](#)

[Form 990](#)

[IRS Form 990](#)

**Audit Documents**

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[2016 Audit](#)

[2015 Audit](#)

[2014 Audit](#)

[2013 Audit](#)

[2012 Audit](#)

[2011 Audit](#)

[2010 Audit](#)



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