In the spirit of our faith heritage, the mission of the Deaconess Foundation is the improved health of the St. Louis metropolitan community and its people.

Jerry Paul, President and CEO of Deaconess

Impact Partnership Update

Deaconess Impact Partnership at a Glance

Four Traits of an Effective Organization

1. Leadership Capacity: The ability of an organization to envision and articulate a compelling and strategic vision, sustain and promote it, and translate ideas into action.

2. Management Capacity: The ability of an organization to create and maintain a viable system of internal processes, including recruitment, hiring, training, development, evaluation, and communication.

3. Core Capacity-Building Activities: The ability of an organization to develop and sustain capacity-building expertise, including但在...
Insurance rolls, live in unsafe housing, or are being denied a good education. This Deaconess Impact Partnership update is a continued conversation in our Impact Partnership in progress as Deaconess Foundation News.

Deaconess Impact Partnership

A core component of the Deaconess Impact Partnership is the opportunity for executive coaching and education. Each month, Deaconess convenes the Impact Partner Executive Directors for lunch. The time together has become vital as executive and board relationships develop, and often new friends are made. This month’s forum featured a capacity-building consultant, the TCC Group, to evaluate how organizations are ‘living’ documents and always evolving. As Neighborhood Houses’ Executive Director, Eugene Bartell noted, “Capacity building is not an end in itself. It is a way to ensure that the work we do is sustainable and effective.”

Neighborhood Houses

Neighborhood Houses strengthens families, children and communities through neighborhoodcentered, faith-based programs and services. As an Impact Partner for the Deaconess Foundation, the organization is engaged in a comprehensive capacity-building project. Eugene Bartell noted, “Capacity building cannot be isolated from the overall mission and goals of the organization. It is an ongoing process of looking at who we are, where we want to go, and how we can best get there.”

What is Capacity Building?

What is capacity building? Why is capacity building important? What is the ultimate goal? These are the questions that are often asked when discussing capacity building. Capacity building is a process that helps organizations identify their strengths and weaknesses, set goals, and develop strategies to achieve those goals. The ultimate goal is to improve the organization’s ability to achieve its mission.

Why Capacity Building Matters.

Great programs need great organizations. Why capacity building has mattered. Seeing progress. Why capacity building has been a work in progress. Great programs need great organizations. Why capacity building has mattered. Seeing progress. Why capacity building has been a work in progress. Great programs need great organizations. Why capacity building has mattered. Seeing progress. Why capacity building has been a work in progress. Great programs need great organizations. Why capacity building has mattered. Seeing progress. Why capacity building has been a work in progress.
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Great programs need great organizations. The Deaconess Impact Partnership is working closely with agencies to strengthen their infrastructure, so that they can better serve the communities they represent. Peter York. “We are looking for links between a Partner's improved infrastructure and its ability to better serve childhood education, summer camp, foster care, education, child abuse, women, and youth.”

Deaconess has also sponsored trainings for agency staff and boards on a range of topics, including leadership development, governance, and resource management. The Deaconess Impact Partnership is not just about fixing problems; it is about building capacity.

Reflections from Rev. Eugene Bartell, executive director of Citizens for Missouri's Children. “Capacity building has allowed us to do many things to enhance the community,” comments Melanie Rev. Paul. “One of our first moves the Crisis Nursery took was to install a state-of-the-art computer system that networked all three sites. Communications with families and between staff has improved 100%.”

In his book, Sustaining Nonprofit Capacity: Why Capacity Building Has Mattered, Richard King, CEO of Deaconess Foundation, explains why capacity building is important. He says, “There are nearly 15,000 children in foster care in the City of St. Louis. Many need an advocate to speak on their behalf, but friends and family aren’t always able to help. Deaconess Foundation has been there to support our child care system in ways that have allowed children to have the best possible outcomes.”

Reflections from DiAnne L. Mueller, executive director of the Saint Louis Crisis Nursery. “Engage all levels. Capacity building has worked best in organizations that engage everyone from board members to the front line.”

Neighborhood Houses

Annie Malone Children and Family Services. “Fostering a culture of learning and development within our organization has led to a commitment to child advocacy.”

Annie Malone Children and Family Services is located in the Greater Ville neighborhood of St. Louis, Missouri. We serve more than 800 children and families each year through our residential treatment, outpatient, and family support services. The Saint Louis Crisis Nursery has been serving the community for over 30 years. We provide a safe haven for children who are in crisis, and support parents and caregivers through emergency support and counseling.

Neighborhood Houses strengthens children, families, and communities through neighborhood engagement. Both are key components of the Deaconess Impact Partnership. One example is a program called the “Community Impact Fellowship.” This program supports innovative projects that improve the quality of life for children and families in the community. Neighborhood Houses is one of the many agencies that has been chosen for the Deaconess Impact Partnership.

The Partnership

Eight agencies were chosen for the third Deaconess Impact Partnership. Premier partners are Citizens for Missouri's Children, Children's Hospital, Kansas City, Children's hospital, Saint Louis, Nebraska, Foundation, Saint Louis Crisis Nursery, and Voices for Children. The Deaconess Impact Partnership includes local partners that bring together agencies with similar missions and mutual interests.

Reflections from Beth Griffin, executive director of Citizens for Missouri’s Children. “Capacity building cannot be isolated from the heart of an organization—its executive directors had to answer: “How much of my dollar is going to direct service?” The implicit message from the community was: “We need to know whether our dollars are being used effectively.”

Reflections from Stephen Greggs, executive director of Annie Malone Children and Family Services. “Partnership building is a key element in the development of an organization. We have found that partnerships have helped us to build a strong culture that is focused on continuous improvement, client advocacy, and community engagement.”

Reflections from Richard King, CEO of Deaconess Foundation. The Saint Louis Crisis Nursery is one of the many agencies that has been chosen for the Deaconess Impact Partnership. This partnership is helping to make the services we offer even more effective and sustainable. We are grateful for the opportunity to collaborate with Deaconess Foundation and other community partners to enhance the lives of children and families.”

Why Capacity Building Matters

Capacity building has allowed us to do many things to enhance the community.” For example, a Partner might need to increase its staff capacity, or hire new staff. Or it might need to change its organizational structure to better serve the community. Capacity building allows nonprofits to respond quickly and effectively.

Deaconess Foundation News

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What is Capacity Building?

Capacity building is designed to give an organization more muscle, more power to do what they do best. The ultimate goal is to empower organizations to achieve the maximum results from their existing assets and resources. Organizations are like humans—each has its strengths and weaknesses. Building on strengths while addressing weaknesses will result in enabling organizations to maximize the impact of their resources.

Why Capacity Building Matters

Great programs need great organizations. A strong organization ensures that programs not only run smoothly, but also achieve maximum impact. In today’s competitive funding landscape, simply being a good program is not enough. Organizations must be efficient, responsive, and capable of continuous improvement. Building an organization that can do all of these things is critical to a program’s success.

Neighborhood Houses

Neighborhood Houses strengthens children, families, and communities throughout neighborhood neighbor, both through direct services and through community development and policy advocacy. The organization has served more than 32,000 children and families during the past five years and has helped more than 4,000 families purchase homes. Neighborhood House has announced that it will launch a new affordable housing program in 2015.

The Partnership

A group of organizations were chosen for the Deaconess Impact Partnership. Partner agencies include Neighborhood House and Family Services, Children’s Building Blocks, Center for Living, and the Saint Louis Crisis Nursery. The organizations were chosen because they serve vulnerable populations and are committed to creating positive change in their communities.

Deaconess has also approved of the Deaconess Impact Partnership because it is the perfect opportunity to highlight the importance of capacity building. Unfortunately, many organizations are not aware of the benefits of capacity building, but Deaconess is confident that the Impact Partnership will be a success.

Deaconess Impact Partnership Update

The Deaconess Impact Partnership is a model for the future. The program has already started to improve the organizations’ infrastructure and is working to ensure that they are better able to serve their communities.

Deaconess Foundation News

Deaconess convenes the Impact Partnership Executive Directors for lunch. The time together has become vital as executive directors get to know each other and share their experiences.

Deaconess has also sponsored trainings for agency staff and boards on a range of topics, including executive coaching, strategic planning, and youth development. The plans serve as a blueprint for each organization’s future.

Capacity building, through which we’ve done a lot of the hard work, takes the focus off the infrastructure and long-range viability of our organization….The process has brought a new level of commitment to what we do with our resources. The approach requires significant investments of time by organizations’ leadership, but the benefits are worth it.

Deaconess Foundation News

The ultimate goal of the Impact Partnership is to ensure that each organization is on much firmer ground and better prepared to address some pressing needs.

Deaconess Foundation News

Deaconess Foundation experienced this firsthand when it made hundreds of grants between 1997 and 2003. “We were impressed by the number and variety of programs, but were also surprised to find that so many of the grants were not fully utilized. Many of the organizations were not prepared to sustain the programs in the long term.”

Deaconess Foundation News

Deaconess Foundation has provided a voice for the Deaconess Impact Partnership. “We have been very impressed with the Early Learning Opportunity Fund’s work. It is clear that the Impact Partnership is a model for the future.”

Deaconess Impact Partner Snapshot

For Rich’s Children

For Rich’s Children is one of the few organizations that helps children who have been removed from their homes. The goal of the organization is to reunite children with their families or to find them a permanent home.

Deaconess Impact Partner Snapshot

Deaconess Foundation has been very impressed with For Rich’s Children’s work. The organization provides a safe and nurturing environment for children who have been removed from their homes and helps them to reunite with their families.

Deaconess Impact Partner Snapshot

Neighborhood Houses is a neighborhood-based organization that serves children, families, and communities throughout the neighborhood. The organization provides services such as housing, education, and counseling.

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Four Traits of an Effective Organization

The Deaconess Impact Partnership is helping nonprofit organizations become even more effective and efficient. According to a national study of over 200 nonprofits, the following four traits are key to organizational success:

1. Leadership Capacity: The ability of organizational leaders to create an authentic vision, maintain credibility, and develop an agenda that is strategically aligned with the organization's mission.

2. Board development: The ability to bring new individuals who are passionate about the organization's mission onto the board, and the ability to develop effective board members.

3. Resource development: The ability to identify and secure key funding partners, and the ability to develop plans for fundraising.

4. Professional development: The ability to ensure that key personnel have the skills and knowledge necessary to carry out their roles effectively.

Deaconess Foundation News

The Deaconess Impact Partnership is a joint effort between Deaconess Foundation and local community leaders to help nonprofits in the St. Louis region achieve their goals. Through the partnership, Deaconess Foundation provides resources and expertise to help nonprofits become more effective and efficient in their operations and leadership.

New Direction

In 2004, Deaconess launched the Deaconess Impact Partnership, a new initiative that focuses on building resources and support for eight exemplary child-serving nonprofits in the St. Louis region. The Deaconess Impact Partnership supports a diverse set of organizations in their efforts to strengthen their capacity to serve children.

What is Capacity Building?

Capacity building has become one of those buzz terms with numerous definitions—and thus much ambiguity—in the nonprofit sector. Deaconess Foundation defines capacity building as the activities and decisions that strengthen an organization and enable it to better serve its mission.

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Impact Partnership Update

The Deaconess Impact Partnership has assessed hundreds of nonprofit organizations throughout the country and found that effective nonprofits demonstrate strength in the following four capacities. Deaconess Foundation is working to help nonprofits achieve success in these areas:

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Foster And Adoptive Care Coalition

Founded in 1971, the Foster and Adoptive Care Coalition helps children in the foster care system gain a more hopeful and stable future by ensuring that they receive high-quality services. The coalition works to improve the lives of children who are in temporary placements and to strengthen the capacity of agencies that care for them.

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**Deaconess Impact Partnership at a Glance**

Eight organizations that serve children and families of St. Louis Region.

Three to five year funding commitments with Deaconess Foundation.

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**Four Traits of an Effective Organization**

The TCC Group, which is evaluating the Deaconess Impact Partnership, has identified four traits of an effective organization:

1. **Leadership Capacity:** The ability of all organizational leaders to create and sustain a vision, inspire, model, prioritize, make decisions, provide direction and innovate.

2. **Adaptive Capacity:** The ability of a nonprofit organization to monitor, assess and respond to internal and external changes.

3. **Management Capacity:** The ability of a nonprofit organization to ensure the effective and efficient use of organizational resources.

4. **Technical Capacity:** The ability of a nonprofit organization to implement all of the key organizational and programmatic activities.

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