



Annual Joint Meeting of the Deaconess Foundation and Deaconess Center

November 14, 2023



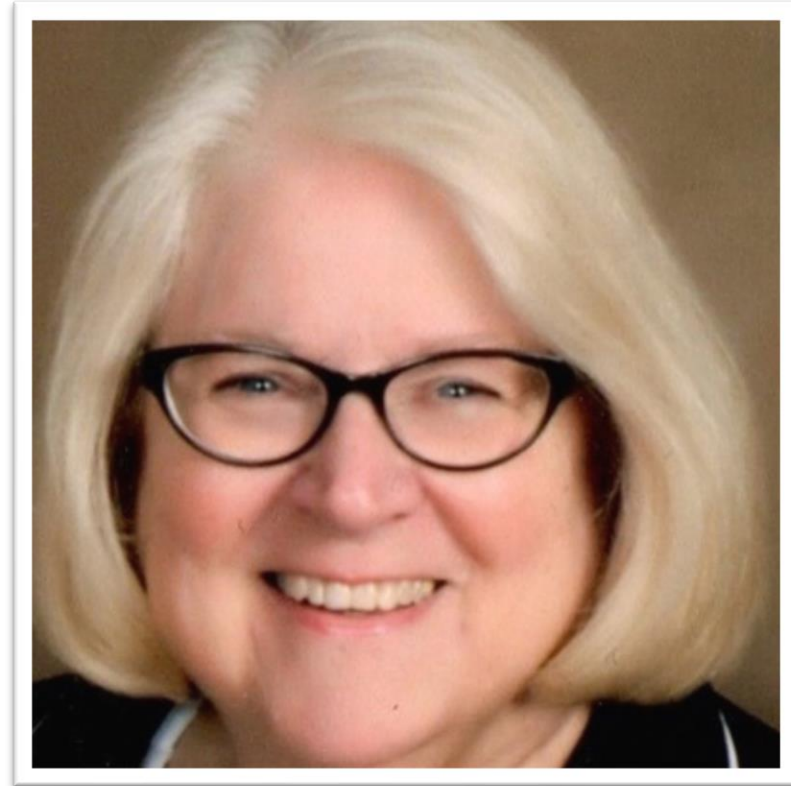


Call to Order

ELIZABETH ("BETH") NOONAN
DEACONESS FOUNDATION BOARD OF
TRUSTEES, CHAIR

Devotion

MARGIE LINDHORST, TRUSTEE



Devotion

1 CORINTHIANS 15:58

Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.



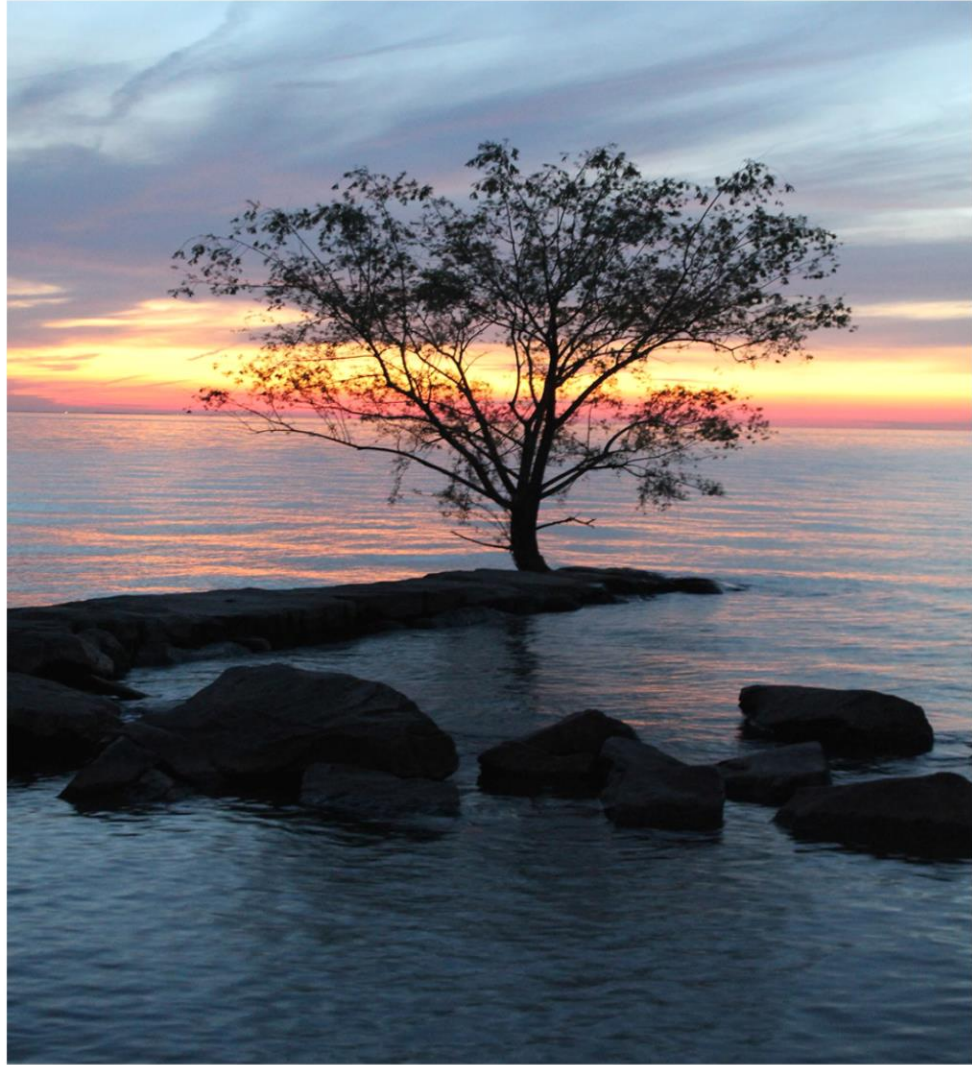
Devotion

Undeterred
Intelligent Resilient Emboldened
Valiant **Brave**
Heart Spirit Good Strong
Determined Smart
Courageous Mind Spirited Unflinching
Dedicated Kind Devoted
Steadfast

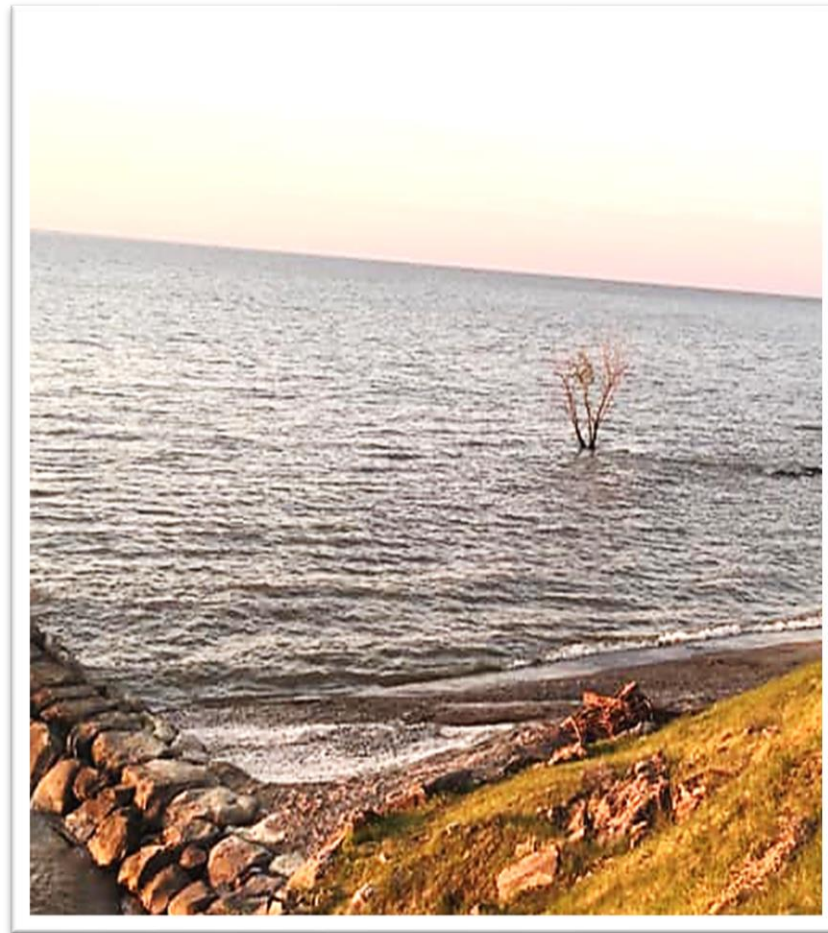
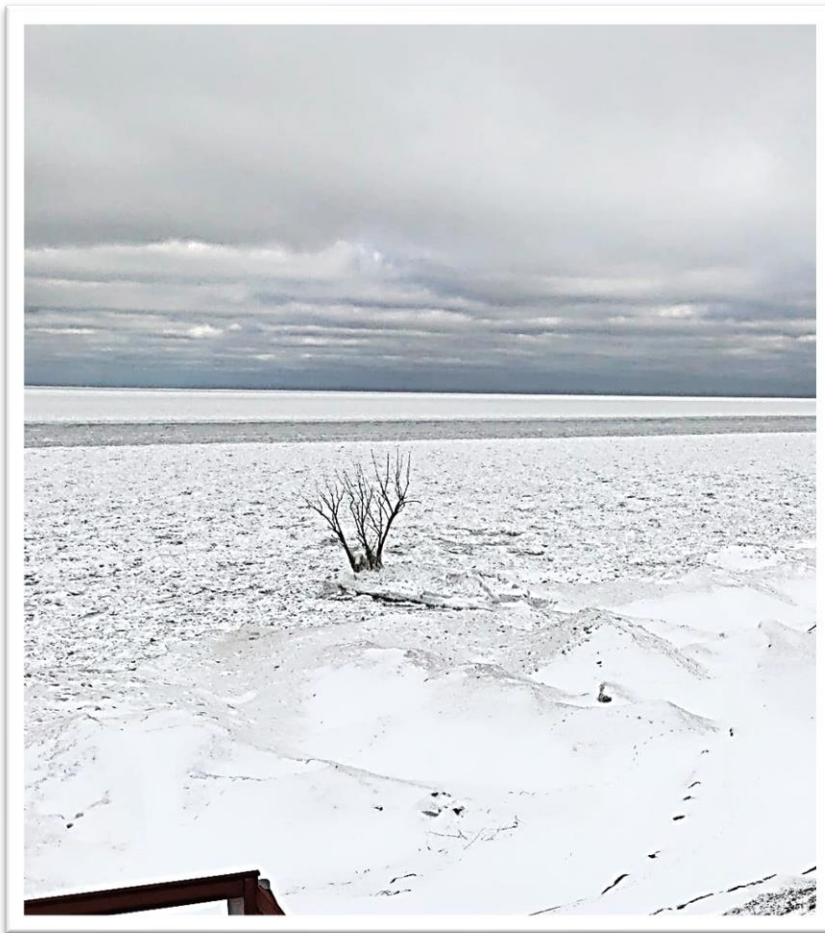
Persevere



Early Years



Adversity

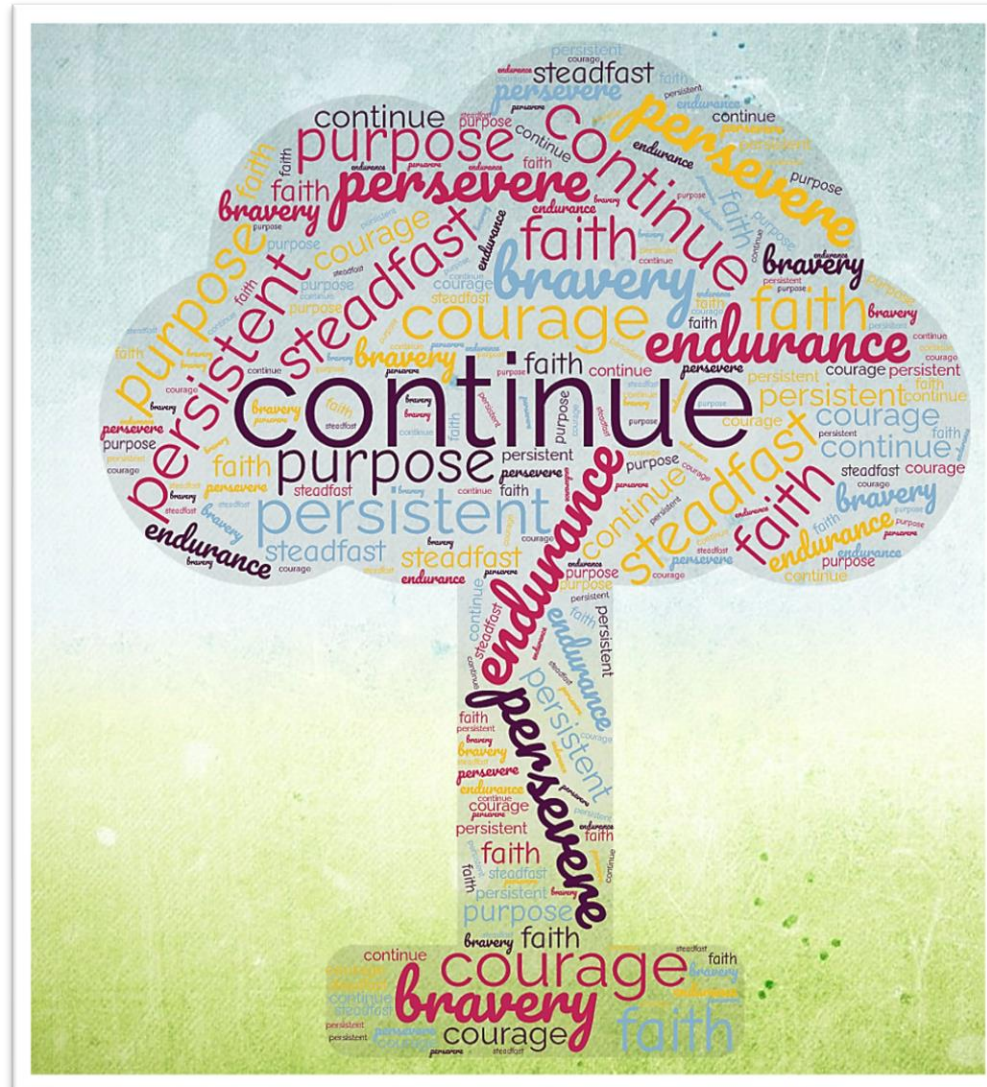


Steadfast



“Continue”

MAYA ANGELOU



“Continue”

MAYA ANGELOU

READER 1

Into a world which needed you
My wish for you
Is that you continue

ALL

Continue

READER 2

To be who and how you are
To astonish a mean world
With your acts of kindness

“Continue”

MAYA ANGELOU

ALL

Continue

READER 3

To allow humor to lighten the burden
Of your tender heart

ALL

Continue

READER 4

In a society dark with cruelty
To let the people hear the grandeur
Of God in the peals of your laughter

“Continue”

MAYA ANGELOU

ALL

Continue

READER 1

To let your eloquence
Elevate the people of heights
They had only imagined

ALL

Continue

READER 2

To remind the people that
Each is as good as the other
And that no one is beneath
Nor above you

“Continue”
MAYA ANGELOU

ALL

Continue

READER 3

To remember your own young years
And look with favor upon the lost
And the least and the lonely

ALL

Continue

READER 4

To put the mantle of your protection
Around the bodies of
The young and defenseless

“Continue”

MAYA ANGELOU

Continue

**ALL
READER 1**

To take the hand of the despised
And diseased and walk proudly with them
In the high street
Some might see you and
Be encouraged to do likewise

**ALL
READER 2**

Continue

To plant a public kiss of concern
On the cheek of the sick
And the aged and infirm
And count that as
A natural action to be expected

“Continue”

MAYA ANGELOU

ALL

Continue

READER 3

To let gratitude be the pillow
Upon which you kneel to
Say your nightly prayer
And let faith be the bridge
You build to overcome evil
And welcome good

ALL

Continue

READER 4

To ignore no vision
Which comes to enlarge your range
And increase your spirit

“Continue”

MAYA ANGELOU

ALL

Continue

READER 1

To dare to love deeply
And risk everything
For the good thing

ALL

Continue

READER 2

To float
Happily in the sea of infinite substance
Which set aside riches for you
Before you had a name

“Continue”
MAYA ANGELOU

ALL

Continue

READER 3

And by doing so
You and your work
Will be able to continue
Eternally

Devotion

My wish for you is that you **continue**.
Continue to be who and how you are,
to astonish a mean world
with your acts of **kindness**.

– *Maya Angelou*



Devotion

Today, we thank you God
For Your promises,
Especially for the promise of our
“common destiny” in Your Kingdom.
May You help us “stand firm”
And be fully committed to Your Work.

AMEN



Consent Agenda

BETH NOONAN, CHAIR

- Approval of August 15, 2023 Foundation Board Meeting Minutes
- Receipt of August 16, 2023 and October 19, 2023 Deaconess Foundation Racial Equity Committee Meeting Minutes
- Receipt of September 26, 2023 Audit Committee Meeting Minutes
- Approval of FY23 Q3 Financial Statements for Foundation and Center
- Preserving the Deaconess Center as a 501(c)(3)



Deaconess Foundation Board Chair's Report

BETH NOONAN, CHAIR

- Approve Deaconess Foundation Board and Officer Appointments
- Approve Deaconess Center Board and Officer Appointments





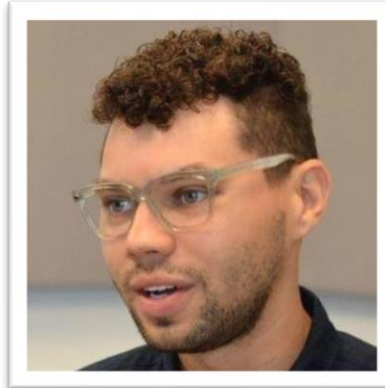
New Trustee Appointment

DR. DOLORES GUNN,
COMMUNITY REPRESENTATIVE

Deaconess Foundation Officer Appointments



BETH NOONAN
Chairperson



PATRICK BROWN
Vice Chairperson



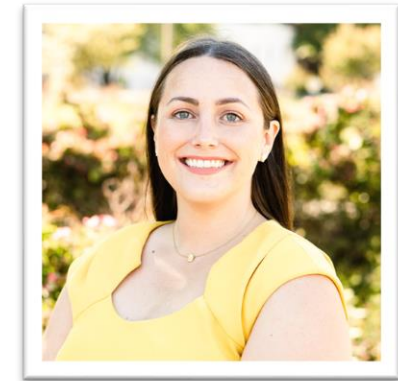
CAROLINE PELOT BATTLES
Corporate Secretary



DALE FIEDLER
Audit Committee Chair

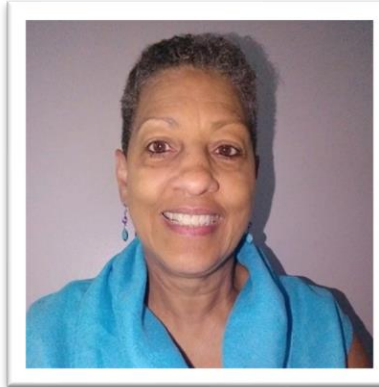


TAMARA VAUGHN-WALKER
Member at Large



CASEY PEETZ
Assistant Corporate Secretary

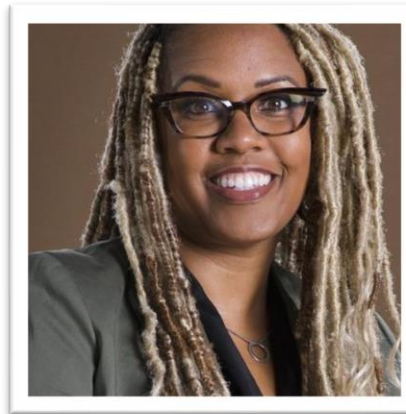
Deaconess Center Reappointments



AUDREY ELLERMAN
Director



DR. SUSAN STEPLETON
President



ERICA HENDERSON
Vice President



REV. BETHANY JOHNSON-JAVOIS
Corporate Secretary



President's Report

**BETHANY JOHNSON-JAVOIS,
PRESIDENT & CEO**

- Approve by-laws updates
- Approve FY24 Deaconess Foundation Budget
- Approve FY24 Deaconess Center Budget



Fiscal Year 2024 Budgets

MATT OLDANI, VICE PRESIDENT OPERATIONS

- Proposed 2024 Deaconess Foundation Budget
- Proposed 2024 Deaconess Center Budget



Proposed 2024 Deaconess Foundation Budget

Revenue

Unrestricted Dollars from Investment Portfolio	\$	3,651,502
Released from Donor Restrictions	\$	1,218,000
Released from Board Designation	\$	388,000
Grants and Contributions	\$	142,500
Other Revenue	\$	102,414
Total Revenue		\$ 5,502,416

Expenses

Expenses for Initiatives	\$	2,521,768
Expenses Using Restricted Funds	\$	1,606,000
Management & Operations	\$	1,348,289
Other Expenses	\$	650
Total Expenses		\$ 5,476,707

Revenue Over Expenses (Before Non-Cash Expenses) \$ 25,709

Proposed 2024 Deaconess Center Budget



Revenue

Lease Income	\$	229,538
Shared Services	\$	120,891
Total Revenue	\$	350,429

Expenses

Finance and Compliance Expenses	\$	78,431
Operating Expenses	\$	77,300
Facility Management Expenses	\$	203,600
Professional Services	\$	47,520
Total Expenses	\$	406,851

Revenue Over Expenses (Before Non-Cash Expenses) \$ (56,422)

Deaconess Foundation's Institute for Black Liberation

STATUS UPDATE



RUDY NICKENS JR.,
PROGRAM DIRECTOR, INSTITUTE FOR BLACK LIBERATION



TAMARA VAUGHN-WALKER,
FOUNDATION BOARD VICE
CHAIRPERSON

The Institute Team



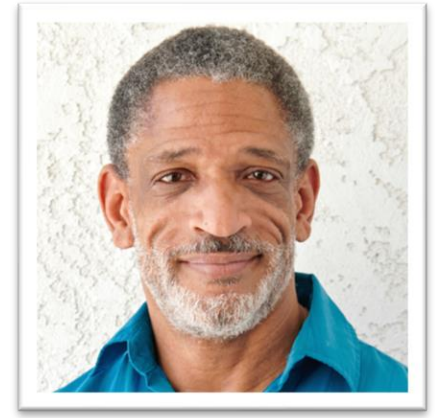
RUDY NICKENS, JR.
Program Director & Senior Facilitator



CHERYL D.S. WALKER
Project Manager



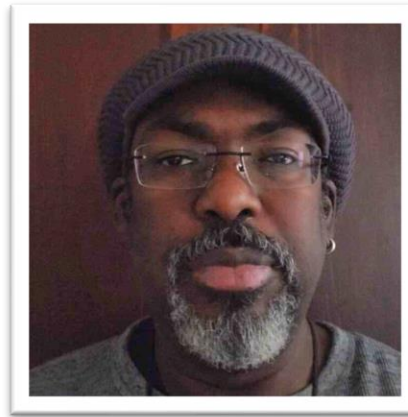
BARBARA J. LOVE
Senior Facilitator



CLIFF JONES
Senior Facilitator



MAXINE BIRDSONG
Mental Health Advisor



STEVE PARISH
Faculty Apprentice



KIRA HUDSON BANKS
Evaluator

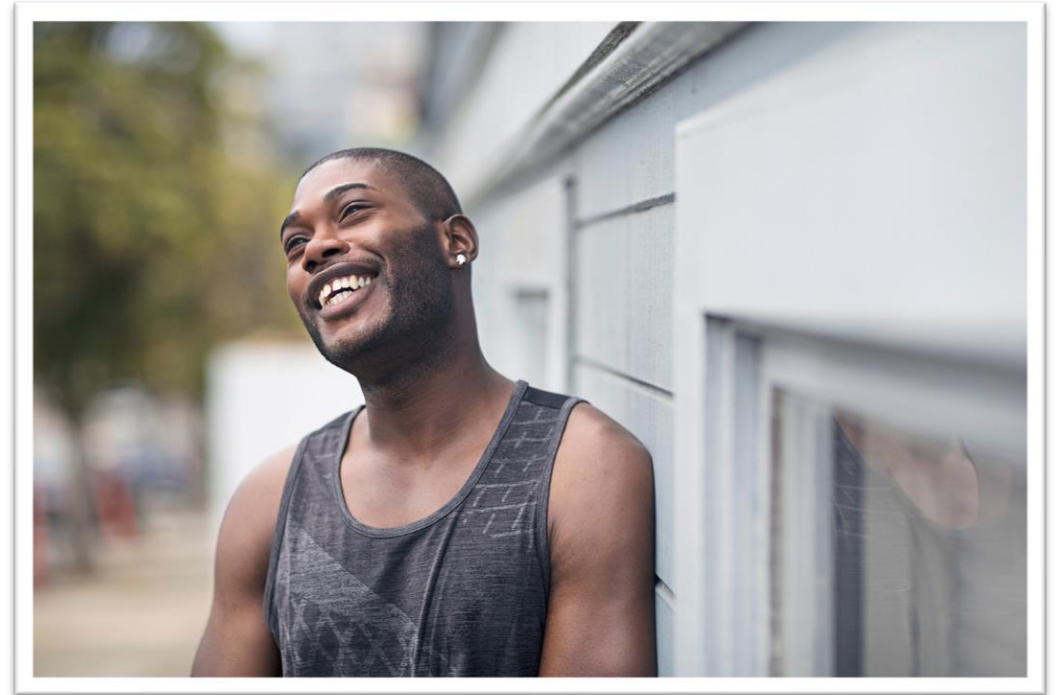
The Institute's Inaugural Cohort

APPLICANTS

- 42 applicants
- 25 invited to participate
- 24 accepted
- 23 attending (identities kept anonymous)

DEMOGRAPHICS

- Multi-generational
- Residents ranging from St. Charles to the Metro East
- Predominately female identifying
- Diversity of employment industries/careers



The Institute

The Institute centers Black lives, Black thought, and Black liberation

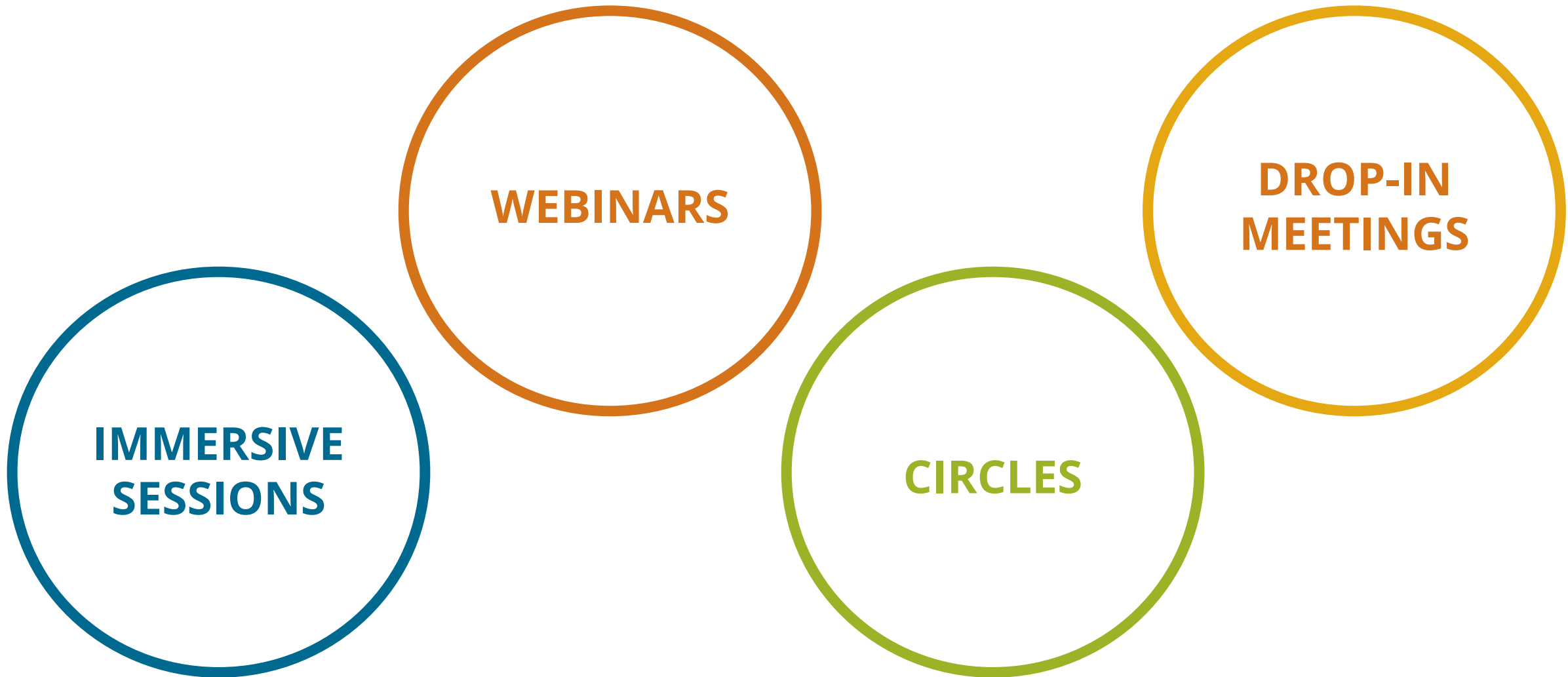


**BUILDING
THE
CONTAINER**

**PROCESSES &
METHODOLOGIES**

CONTENT

The Institute Structure



Institute Interest Form

EXPRESS INTEREST IN FUTURE COHORTS



bit.ly/institute-interest





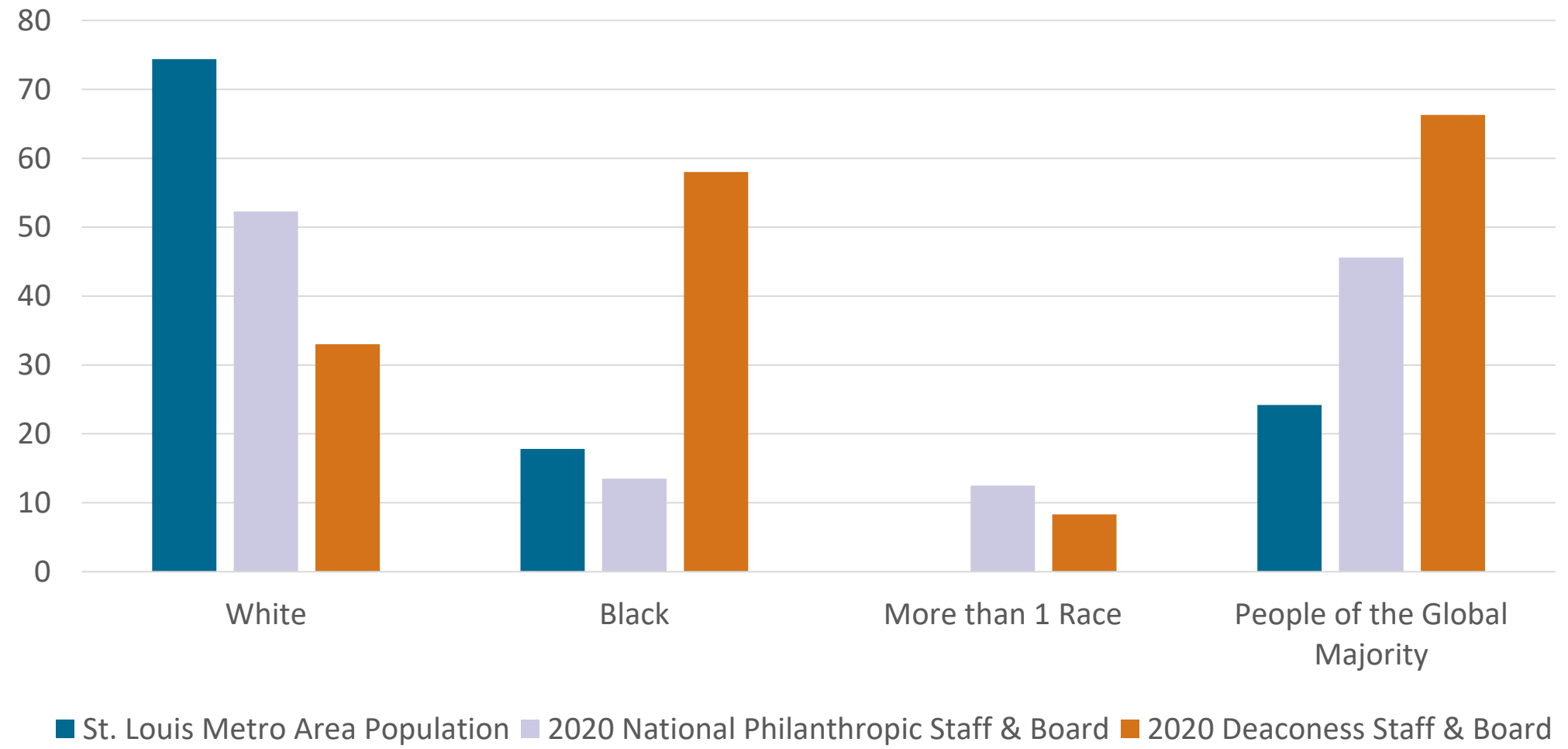
Deaconess Foundation's Racial Equity Dashboard

**MATT OLDANI,
VICE PRESIDENT OPERATIONS**

- Socialization of Racial Equity Dashboard
- Public comments
- Approve Racial Equity Dashboard
- Questions

Racial Equity Dashboard

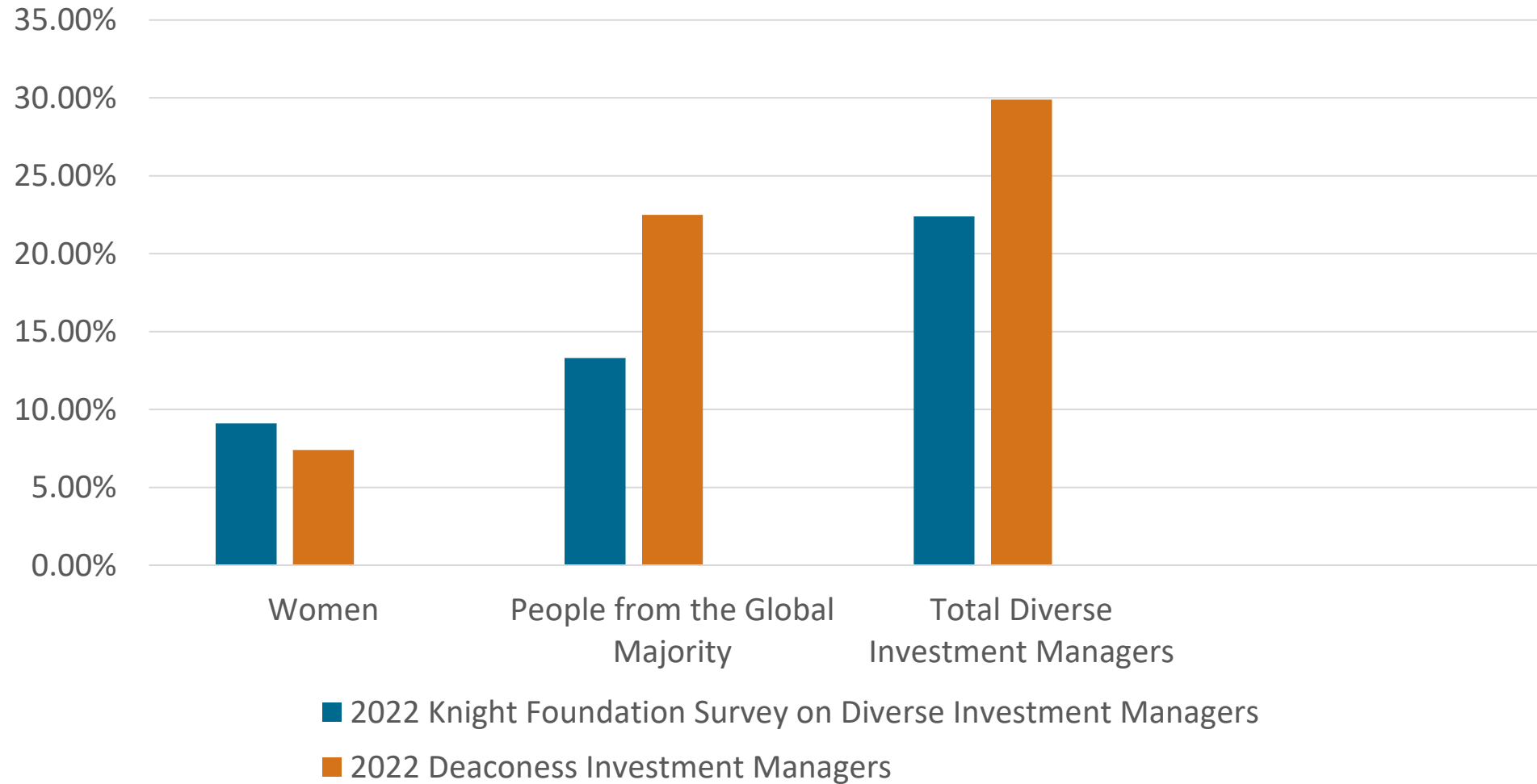
BOARD & STAFF DEMOGRAPHICS



Source: Greater St. Louis Inc., US Census Bureau. Change Philanthropy, 2020 Diversity Among Philanthropic Professionals Report

Racial Equity Dashboard

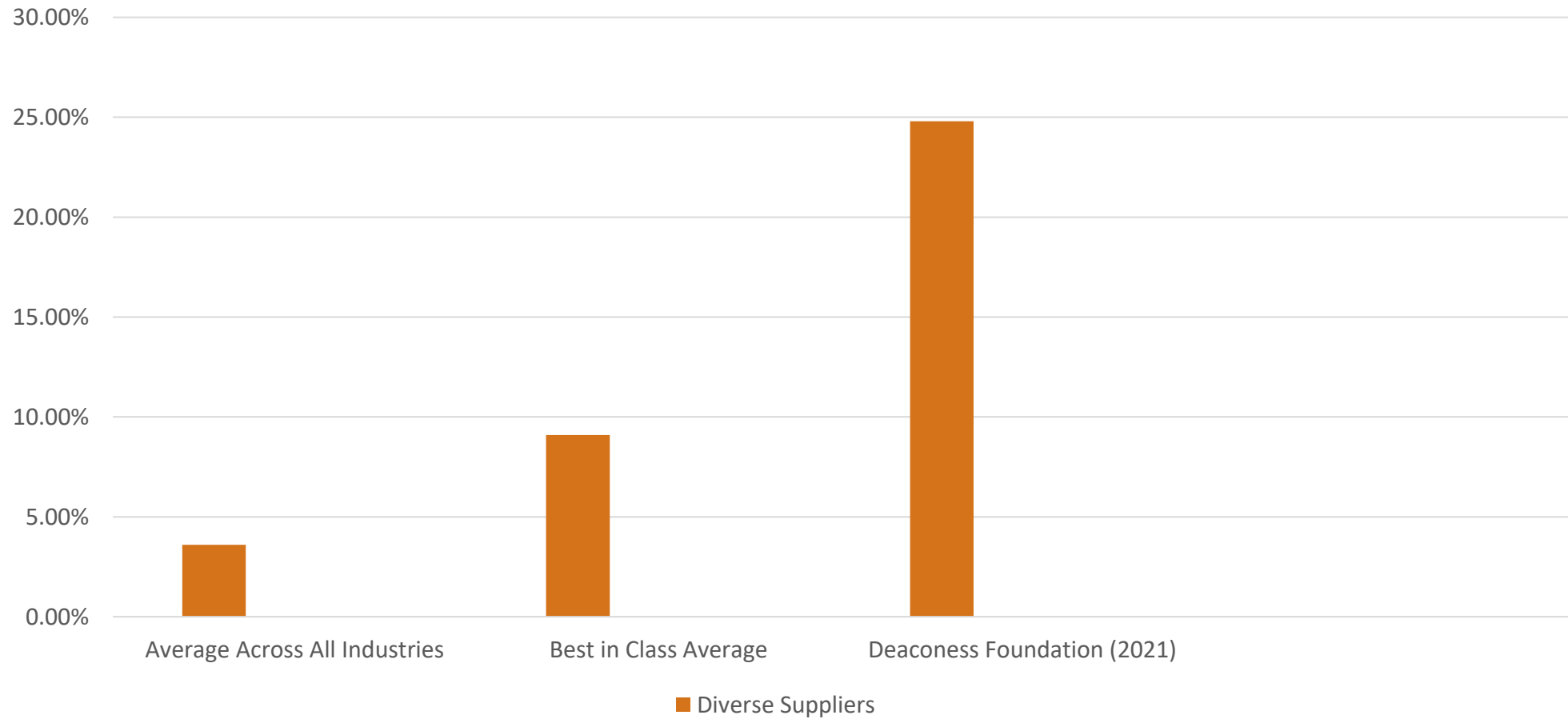
INVESTMENT PORTFOLIO



Source: Knight Foundation Report, Knight Diversity of Asset Managers Research Series – Philanthropy 2022

Racial Equity Dashboard

SUPPLIER DIVERSITY



Source: 2023 Supplier Diversity Report, 466 Companies in 15 Industries

Racial Equity Dashboard

GRANTMAKING

- In 2022, 58% of all Deaconess Foundation grants were made to organizations led by people from the world's global majority
- According to a study by New Profit in 2020, organizations led by Black, Indigenous, and Latino/a/x leaders receive only an estimated 4% of total grants and contributions



Racial Equity Dashboard

EQUITABLE CULTURE GOALS: 2023 – 2024

GOAL

Codify existing practices of current leadership to endure beyond any one administration.

Establish methods for radical listening and intentional collaboration (sharing power) that reject power-hoarding behavior, paternalism, defensiveness, individualism, and the internalized idea that “I’m the only one who can do something.”

Racial Equity Dashboard

EQUITABLE CULTURE GOALS: 2024 – 2025

GOAL

Build metrics associated with priorities and habits to codify existing practices of current leadership, maintaining and building a culture of ongoing learning into job descriptions; alter subsequent performance evaluation systems that determine raises and promotions to materially reward desired behaviors by December 31, 2024.

Conduct a policy and processes review to locate areas for improvement and formalize processes for addressing racial bias and inequities.

Build an all-staff-led onboarding process for new staff and a cadence of staff and board retreats that center racial equity in learning and development opportunities for the whole team.

Racial Equity Dashboard

EQUITABLE CULTURE GOALS: 2025 – 2026

GOAL

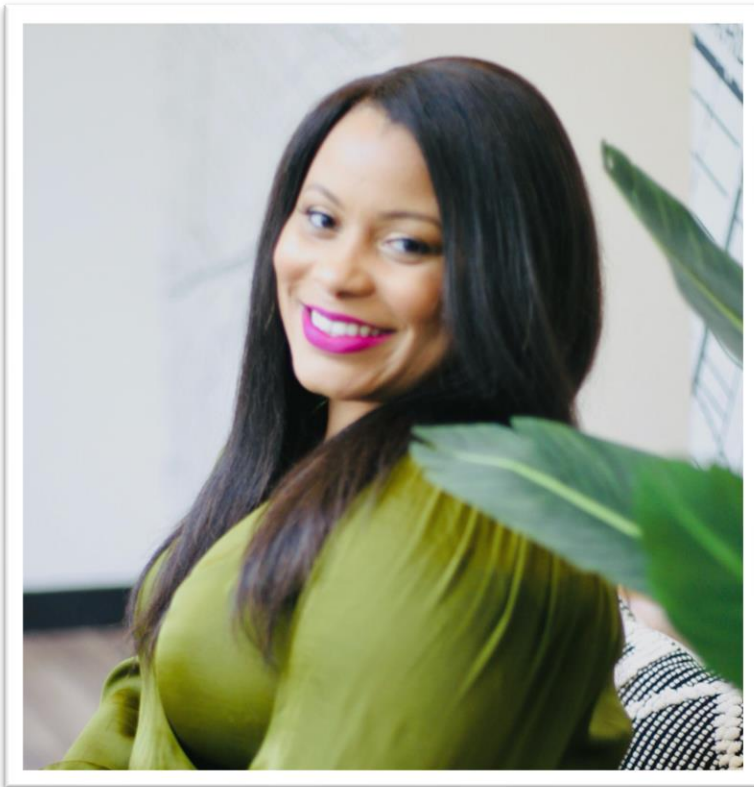
Establish clear and consistent communication that explicitly messages Deaconess' commitment to racial equity. Ensure this is made available to staff and board and external partners by January 31, 2025.

Establish internal processes and systems that are accessible and accountable to people of the global majority by December 31, 2025.

Amplify anonymous feedback loops for staff to name racial tensions or dynamics of white supremacy culture with the help of external mediators by January 31, 2025.



Racial Equity Dashboard Questions & Comments



Community Stewarded Grantmaking – Senior Community Revitalization & Development Fund

**CONSTANCE HARPER,
VICE PRESIDENT OF POLICY, ADVOCACY,
& STRATEGIC INITIATIVES**



Partnership Overview

PRIORITIZING OUR REGION'S SENIORS



A \$350,000 investment to improve the public health system infrastructure to better serve residents 55 years of age and older and promote transparency and accountability.

MISSOURI

St. Louis City, St. Louis, St. Charles, Jefferson, Warren, and Franklin counties

ILLINOIS

Madison, St. Clair, and Monroe counties



Partnership Overview

PRIORITIZING OUR REGION'S SENIORS



GOALS

- To improve the public health system infrastructure by better serving aging populations, and to promote transparency and accountability.
- To give decision-making power to the impacted community and partner with them to advocate for the needed services.



Keeping Seniors at the Heart

RIISA RAWLINS, INTERIM CHIEF EXECUTIVE OFFICER
ROSETTA KEETON, PATIENT ADVISORY CONSULTANT

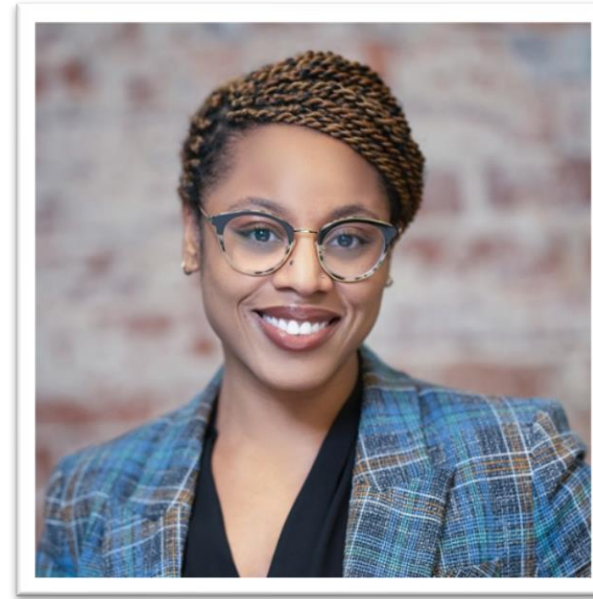




Partnership



**RIISA RAWLINS,
INTERIM CHIEF EXECUTIVE OFFICER**



**BLESSING KUEBEE,
STRATEGIC INITIATIVES DIRECTOR**

Process Overview



Participatory Grantmaking Through a Senior Advisory Board

Purpose

To bring together both seniors and organizational leaders with invaluable expertise and experience to help inform the equitable distribution of funds for senior services in identified target areas.

TOTAL BOARD MEMBERS

20

SELECTION COMMITTEE

7



In-Person Focus Groups

LOCATIONS

Senior living facilities, local libraries, adult day cares, churches, and nonprofit community organizations

DATES

August – September 2023

TOTAL GROUPS **16**



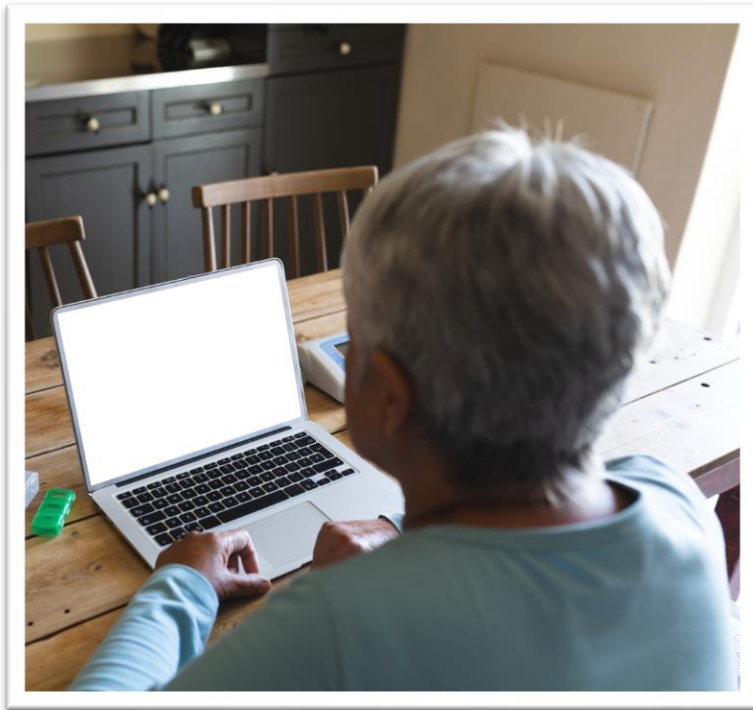
Participants

ONLINE SURVEY
TOTAL RESPONSES

59

IN-PERSON FOCUS GROUPS
TOTAL PARTICIPANTS

145



Trends

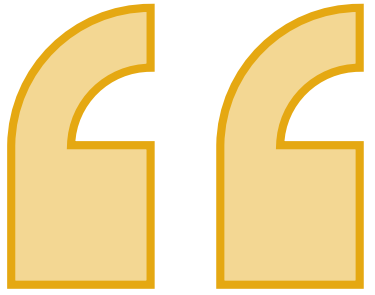
IN-PERSON FOCUS GROUPS

- Needs not being met
- Significant barriers navigating senior services
- Less economic stability
- Lower education levels
- Many residents of senior facilities/ assisted housing

ONLINE SURVEYS

- Needs being met
- Economic stability
- Higher education levels
- Lower age





In-Person Focus Group Remarks

“I would not have any idea where to go if I had a mental health issue; don’t know of any mental health facilities or where to go for that health service in North County.” –

Focus Group Participant

Online Survey Remarks

“The activities in the community cover health, culture, social, etc. I enjoy attending social dances and volunteering activities. These activities allowed me to maintain my physical vitality and meet many new friends.”

– Online Survey Participant



Seniors Community Revitalization & Development Fund

PRIORITY AREAS



TOTAL APPLICATIONS

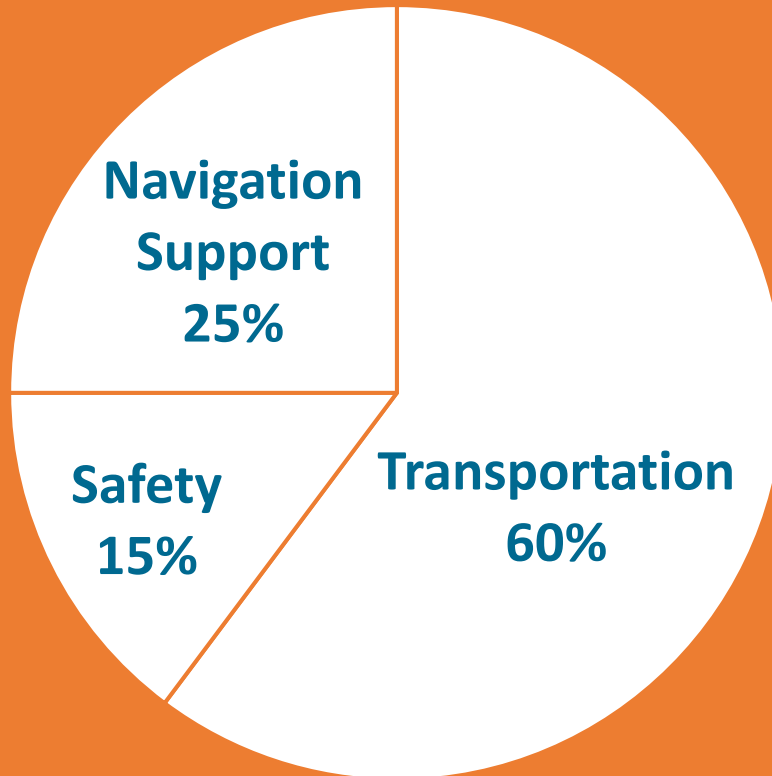
88

AWARDS

\$30,000

Funding Requests

PRIORITY AREAS



KEY THEMES FROM FUNDING REQUESTS

- Staff support
- Purchase vehicle
- Safety
- Education



Partnership & Fund Questions & Comments

Connect

FOLLOW US ON SOCIAL MEDIA, SIGN UP FOR
OUR NEWSLETTER, AND MORE!

Scan the QR code or visit
deaconess.org/contact-us
for more information





Thank You

