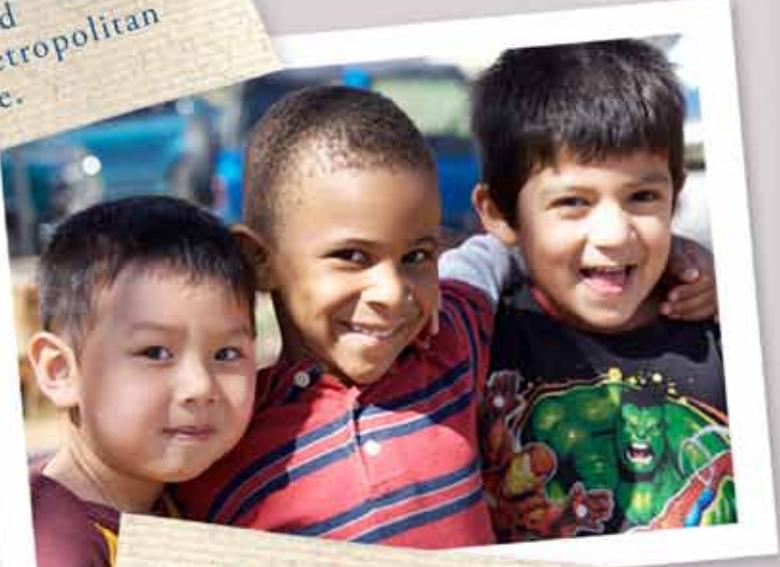
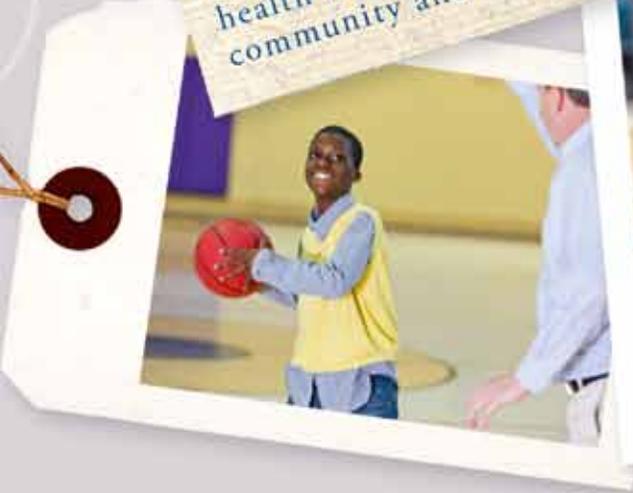


In the spirit of our faith heritage,
the mission of Deaconess
Foundation is the improved
health of the St. Louis Metropolitan
community and its people.



A Year of Promoting Healthy
and Hope-Filled Futures...

DF DEACONESS
FOUNDATION

ANNUAL REPORT | 2011



DEAR FRIENDS,

At Deaconess Foundation, 2011 was a time of discernment. Discernment includes prayerful reflection and communal dialogue to gain understanding of God’s call within a particular circumstance. Perhaps, there is no more important time for intentional discernment than in periods of transition. With the announcement of the retirement of the Reverend Jerry W. Paul in the spring, the Foundation faced the challenging opportunities that transition affords us with the historic Deaconess mission squarely in focus.

Over the years, the Deaconess mission of Caring, Healing and Teaching — exemplified by a core of consecrated, committed church women — birthed a home, hospital and health system to offer quality health care for an urban community; the School for Deaconesses to perpetuate the order; a college of nursing to expand teaching to laity; and subsequently a foundation which is focused on the improved health of the St. Louis metropolitan community and its people. This creative work required careful consideration of the needs of the community at each step.

“Deaconess Foundation visualizes a community that values highly the well-being of all children; that gives priority attention to the most vulnerable of its children; that is knowledgeable about the plight of its neediest children; and supports organizations and programs committed to meeting the needs of all children.”

This year, Deaconess Foundation Trustees took the opportunity to reflect strategically on aspects of our work and community and consider the potential for transformation in this time of change. This ongoing dialogue led us to:

- Affirm our desire to invest in building the capacity of another round of Deaconess Impact Partners;
- Seek opportunities to develop and nurture networks of collective action on behalf of kids;

- Re-commit to our identity as a setting of the church — bound to the United Church of Christ by heritage, values and covenantal relationship; and
- Assure the advancement of parish nursing by finding an appropriate institutional home for the International Parish Nurse Resource Center.

All of this was accomplished while searching for new leadership. It seems to me, the thoughtful process and these important outcomes reflect favorably upon the leader who stood at the helm of the last great transition of the Deaconess mission. Reverend Paul insightfully read the times that called

for the transition from a health system to a grantmaking foundation, thus reinvigorating the mission for another generation. Then, he championed investment in the organizational infrastructure that cares for children, while strengthening church-related institutions.

It is with passion for children, reflection upon our heritage and appreciation for this kind of servant-leadership that we invite your partnership as we keep focus on the enduring mission in this time of transition.

Grace and peace,

REV. STARKY D. WILSON
President and CEO

Impact Partner Highlights

Deaconess Foundation's major grants program is the **DEACONESS IMPACT PARTNERSHIP**. In 2011, the Foundation invested approximately \$1.6 million in Deaconess Impact Partners, a cohort of eight exemplary child-serving nonprofits in the community. With funds and counsel from the Foundation, the Impact Partners are strengthening their core operations—also known as organizational capacity—to deliver the highest quality services to the youth and families they serve. "I wake up on fire about our mission every day," notes one Impact Partner executive director. "With Deaconess' support, I am able to make sure that we have the right systems, the right people, and the right decision-making processes in place so that we have an even greater impact on the community. We are on an amazing journey."

Below are highlights and 2011 "snapshots" from each Deaconess Impact Partner's journey toward greater impact



SEPTEMBER 2011 — Nearly 30 program directors and senior program staff from the Impact Partner agencies participated in a Deaconess-sponsored training series, "Effective Leadership Practices." The program, which paired full days of training and with learning circles, was designed to help program directors and managers become strong and compelling team leaders.



OCTOBER 2011 — Each year, Impact Partner Executive Directors gather for a two-day retreat. The time is devoted to exchanging ideas, learning from nonprofit management experts and simply recharging. At the 2011 retreat, Peter Brinckerhoff, an award-winning author and national nonprofit management advisor, engaged the group in conversations about smart stewardship of nonprofit resources.



Impact Partner leaders ready for a fierce softball game

Impact Partner Capacity Building Highlights

THE BELLE CENTER spent much of 2011 preparing for a planned and thoughtful merge with the St. Louis Arc. “We see the merge as an ideal way to ensure that our families with children with disabilities receive a continuum of care and services from early childhood days onward,” noted Belle Center Executive Director, Jodi Woessner. Throughout 2011, Belle Center and St. Louis Arc staff worked together on a merge plan which helped both organizations identify common goals and stay focused on the ultimate vision of offering better and more services for children with disabilities and their families.



BIG BROTHERS BIG SISTERS OF EASTERN

MISSOURI developed an ABC Today Intelligence Tool to inform the work they do with over 1,300 school-aged, low income children. This web-based data management system will be maintained and accessed by both BBBSEMO staff and partner school personnel. With the use of the Intelligence Tool, teachers and administrators at schools and staff at BBBSEMO can track a child's progress in the three basics: **A**ttendance at school, **B**ehavior and **C**lassroom success. When a student shows great improvements—or hits a major hurdle—staff can now craft timely and relevant responses.



De Weese Photography

Throughout 2011, **COLLEGE SUMMIT** used capacity building funds to invest in training for educators from the high schools with which College Summit partners. Through an Educators' Academy, College Summit provided youth development and college access training to more than 50 educators who were then able to better support the students they counsel. The end result: stronger outcomes for students and higher college-going rates in partner schools.



Impact Partner Capacity Building Highlights

In 2011, **THE BOYS AND GIRLS CLUBS OF GREATER ST. LOUIS** (formerly known as Herbert Hoover Boys and Girls Club) devoted time and resources to launching an agency-wide program outcomes management initiative. This effort included creating program logic models and installing new client tracking software. “We are ushering in a whole new culture of measurement in our agency,” notes the Club’s President, Dr. Flint Fowler, “and we look forward to the positive impact our learning will have on kids.”



In 2011, **FATHERS’ SUPPORT CENTER** was awarded its first federal grant. The funding of over \$1 million will help FSC significantly expand its work of re-connecting fathers and their children. FSC is also using capacity building funds to strengthen its ability to attract and cultivate major donors, and hired a Senior Development Officer who is broadening FSC’s marketing efforts.



For **SOUTHSIDE EARLY CHILDHOOD CENTER** (formerly known as SSDN), 2011 was the year of the capital campaign. SouthSide plans to break ground in early 2013 in its south city neighborhood where it will build a state-of-the-art early learning center that will inspire children and families, provide space for key program activities, and increase Southside’s capacity to serve 50% more children.



Impact Partner Capacity Building Highlights

In order to ensure long-term, positive interventions for children in the foster care systems in both St. Louis City and County, **VOICES FOR CHILDREN** and **ST. LOUIS COUNTY COURT APPOINTED SPECIAL ADVOCATES** merged in 2011. The organizations, both of which are Deaconess Impact Partners, took this bold step to achieve sustainability of their shared mission, have a stronger voice in policy advocacy, and retain an excellent corps of volunteers. In 2011, the hard work of the merge included deciding on the best possible governance, leadership, staffing and program models for the newly-joined organization.



During 2011, the **UNIVERSITY CITY CHILDREN'S CENTER** launched the LUME Institute, an innovative system of professional development that helps teachers to connect classroom practices with child development theory. Programs such as *Healthy Minds for the Future* use remote communications equipment and clinical supervisors to coach teachers through an interaction with a child without disturbing classroom activities. Moreover, a digital record can help teachers be more reflective, with footage to review and critique their performance. Through LUME, hundreds of early childhood educators are participating in vital training. UCCC invested capacity building funds into both the planning for, and branding of, the LUME Institute.



Foundation Plays Key Role in Collaborative, Community-Wide Efforts

Deaconess Foundation believes firmly in the theory that “the sum is greater than the parts.” So while one strong organization may have a clear impact, real power rests in aligning these organizations to address some of our community’s most complex issues. In 2011, Deaconess Foundation provided leadership, funds, and in-kind counsel to a range of collaborative efforts. A few are highlighted below.

Deaconess Foundation is a founder and leader of **St. Louis Graduates** (formerly called the St. Louis Regional College Access Pipeline Project). St. Louis Graduates is a network of youth-serving college access provider organizations, K-12 education, higher education, philanthropic funders and businesses focused on increasing the proportion of low-income and first-generation students in the St. Louis region who earn a postsecondary degree. St. Louis Graduates’ goal is for 50% of adults in the region to have a postsecondary degree by 2020. The collaborative initiative supports achievement of this goal by building awareness of the issue, building regional capacity, assisting with service coordination and advocating for policies that support low-income students.

In 2011, with leadership support from Deaconess staff, the **St. Louis Regional Early Childhood Council** (RECC) launched. RECC’s vision is for all children to grow up healthy and able to learn so that they succeed in life and our community prospers. To accomplish this vision, RECC is building a comprehensive system that addresses the full range of early childhood needs for all children with a focus on the underserved. Council members work collaboratively with a cross-section of the community to implement and coordinate existing and new policies,

In 2011, St. Louis Graduates led a community engagement effort to develop the region’s first-ever strategic plan for improving degree attainment in the region. Throughout 2011, implementation of strategies began.



“Large-scale social change requires broad cross-sector coordinating yet the social sector remains focused on isolated intervention of individual organizations.”

— John Kania & Mark Kramer,
Collective Impact

programs, and initiatives. Currently RECC has more than 125 members representing early childhood service providers, funders, business people, state and local associations, and civic groups.

The **Ageing Out of the Foster Care** collaborative began in 2007. Deaconess Foundation has been part of this funding collaborative to address an under and ineffectively served, vulnerable population – youth aging out of the foster care system. The “Ageing Out” project has been supported by nine Foundations in St.

Louis and, in its first three years, brought to St. Louis funding from the Robert Wood Johnson Foundation (RWJ) to support the program at Epworth Children and Family Services. The Aging Out project is currently serving 30% of the St. Louis older foster children and Deaconess Foundation continues to provide funding to Epworth for the program.

Deaconess Foundation Welcomes New Leadership

In September 2011, Deaconess Foundation's board named Rev. Starsky D. Wilson to be its new president and CEO. Rev. Wilson had served as pastor of St. John's United Church of Christ in the City of St. Louis for three years. Prior to joining Deaconess, Wilson held leadership roles as a major gifts officer for United Ways in St. Louis and Dallas, president and CEO of the Madison County Urban League and director of institutional advancement for The Black Rep. A graduate of Eden Theological Seminary and Xavier University of Louisiana, he also served local churches in youth ministry roles, a wide variety of community organizations as a board member and has led many community initiatives.



"We are extremely fortunate that Rev. Starsky Wilson will now lead the Foundation as we continue our commitment to children. Starsky is a highly regarded and effective community leader with a demonstrated passion for the Deaconess mission and values," commented Richard DeVaughn, Deaconess Foundation Board Chair.

At the time of the announcement Wilson noted, "I am deeply honored to be called to this role and eager to join with the Foundation's board and staff serving as a faith-filled voice for children's hope-filled futures."

Deaconess Foundation 2011 Congregational Health Grants

The Deaconess Foundation Congregational Health Grants support congregations in their efforts to promote health in their communities. They cover many efforts, ranging from child health immunization events, to mental health counseling for victims of trauma, to community lunch programs. Grants made in 2011 were:

Bethany Peace United Church of Christ

St. Louis, MO

Calvary United Church of Christ

St. Louis, MO

Eden United Church of Christ

Edwardsville, IL

Epiphany United Church of Christ

St. Louis, MO

Evangelical United Church of Christ

Highland, IL

Evangelical United Church of Christ

Webster Groves, MO

First Congregational United Church of Christ

St. Louis, MO

Glory to Glory Christian Church United Church of Christ

St. Louis, MO

Good Shepherd of Faith UCC

East St. Louis, IL

Grace United Church of Christ

St. Louis, MO

Iglesia Cristiana El Dios Viviente United Church of Christ

St. Louis, MO

Immanuel United Church of Christ

Edwardsville, IL

Pilgrim Congregational United Church of Christ

St. Louis, MO

Prince of Peace United Church of Christ

St. Louis, MO

St. John Evangelical United Church of Christ

Collinsville, IL

St. John United Church of Christ

Granite City, IL

St. John United Church of Christ

Manchester, MO

St. John United Church of Christ

Valmeyer, IL

St. John's United Church of Christ

St. Louis, MO

St. Luke's United Church of Christ

Imperial, MO

St. Martin's United Church of Christ

Dittmer, MO

St. Paul United Church of Christ

Belleville, IL

St. Paul United Church of Christ

Columbia, IL

St. Paul United Church of Christ

Lebanon, IL

St. Paul United Church of Christ

Nashville, IL

St. Paul United Church of Christ

Waterloo, IL

St. Paul's United Church of Christ

Freeburg, IL

St. Paul's United Church of Christ

St. Louis, MO

St. Peter's United Church of Christ

Granite City, IL

St. Peter United Church of Christ

Addieville, IL

Salem United Church of Christ

Alhambra, IL

Zion Evangelical Church United Church of Christ

Hoyleton, IL

Zion United Church of Christ

Waterloo, IL

Zoar United Church of Christ

Columbia, IL



Jerry Paul with Deaconess Foundation board members at his farewell party.

Rev. Jerry W. Paul Retires and Leaves Rich Legacy

“Jerry’s influence has helped our community see that it isn’t just ‘their kids’ or ‘my kids’ that need a voice — they are ‘everybody’s kids!’”

“Jerry saw ability in me and gave me the opportunity to reach new heights.”

“Jerry Paul has left an enormous imprint on the Foundation and St. Louis. We are deeply grateful for all he has done seeking to build a stronger and more caring community — and for the joyous spirit he has brought to all that he does.”

“Jerry’s impact on the entire metropolitan scene for both individuals and organizations — and most importantly for children — has been immense.”

“Jerry taught me to stay both balanced and hopeful.”

At the close of 2011, **Rev. Jerry W. Paul** retired from Deaconess Foundation after having served the Deaconess mission for over thirty years. Rev. Paul was President and CEO of the Deaconess Incarnate Word Health System from 1992 to 1997, and of Deaconess Foundation from 1997 – 2012. His legacy is rich. At the Foundation, which was

established after the sale of the Deaconess Hospital, Rev. Paul oversaw the distribution of nearly \$65 million in grants to child and family-serving nonprofits. He conceived of and built Deaconess’ nationally-recognized capacity building grantmaking initiative, and he led the Foundation through its decision to make a transformational investment

in Eden Theological Seminary. When news spread about Jerry’s retirement, tributes to him came pouring into Deaconess Foundation. They provide just a small glimpse into the lives he touched as a generous, always humorous, strategic and bold “servant leader.” Above are just a few of those kind words for a memorable leader.

Parish Nurse Ministries Provides Healing and Caring

Over the past year, **Deaconess Parish Nurse Ministries (DPNM)** continued to offer a vital healing ministry to the community. In 2011, a total of 20 registered nurses provided health education, counseling, advocacy and referrals to 25 congregations, eight food pantries and one senior residence. DPNM also expanded its model to include training and support for volunteer parish nurses. Finally, the DPNM Board of Managers is developing a strategic plan that will move the organization in new arenas of service and care.



Transition of International Parish Nurse Resource Center to Church Health Center, Memphis, Tennessee

For over ten years, the **International Parish Nurse Resource Center (IPNRC)** was a division of Deaconess Parish Nurse Ministries, LLC (DPNM). In September, 2011 the IPNRC was transitioned and is now housed at Church Health Center (CHC) in Memphis – the largest faith-based clinic of its kind in the country. CHC will continue to provide the educational support to parish nurses around the world, hold the annual Westberg symposium and also support the World Forum for Parish Nursing, which connects parish nurses and health ministers of various faiths and cultures around the globe.

Support Also Provided to these Nonprofits in 2011

A. Jean Brugger Education Project	Family Support Network	Missouri Mid-South Conference - UCC	St. Louis Learning Disabilities Association
Alliance for Nonprofit Management	FOCUS St. Louis	MOSES	St. Louis Public Schools Foundation
ALSA - St. Louis Chapter	Gamaliel Foundation	Muscular Dystrophy Association	St. Louis University School of Nursing
Better Family Life	Gateway Center	National Conference for Community & Justice	St. Vincent de Paul
Beyond Housing	Gifted Resource Council	Our Little Haven	Stepping into the Light
Back Bay Mission	Girls on the Run - St. Louis	Parents as Teachers National Center	Teen Pregnancy & Prevention Partnership
City of St. Louis Health Department	Global Health Ministries	Shearwater Education Foundation	United Church of Christ
Center of Creative Arts	Hitz Memorial Home	Sickle Cell Disease Community Advocates	United Way of Greater St. Louis
Chicago Theological Seminary	Hoyleton Youth Ministries	St. Francis Xavier (College) Church	Vision for Children at Risk
Children of Shannon Dodson	Illinois South Conference - UCC	St. John's Community Care	Washington University
Christian Homecare Services	Juvenile Diabetes Foundation	St. Louis Area Jobs with Justice	Where Pigs Fly Camp
Connections to Success	Kids Place	St. Louis Community Re-Entry Program	World Community Center of St. Louis
East Eden Missionary Baptist Church Building Fund	Loyola Academy	St. Louis Language Immersion Schools	YMCA of Greater St. Louis
Epworth Children and Family Services	Marian Middle School		YWCA of Metro St. Louis
Emmaus Homes	Maternal Child and Family Health Coalition		
Every Child's Hope	Metropolitan Congregations United		
	Missouri Budget Project		

SUMMARY STATEMENT OF FINANCIAL ACTIVITIES

Year Ended December 31, 2011

2011

Revenue

Investment Returns	\$ 889,472
Contributions and Other Income	215,423

Total Revenue **\$ 1,104,895**

Expenses

Community Grants	\$2,310,950
Deaconess Parish Nurse Ministries	410,000
Nursing and Osteopathic Scholarships	100,500
Investment & Related Fees	307,761
Operations	1,107,402

Total Expenses **\$4,236,613**

Net Assets at Beginning of Year **\$52,670,900**

Net Assets at End of Year (audited) **\$51,600,318**

Deaconess Foundation Contributions Received 2011

The Foundation is deeply grateful to individuals
who support its mission.

Amadee Taussig Trust	Lucent Technologies Securities
Armin & Norma Klemme	Mary E J Mermod Trust
Ballmann Family Private Foundation	Mary V. Brooks
Encana Oil & Gas	Oliver & Evelyn Dressel
HTC Holdings Co	State Street Corporation
Katherine Stauffer Charitable Trust	St. Paul Evangelical Church
Leona O'Neal Oil Lease	W. R. Piper



Cenia D. Bosman
YMCA of Greater St. Louis

Rev. Cynthia Bumb
*Friedens United Church
of Christ*

Dan Coughlin
The Coughlin Company, Inc.

Tammy A. Craig
*Parents as Teachers
National Center*

Rodney Crim
*St. Louis Development
Corporation*

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