

Vision

Capacity

Hope

St. Louis



Urgency

Change

Evolution

Change



Policy



Mission

Justice

Children

Faith

Service

DF DEACONESS FOUNDATION

ANNUAL REPORT | 2012

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.



DEAR FRIENDS,

The tradition that birthed the Deaconess mission in St. Louis affirms ‘testimonies’ over ‘tests’ of faith. This suggests that proclaiming what we trust in is more important than screening for things we won’t accept. The cover of this report reflects several of the values in which we believe that were present throughout our work in the year 2012.

An abiding theme throughout the year was COVENANT - an appreciation that our institutional and collaborative relationships are to abide over time because through them we are nurtured and learn from others.

This spring, our Covenant with the United Church of Christ (UCC) was reinforced. In March, Deaconess staff keynoted and led workshops for servant leaders from throughout the UCC Council for Health and Human Service Ministries at its 74th Annual Conference in St. Louis. In May,



Carl and Ruth Rasche

we gathered with more than 40 clergy leaders to discuss ways we could help our communities together. Memorial Day weekend brought us together with friends to honor the legacy left by the late Ruth and Carl Rasche. Ruth Rasche was a great historian of our tradition and author of *The Deaconess Heritage*. The Reverend Carl Rasche was president emeritus of Deaconess Hospital, having served as its chief executive for 34 years and chaplain for 12 years.

In the summer our Covenant with the nonprofit and philanthropic community was on full display. In July, Deaconess participated in the annual Philanthropic Landscape event hosted by The Rome Group for hundreds of local leaders. Then in August, we entered into a new agreement with The Scholarship Foundation of St. Louis and the St. Louis American Foundation to provide nursing scholarships to promising local students in the spirit of the Deaconess Sisters.

But, our most significant work of 2012 culminated in the fall when we entered into Covenant with new Deaconess Impact Partners. After a process of discernment begun in February, in September, our trustees selected six organizations to become Deaconess Impact Partners. In an October retreat, we gathered with partners from the last four years and new ones to nurture relationship and learn from one another.

In one ancient tradition to enter into Covenant a person “drew off his shoe, and gave it to his neighbor.” We understand this ritual as a reminder that we walk this road of mission together.

Thank you for walking with us.

In community and Covenant,

A handwritten signature in black ink that reads "Rev. Starsky D. Wilson". The signature is written in a cursive, flowing style.

REV. STARKY D. WILSON
President and CEO

DEACONESS FOUNDATION'S grantmaking is rooted in its vision for a region which values highly the well-being of all children; that gives priority attention to the most vulnerable of its children; and that is knowledgeable about the plight of its neediest children. The Foundation's aspiration stands in stark contrast to the current reality. The City of St. Louis ranks **absolute last** among the state's 115 counties in the composite ranking of economic well-being, health, safety and education for children. The Foundation believes that one key way to reach its vision is to strengthen the organizations that support the region's children. Through its major grantmaking program, the **Deaconess Impact Partnership**, the Foundation has invested significantly in helping vital child-serving nonprofits grow their impact and deliver the best possible opportunities to all children.

A NEW CLASS OF Impact Partners

In September 2012, the Foundation selected six exemplary youth and child-serving nonprofits to become its third round of Impact Partners. Over the coming four years, the Foundation will commit more than \$4.5 million in capacity building funds to these nonprofits. The new Impact Partners are featured below.

Almost Home

Almost Home provides housing, life skills and support services to teenage mothers and their children so that they can pursue promising lives of independence.

Early capacity building investments: organizational structure, program management, information technology and fund development.



“Thanks to the Deaconess Impact Partnership, Almost Home will have an opportunity to get the tools, talent, and skills we need to enhance our work of inspiring teen moms to transform their lives.”

- Rhonda Gray,
Executive Director

Covenant House Missouri

Covenant House Missouri empowers homeless, runaway and at-risk youth to live independently and become contributing members of the community. With open doors and open hearts, CHMO builds a bridge from homelessness to opportunity.

Early capacity building focus activities: team building, informational technology, program planning and board development.



“We are so honored, excited and grateful to partner with Deaconess Foundation. The depth of knowledge and resources is remarkable!”

- Sue Wagener,
Executive Director

De La Salle Middle School

Founded in 2001 by the Christian Brothers of the Midwest, De La Salle Middle School offers an empowering middle school education to 6th, 7th, and 8th grade girls and boys from North St. Louis. De La Salle Middle School is dedicated to transforming the lives of children and the community through innovative education, and commits to the success of graduates through their high school graduation and beyond.

Early capacity building investments: board development, program expansion, leadership development.



“In a very short period of time, I have seen a significant boost in our organization’s overall sense of confidence because of our partnership with the Deaconess Foundation.”

— **Corey Quinn,**
President

Loyola Academy

Loyola Academy is a Jesuit middle school for boys who have the potential for college preparatory work, but whose progress may be impeded by economic or social circumstances. The Loyola community conducts a challenging program that supports families in preparing each student to achieve his full human potential. In the Ignatian tradition, the school inspires its students to lives of service and leadership through the use of God-given talents.

Early capacity building investments: strategic planning, leadership development, program management and marketing.



“Loyola Academy sees the partnership with Deaconess Foundation as a blessing and opportunity to help build capacity and structure that will sustain us into perpetuity while achieving our vision.”

— **Eric Clark,**
President

The Maternal, Child and Family Health Coalition

The Maternal, Child and Family Health Coalition is the leading convener of stakeholders taking action around priority health issues for women and children. The MCFHC helps its partners build important networks and strengthen skills in their field, facilitates powerful coordinated action among a group of diverse stakeholders and constituents who care about women, children and families, and attracts resources for maternal and child health needs.

Early capacity building investments: human resources, program management, financial management and organizational structure.



“This partnership has come at just the right time for the MCFHC. We’ve had program growth, but not the internal capacity to keep up. The Impact Partnership will help the MCFHC develop the skills, adaptability and systems to meet the demand for greater collaborative action.”

— **Kendra Copanas,**
Executive Director

The Youth Learning Center

The Youth Learning Center exists to provide unique academic and enrichment experiences for youth from underserved communities to inspire lifelong learning, social responsibility, and moral leadership. The YLC gives youth access to state-of-the-art-technology; STEAM educational experiences (science, technology, engineering, art, and mathematics); creative, hands-on academic enhancement; and intensive personalized attention from caring adults.

Early capacity building investments: fund development, program expansion and fiscal management.



“Capacity building is inspiring us to think about the big picture, past daily operations. We are envisioning how the Youth Learning Center can best achieve what we have each been called to do – serve our kids.”

— **Bill Kent, Jr.,**
President & CEO

Round Two Impact Partners Complete Final Year

2012 was the final year of Deaconess Foundation's work with its Round Two Impact Partners which included: Belle Children's Services of St. Louis Arc, Big Brothers Big Sisters of Eastern Missouri, Boys and Girls Clubs of Greater St. Louis, College Summit-St. Louis, Fathers' Support Center, SouthSide Early Learning Center, University City Children's Center, and Voices for Children. Over the past four years, the partners have many individual accomplishments to celebrate. As one CEO concluded, "Deaconess Foundation funding was like oxygen, it allowed us to breathe and to ascend to a new altitude." The Foundation tracks key progress indicators, and works with an external evaluator to document learnings, successes and challenges. As a whole, the cohort made progress in many similar areas which are highlighted below.

Expanded impact. Seven of the Impact Partners are serving more children and/or youth than they were at the beginning of the partnership. Taken as a whole, the total number of clients served has grown by approximately 15 percent. Organizations cite Deaconess' help in developing stronger business models, conducting needs assessments, collaborating smarter, and diversifying funds as the drivers of this growth.

“ There is no other grantmaker in this community that has the wisdom to build infrastructure to propel that organization's mission into the community. ”

Deepened Impact. Impact Partners better understand the key programmatic outcomes they strive to achieve, and which program practices yield the highest results. As a result, all of the Impact Partners significantly strengthened the quality of their programs.

Strengthened boards. Using an externally-created and administered assessment, the Foundation tracked the effectiveness of boards at the beginning of the Impact Partnership and then at the end. In six of the eight organizations, board leadership scores rose substantially.



Diversified and grew fundraising. The mantra: "no money, no mission," is the lived reality of most nonprofits. Becoming more proficient and efficient at fundraising was nearly all of the Impact Partners' goal. Six of the eight Impact Partners increased their competencies in both fundraising skills, and resource sustainability as a result of Deaconess' investments.

Innovated. This round of Impact Partners have been recognized by national funders, the federal government and local champions for their innovative program solutions. "Deaconess gave us the chance to vision and be bold," noted one program director.

“ Capacity building helped us turn a corner, now we are on the national scene. ”

Evolving Grantmaking Strategies

Throughout 2012, Deaconess Foundation continued to invest both staff leadership and resources into cultivating cross-sector networks in the community. As the demand for services grow and resources become tighter, more and more leaders are realizing that the best way they can serve children and youth is to join forces. Innovation, re-energized will, and new perspectives take root and the preoccupation with competition is often diminished as a result. Some of the collaborations in which the Foundation is deeply involved include the following:



Established in 2009, **St. Louis Graduates** is a coalition of funders, nonprofits, higher education institutions, businesses and school districts, all galvanized toward raising postsecondary degree completion in the region. In 2012, St. Louis Graduates published *One Student at a Time*, a research report on how the region is faring in supporting first-generation and low-income students' college pursuits; launched Scholarship Central, an online scholarship clearinghouse for the region; provided peer networking and professional development for nearly 200 practitioners; and advocated with key business and policy leaders for policies that support first generation college students. St. Louis Graduates was recognized both locally and nationally for its work in developing a diverse and effective network. Deaconess Foundation has played a leadership role in the coalition since its inception.

The St. Louis Regional Early Childhood Council (RECC) brings together over 130 members representing child-serving agencies, funders, businesses, government and civic groups. Focused on ensuring that all children are healthy, ready to learn and succeed in life, RECC is building a coordinated system of early childhood in the St. Louis region. In 2012, RECC played a central role in working with the Missouri Department of Mental Health and Vision for Children at Risk to bring a 5-year, \$4.2 million Project LAUNCH initiative to St. Louis. Project LAUNCH promotes early childhood health and mental health in targeted under-resourced zip codes in the City of St. Louis. Deaconess Foundation has

provided leadership for RECC, as well as financial support for professional development conferences, baseline surveying for kindergarten readiness, and infrastructure support.

In 2012, through its participation in the St. Louis Mayor's Commission on Children, Youth and Families, Deaconess was asked to lead a **Regional Youth Violence Prevention Task Force**.



Task Force. Throughout the year, task force members visited several metropolitan communities to explore promising practices and engaged nearly 300 St. Louis stakeholders, including youth, youth service providers, police, funders and public health professionals to inform a local plan. Supported by a collaboration of seven foundations, the aim of the plan is to assure a multidisciplinary, balanced approach that combines prevention, intervention, enforcement and re-entry, and data-driven strategies to prevent violence and promote positive opportunities for youth.

Throughout 2012, Deaconess Foundation board and staff met to shape a new grantmaking effort: community capacity building. The new initiative is meant to support the Foundation's guiding vision of a community that values highly the well-being of all children and that gives priority attention to the most vulnerable of its children. "We want to foster an environment in which public policymakers, community leaders and youth-serving programs are unified in their efforts to achieve better outcomes for children," explains Ms. Cenia Bosman, Deaconess Board Chair and Senior Vice President for the YMCA of St. Louis. Components of the Foundation's community capacity building strategy will include grantmaking to support advocacy, supporting coordinated work amongst key players and mobilizing communities to take effective action on behalf of children.

A Heritage of Healing

Deaconess Nursing Scholarships

In 2012, Deaconess awarded \$100,000 in need-based scholarships to promising nursing students. Supporting the growth of a compassionate nursing workforce is core to Deaconess' heritage and honors the spirit of the Deaconess Sisters who first offered healing ministry in St. Louis nearly 125 years ago. Deaconess Foundation is working in partnership with the Scholarship Foundation of St. Louis and the St. Louis American Foundation. Deaconess commits an annual sum for scholarship and administrative support grants to the other two partners. The Scholarship Foundation provides recruitment, screening and selection of possible candidates as well as support to the students as they pursue their nursing degrees, many of whom are first-generation college students. The St. Louis American Foundation publicizes students' progress as well as opportunities in the health care profession. "The students



supported through this collaborative relationship are those who have committed to standing beside each of us in critical times of sickness. They will be the hands that reduce health disparities in our community through direct contact, care and hospitality," notes Rev. Starsky D. Wilson, President and CEO of Deaconess Foundation.

Deaconess Parish Nurse Ministries, LLC

In 2012, Deaconess Parish Nurse Ministries (DPNM) supported 17 professional registered nurses serving 20 congregations or faith-based agencies throughout the St. Louis metropolitan region. This year, DPNM partnered with Health Literacy of Missouri to provide training for more than 50 parish nurses across the state and clients being served by parish nurses in five different locations. In May, DPNM hosted the inaugural Pastor and Parish Nurse Appreciation Breakfast and Resource Fair, with 40 pastors and parish nurses visiting over 50 resource booths. In June, 125 Deaconess School of Nursing alumni attended an alumni worship and luncheon, honoring the heritage of the Deaconess Sisters in nursing.



Deaconess Nursing Legacy Preserved

Many St. Louisans, especially Deaconess College of Nursing Alumni, remember fondly three statues of nurses carved of Indiana limestone and standing nine feet tall keeping watch over the Deaconess Sisters' legacy on Oakland Avenue.

In the Spring of 2012, the St. Louis Zoo acquired the former Deaconess Hospital campus at 6150 Oakland Avenue. Upon the acquisition, Deaconess Foundation acted swiftly to assure the statues remained in place until a plan for long-term care could be determined. Ultimately, the statues were donated to the St. Louis Building Arts Foundation to assure their historic architecture and symbolism be preserved.



The figures have been removed from the site and are currently being stored in the Building Arts Foundation's location in southern Illinois which is being renovated to serve as its National Architectural Arts Center, an educational center housing an architectural artifacts collection and research library. More information on the Foundation, its work and architectural center can be found on their website (buildingmuseum.org).

Support Also Provided to these Nonprofits in 2012

Aim High - St. Louis	Grantmakers for Effective Organizations	Stepping Into the Light
Back Bay Mission	Hope Build	St. Francis Xavier Church
Beaumont High School	Hoyleton Ministries	St. Louis Alumae Delta Foundation
CASA of Southwestern Illinois	Kingdom House	St. Louis American Foundation
Center for the Acceleration of African-American Business	Illinois South Conference - UCC	St. Louis Association U.C.C.
Children's Home Society of Missouri	Jackie Joyner-Kersey Foundation	St. Louis Community Foundation/NSC
Christian Homecare Services	Jobs for Justice	St. Louis Community Re-Entry Program
Christ the King UCC	Joint Neighborhood Ministry	St. Louis Graduates
City Garden Montessori Charter School	Lemay Child and Family Center	St. Louis Learning Disabilities Association
CMC Vellore Foundation	Lemay Housing Partnership Inc	St. Louis Public Schools Foundation
Communities Creating Opportunity	Loyola Academy of St, Louis	St. Louis Regional Youth Violence Prevention Task Force
Community Action Agency of St. Louis County	Manasseh Ministries	St. Louis University
Community Health-In-Partnership Services	Metropolitan Congregations United	St. Louis University School of Nursing
Community Performance Ensemble	Missouri Association for Social Welfare	St. Vincent De Paul
Cultural Leadship	Missouri Budget Project	Sudan Illustrators
Epworth Children & Family Services	Missouri Jobs With Justice	The Black Rep
Emmaus Homes	Missouri Mid-South Conference - UCC	The Griot Museum of Black History
Equal Housing and Opportunity Council of St. Louis	Monsanto Family YMCA	The Sarah Community Foundation
FOCUS St. Louis	NCCJ St. Louis	United 4 Children
Gamaliel Foundation	National Kidney Foundation	United Congregations of Metro East
Gateway 180	Neighborhood Houses	Urban League of Metropolitan St. Louis
Gateway Center	Nonprofit Services Center	Wyman
Gifted Resource Council	Puentes de Esperanza	YMCA of Greater St. Louis
Global Health Ministries	Regional Early Childhood Council	YWCA of Metro St. Louis
	Riverview West Florissant Development Corp	
	St. Louis ArtWorks	



Deaconess Foundation 2012 Congregational Grants

Deaconess Foundation Congregational grants support congregations in their efforts to promote health, engage youth and build capacity. With an expanded scope beyond traditional health projects in 2012, nearly half of all congregations chose to give special attention to children and youth, while two are investing in their capacity to serve. Grants made in 2012 were:

- | | |
|---|--|
| Bethany Peace United Church of Christ . . . St. Louis, MO | St. Martin United Church of Christ . . . High Ridge, MO |
| Bethel United Church of Christ . . . Cahokia, IL | St. Paul United Church of Christ . . . St. Louis, MO |
| Calvary United Church of Christ . . . St. Louis, MO | St. Paul United Church of Christ . . . Waterloo, IL |
| Christ Church United Church of Christ . . . St. Louis, MO | St. Paul's United Church of Christ . . . Freeburg, IL |
| Christ the King United Church
of Christ . . . Florissant, MO | St. Peter United Church of Christ . . . Granite City, IL |
| Christ United Church of Christ . . . Duplo, IL | St. Peters United Church of Christ . . . Ferguson, MO |
| Eden United Church of Christ . . . Edwardsville, IL | Zion United Church of Christ . . . New Baden, IL |
| Epiphany United Church of Christ . . . St. Louis, MO | Zion United Church of Christ . . . Waterloo, IL |
| Glory to Glory Christian Church United
Church of Christ . . . St. Louis, MO | Zoar United Church of Christ . . . Columbia, IL |
| Good Shepherd of Faith United
Church of Christ . . . East St. Louis, IL | |
| Hope United Church of Christ . . . DeSoto, MO | |
| Iglesia Cristiana El Dios Viviente United
Church of Christ . . . St. Louis, MO | |
| Immanuel U.C.C. . . . Edwardsville, IL | |
| Mount Tabor United Church of Christ . . . St. Louis, MO | |
| 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's United Church of Christ . . . New Athens, IL | |
| St. John's United Church of Christ . . . St. Louis, MO | |
| St. John United Church of Christ . . . Valmeyer, IL | |
| St. John United Church of Christ . . . Fairview Heights, IL | |
| St. John United Church of Christ . . . Manchester, MO | |



Deaconess Foundation Contributions Received 2012

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

Amanda M. Schriever Estate
Bank of America
Warren & Kathryn Betts
Leona O'neal Oil Lease
DeVry
Doris Eatherton

Encana Oil & Gas
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Armin & Norma Klemme
Ralph Mueller
Cheryl Rebe
In Memory of Alberta Rebe

David & Margaret Rota
St. Paul Evangelical Church
The Stolar Partnership
Katherine Stauffer Charitable Trust
Amadee Taussig Trust



Servant Leadership Fund

The Servant Leadership Fund was created in 2012 as a means to honor the legacy of a true servant leader, Rev. Jerry W. Paul, past CEO of Deaconess Foundation, and the Deaconess Incarnate Word Health System, and Deaconess Hospital. Whether Rev. Paul was leading a board meeting, consulting with a colleague, caring for a parishioner, or mentoring a young professional, he always created opportunity for growth. Donations made to the fund are used, at Rev. Paul's discretion, to invest in an organization or a leader that exemplifies servant leadership. The Foundation thanks 2012 donors.

Marvin & Jo Ann Albright
Hebri & Mallika Ballal
Fred & Candy Bleeke
CBIZ
Phil & Susie Cooper
Jim & Lee Elsesser
Elizabeth George
Peggy Guest and Frank Hamsher

Jeff & Pam Heeb
Robert & Dotty Hill
Ellen Howe
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Armin & Norma Klemme
Laura Lambrich
Martin Leifeld
Anne Kessen Lowell

Jim & Linda Morice
DiAnne Mueller
Susan Rowe & Ross Briggs
Steven & Terri Stout
The Stolar Partnership
David & Gayle Watson
WD, Inc

Summary Statement of Financial Activities

Year Ended December 31, 2012*

Revenue

Investment Returns	\$ 5,419,113
Contributions and Other Income	206,527

Total Revenue **\$ 5,625,640**

Expenses

Community Grants	\$2,688,663
Deaconess Parish Nurse Ministries	242,500
Nursing and Osteopathic Scholarships	110,000
Investment & Related Fees	263,528
Operations	1,321,197

Total Expenses **\$4,625,888**

Net Assets at Beginning of Year **\$50,037,721**

Net Assets at End of Year **\$51,037,473**

*Figures for Fiscal Year 2012 are unaudited



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of Christ*

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