

ANNUAL REPORT 2016-2017



LETTER FROM

Cindy Clark, President & CEO

'Compelled by faith in Jesus Christ, we enrich the lives of individuals of all beliefs, with cognitive or developmental disabilities, by fostering independence, inclusion and self-advocacy.'

Dear Friends,

Looking back over the past year, I'm thankful for our generous donors who have helped us meet the growing needs of the adults with developmental disabilities that we are blessed to serve. The faithfulness of our supporters has allowed us to overcome the challenges we've faced and is the primary reason we can continue to expand our services and serve more people.

We are blessed with a mighty army of volunteers – including parents and family members – who tirelessly assist us with providing essential services to our clients. A big thanks to our corporate partners whose generosity in providing grants, event sponsorships and employee giving campaigns help us continue our important work.

We have an incredible team of more than 700 employees who are thoughtful, dedicated and loving in the way they provide care for our clients. Oftentimes our clients come into our service through a crisis – the sudden illness or death of a parent or caregiver – and I'm thankful for the calm, steady leadership our team delivers.

Finally, I am deeply thankful for the Emmaus Board of Directors and committee members. Their work and unparalleled commitment to our mission and ministry helps to move this organization forward. Their support allows us to continue improving the lives of those we are called to serve. Recently our board members helped us craft a new mission statement to guide us into the next century of service.

'Compelled by faith in Jesus Christ, we enrich the lives of individuals of all beliefs, with cognitive or developmental disabilities, by fostering independence, inclusion and self-advocacy.'

I'm excited about the upcoming year and how we can continue to enhance the work we do by focusing on independence, inclusion and self-advocacy. As always, I continue to give thanks for donors like you. It's only through your generosity that we can continue our mission and ministry.

May God continue to bless all of us.

Ca Club

EMMAUS HOMES EXECUTIVE TEAM

Cindy Clark President and CEO

David Kramer Chief Operating Officer

Lisa Drier Chief Development Officer Stacy Kohr Chief Human Resources Officer

Jon Holt Chief Financial Officer

Rev. Cindy Bumb Vice President of Spiritual Care Michelle Peters Vice President of Client Services

Tonya Courtois Executive Assistant/Office Manager

FINANCIALS

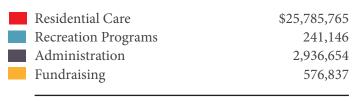
FISCAL YEAR ENDING JUNE 30, 2017





Total Revenue \$30,558,281





Total Expenses \$29,540,402

INVESTMENTS



STATEMENT OF NET ASSETS

Unrestricted/ Board Designated for:

Operations Property & Equipment Endowment		4,095,306 5,867,415 9,887,327
Total Unrestricted	\$19,850,048	62.31%
Temporarily Restricted Permanently Restricted	\$3,666,315 8,339,969	11.51% 26.18%
TOTAL NET ASSESTS	\$31,856,332	100.00%

EMMAUS HOMES BOARD OF DIRECTORS*

Rev. Lev Reynolds, Chair Emily Ingalls, Vice Chair Nancy Droesch, Treasurer Trudi Rychwalski, Secretary

Joyce Berkowitz Hallie Groff **Chuck Gross** Barry Haith Alexandra Hammack Wayne Hoffman Meredith Iones

Jason Koelling Lois Kruse Ann McKee Kevin Moehring Jack Moran Rev. Rick Oberle Shawn Saale

Sheila Schuette Carolyn Skowyra Stephanie Sliefert Laura Tellman Gael Wood

*Please note this is the 2017-2018 board that is currently serving.

CLIENT SERVICES



1,024,738

hours of direct support provided to our clients



50,042

client outings, for personal enjoyment or leisure.



24,093

training hours provided to employees to ensure high-quality client care.



180+

clients participated in EmmausLink continuing education courses.



56

clients lives improved due to increased accessibility through home modification services.



15

new clients of Emmaus Independent Living Services.

OUR PROGRAMS

INDEPENDENT LIVING SERVICES

Emmaus' Independent Living Services provide support to individuals with developmental disabilities in a community-based setting. We assist a person with all aspects of life, including personal care, transportation, housekeeping, assistance with medical appointments, and spiritual care (as desired). We provide as much or as little support as a person needs to be as independent as they can be. Emmaus' support for each person will look different in each case, because each person has individual needs and desires for their life.

EMMAUSLINK

EmmausLink intentionally connects adults with developmental disabilities to activities, volunteering opportunities, and other resources in their communities. The program offers inclusive adult continuing education courses at St. Charles Community College and at St. Francis Borgia High School in Washington. EmmausLink also hosts recreational activities across the region and refers clients to activities that are taking place near them. EmmausLink is open to the community.

MARTHASVILLE UPDATE

In May 2015, the Emmaus Board of Directors voted to begin transitioning clients from the Marthasville campus to the community, with a commitment to complete the move by July 2020. However, we are happy to share that we are ahead of schedule and our newest projections indicate that all of our clients should be transitioned to the community by March 2019.

Currently, 31 clients remain on the Marthasville campus. Our client services team has met with them and their family members to identify where they would like to live and who they would like as their housemates. Our staff, working in conjunction with our 'angel investors,' are busy finding homes that meet the needs of our clients and families.

Before the end of this year, we anticipate opening four new homes in Warren and Franklin counties to serve clients from the Marthasville campus.

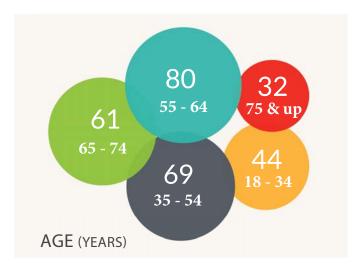
This is a very exciting time of change and growth at Emmaus. Over the past year, we've opened 10 new homes, primarily in Warren County. Late last year we continued our investment in Warren County by opening our new administrative offices in Marthasville, providing fully-accessible work areas and meeting space for employees. What remains unchanged, however, is our focus on continuing the nearly 125-year tradition of providing high quality, faith-based services to people with developmental disabilities.

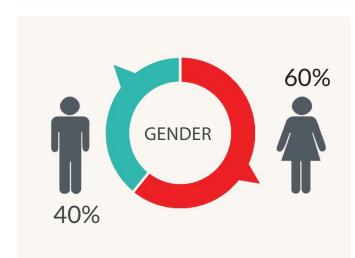
MEET YOUR NEIGHBOR

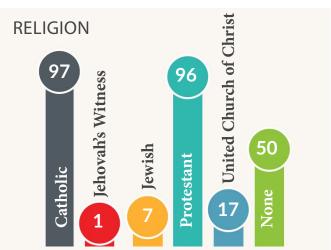
While promoting independence, Emmaus is committed to helping individuals with cognitive and developmental disabilities live an inclusive life within the community of their choice. We offer residential, educational, recreational and spiritual services to more than 286 individuals living throughout the St. Louis Metropolitian area.

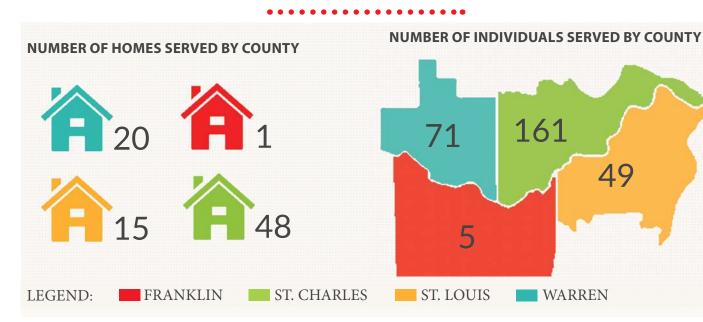


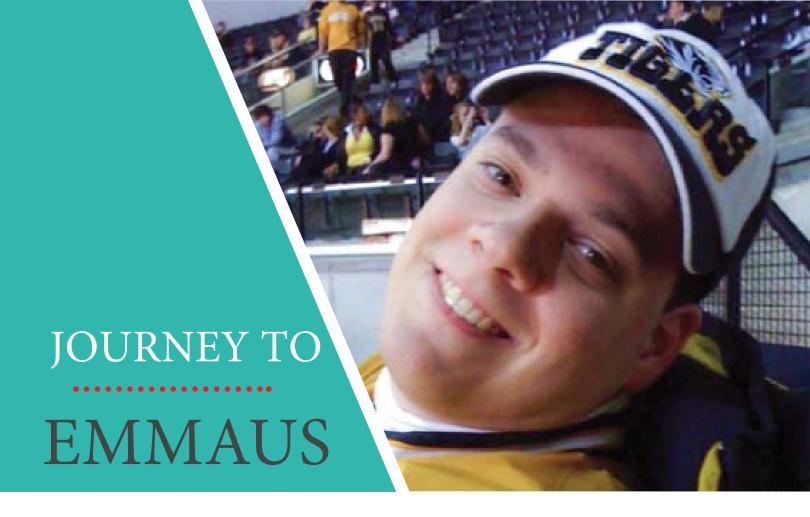
adults with cognitive or developmental disabilities in our community are served by Emmaus through independent supported living.











In 1983, Brenda and Keith Meyer welcomed the addition of a beautiful baby boy into their family. Brett was a happy baby who enjoyed crawling and playing with his older sister, Gina. Though at first Brett's development was considered "typical," he began missing milestones and around the age of one he was diagnosed with cerebral palsy (CP). Due to the impact of his disability, Brett, now age 33, has limited mobility, requires the use of a wheelchair, and needs assistance with some activities of daily living.

While all parents want their children to become fully independent and self-reliant, Brenda and Keith had difficulty envisioning a future that did not require them to provide constant care for Brett. Brenda felt guilty that caring for him had begun to take a physical and emotional toll. Fortunately, Gina had also noticed the impact that caring for Brett was having on her parents and called a family meeting.

Gina believed it was time for Brett to move out of the family home and

into a home of his own. "She told us that we had done an excellent job of caring for Brett, but it was time to start thinking about his future. If something were to happen to one of us, what would the other spouse do," Brenda said, "she also told us we needed to start thinking about us and taking time for ourselves."

Of course, Gina was also concerned for Brett's future and wanted him to experience the freedom that comes from living life on your own terms. "She explained to Brett that when she graduated from high school, she immediately left for college and moved away from mom and dad. She then started asking Brett questions such as 'wouldn't you like to be able to make your own decisions such as when you go out, where you want to go out to, what to wear, etc.," Brenda said.

Though apprehensive at first, Brett took his sister's words to heart and decided that it was time to move out of his parents' home. The family began to look for a provider who

could accommodate Brett's unique needs and who placed value on a person's quality of life.

"We interviewed many agencies and visited many homes within the agencies. What sold us on Emmaus Homes was Dave Kramer and Laura Davis. The day we interviewed with them, my husband and I were in a bad place," Brenda said, "and the anxiety of Brett moving out was not easy at all. We felt as if our world was caving in. Dave and Laura seemed to truly listen to our story, and understand Brett's needs: it was obvious that the clients, at Emmaus meant a lot to them. They also complimented the Emmaus staff many times." Brenda said.

"We also have very good friends who have a daughter living with Emmaus Homes. They had nothing but good things to say. I had visited their daughter's home on several occasions, and I was very impressed," Brenda said.

In December of 2016, Brett moved

into his own home, purchased by Brenda and Keith and staffed by Emmaus. Brenda, though excited for Brett, was concerned with how her son would adjust to his new living arrangement. "Our biggest fear was compatibility (with his roommates). He and his two roommates are now his best friends. One would think they were all made from the same mold," Brenda said.

Though short-lived, Brenda was also concerned about the staff's ability to care for Brett. "A parent never feels that anyone can take as good of care of your child as you do," Brenda said, "We have found that Emmaus takes just as good of care of Brett as we did! They have even shown us new ideas. We love each staff member as if they are our own family. We are so blessed to have them."

Since living in his own home, Brenda reports that Brett has transformed into a more independent and social adult who is willing to try new things. "He now helps do his laundry, grocery shopping, event planning,

and cleaning. He's also on a weekly bowling league," Brenda said, "He goes out to eat with his roommates and friends. He plans parties. He is interested in libraries now, and he and his roommate attend church regularly."

Another small accomplishment is that Brett is now willing to eat his vegetables. "The staff has incorporated many new food items into his life, and for them, he eats with no complaining at all," Brenda said.

Over the course of the past eight months, Brett has enjoyed living life on his own terms, and Brenda and Keith have found peace in knowing that their son's future is secure. "I can now look back and wonder how far would Brett have come if we would have made the decision for him to move out sooner than we did," Brenda said, "Selfishly we wanted to keep him with us, not thinking about how



Brett with his family.

different his future would be if we would have let him fly on his own before he was 33-years-old."

For other parents who are contemplating an individualized supported living arrangement for their child, Brenda offers the following: "my advice to any family in the beginning stages is to be prepared. It takes time. If your child should get denied services, don't give up! Trust in God," Brenda said.



Brett with his roommates.

BRETT: IN HIS OWN WORDS

Brett gives the inside scoop about what it is really like to be an Emmaus client.

Q: Do you like living in your own home that is supported by Emmaus? A: I love Emmaus. They are hard on me because I have to do more for myself, but I'm used to it now. I'm glad I have my own home, but I do

miss mom and dad. I love my mom

Q: What do you think about your

I love my house manager, Shaunda. She is a good friend. I am very close to her. I really like all of my staff. I like having so many different staff and keeping track of who's working when. We are all good friends. They do a lot for me.

They put me in my (wheelchair) lift system, dress me, groom me, bathe me, make my meals, clean the house and take me wherever I need to go. I tell them "thank you" for helping me. We hang out and watch movies, go on walks, to lots of Rascals ballgames, go to the subdivision pool, go to the theatre, shopping, and take William (Brett's dog) to get haircuts. They also go to church with me. We like to stay busy.

O: What is it like to have roommates?

A: They are my good pals, friends.

When we get home from work we all tell each other about our days at work. We joke around with each other a lot. They are like my brothers now. I miss them when I go home to visit and wonder what they are doing.

Q: You also have William, your service dog. How does he help?

A: William is my best friend. He would never let anyone hurt me. He picks things up off of the floor for me since I'm in a wheelchair, helps to pull my clothes off, plays pitch and catch with me and my roommates and sleeps with me. I love William. He loves my roommates and staff too.

Q: You are currently employed at Regal Theatre in O'Fallon. Do you enjoy it?

A: I love my job. I have worked at Regal for almost 13 years and have a lot of friends there. I like having extra spending money since my house manager has taught me how to budget my money.

SPIRITUAL CARE



THE TRANSFORMATIVE HAND OF GOD

Emmaus takes it's name from the biblical passage, Luke 24:13-35, where the lives of two disciples were transformed after they realized that they had been walking with Jesus. At Emmaus, we view our work as one way that people might be able to recognize the transforming hand of God in the world today.

Emmaus is proud to be one of the only providers in our field who offers direct spiritual care support to our clients. Spirituality is deeply personal, and Emmaus approaches spiritual care as we do everything else: with the client's choice in mind. If a client chooses to be involved in a faith community, they decide where and how, and we support them in their faith journey.

Emmaus has two chaplains, Rev. Cindy Bumb, Vice President of Spiritual Care, and Rev. Andrea Asselmeier, who conduct weekly worship and Bible studies in St. Charles and Marthasville. In addition to conducting formal services, Emmaus chaplains visit clients who are in the hospital, conduct end-oflife services if needed, and offer grief counseling for clients and staff. They also help connect people to local communities of faith or houses of worship that fit the person's spiritual tradition.

With emphasis on accessibility, our Emmaus worship services are open to the public and to people of all abilities. Carrie, an Emmaus client, has blossomed after she began attending Emmaus' inclusive worship and Bible study this year. According to Mona, who regularly provides support to Carrie, "Carrie has been so much more social since attending services. She used to be really shy, but now she is talking more and wants to go out on Sundays to the Emmaus church services."

All are welcome to experience our community first-hand. We invite you to meet David, who values church

as one of the most important things in his life, or Robert, who enjoys singing hymns and playing in the Emmaus bell choir. These services are only possible because our extended Emmaus family has stepped in to provide this to our clients.

Spiritual care for our clients is funded 100% through individual and private sector contributions. Emmaus is proud and excited to announce a new partnership with The Lutheran Foundation of St. Louis. This collaboration will help our clients become more spiritually and socially connected.

Emmaus remains deeply grateful for the support of the greater faith community and our donors, who allow Emmaus to serve people in mind, body, and spirit. It is through your generosity, that Emmaus can further our mission and enhance lives through spiritual care.

175

clients participated in spritual care worship services or Bible studies provided by Emmaus. 35

Bible studies were offered to clients during FY17.

195

churches and fellowship groups supported Emmaus through gifts.

157

worship services & Mission Moments were provided.

That very day the two of them were going to a village named Emmaus...While they were talking and discussing together, Jesus himself drew near and went with them.

~Luke 24: 13-15



MEET PASTOR ANDREA

Thanks to the investment of The Lutheran Foundation of St. Louis, Emmaus now has two full-time chaplains. We are excited to introduce our new chaplain, Rev. Andrea Asselmeier! Andrea brings experience and passion to Emmaus. Pastor Andrea will lead a weekly worship service on Sunday mornings at 10 AM in the Chapel on the Emmaus Marthasville campus, provide spiritual care to our clients and she will begin a regular Bible study in the fall.

Pastor Andrew grew up in Waterloo, IL and attended St. John UCC in the village of Maeystown. "I didn't realize it at the time, but this church nurtured in me not

only a love of Jesus, but many skills for ministry," Pastor Andrea said.

For the past seven years, she has been Associate Pastor at First Christian Church in Troy, MO and has also served senior adults in residential settings.

"I am very excited to join the lively ministry here at Emmaus Homes. I feel so welcomed by the staff and clients that I have met. This is an amazing community and I look forward to continuing to work with you all!" Pastor Andrea said.



Without the hard work, dedication, and commitment of our employees, Emmaus would not be able to help our clients on their journey to a more purposeful, fulfilled and inclusive life.

LIVING THE MISSION

As an Emmaus Direct Support Professional (DSP), Mona Mergenthal consistently goes above and beyond the call of duty. She has been praised and recognized on behalf of the care she provides her clients. Earlier this year, Mona's humble generosity was on full display.

Over the summer, Mona's coworker, Latrice, found herself without transportation. Her car had broken down and was beyond repair. Latrice was forced to ask for rides from other employees, hire taxis and even Uber to get to work. Mona routinely offered Latrice a ride, even to locations where Mona doesn't work and on days she wasn't scheduled. However, Mona felt urged to do more.

"For about a week, a voice in my head kept telling me I had to help and do something more. My team member has a 4-year-old child and lives in North County. She can't keep getting rides to work in Lake St. Louis. It's costing her a fortune. I met her three or four years ago from picking up shifts at each other's houses. I just have to help," Mona said.

On her day off, Friday, June 30, Mona had made arrangements with her Home Manager to pick up Latrice and take her to work. Instead of driving to work, Mona took her to her home, where she handed over the keys and title to a van. Mona informed Latrice that she purchased new parts for the vehicle and wanted to give it to her as a gift.

Latrice, who is grateful for her coworker's generosity, stated, "I really want to show appreciation to Mona. She blessed me with a car that she was planning on selling. She just gave it to me free of charge and I was in shock. I'm so blessed to have her in my life. I would probably have had to quit had she not helped me."

Mona embodies the Emmaus Core Values of Customer-Centered, Integrity, Initiative, and Collaboration. Her generousity inspires those around her to reach beyond themselves and live a more meaningful life.



(From left to right) Latrice & Mona



CONGRATULATIONS TO CINDY CLARK, PRESIDENT & CEO, ON HER GLASSDOOR CEO APPROVAL RATING OF 97%!







26.5% during FY17.











In FY2017, the employee turnover rate for Direct Support Professionals (DSP's) decreased by 2%.





VOLUNTEERS

Emmaus greatly appreciates and values the dedication and commitment of its volunteers. The individuals we support benefit immeasurably from the work performed by volunteers, who themselves also benefit by making new friends and expanding their networks, and knowing that they are making a positive difference in the lives of others.

917 Volunteer Visits



4023
Volunteer Hours



Special thanks to the many businesses and organizations that partnered with Emmaus to provide volunteer support.

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Parkway UCC

Academy of the Sacred Heart Barat Academy Bethel UCC, Nebraska City, NE Boeing Boys & Girls Scouts, Union Calvary Serve Day Church of the Shepherd, St. Charles Deloitte Enterprise Fleet Management **Express Scripts** Heritage Cluster UCC Friedens UCC, Warrenton Friends Foundation **Fulton School** Immanuel UCC, Holstein Ivy Chapel Kirkwood UCC Lady of Lourdes Grade School, Washington Lindenwood University Non-Profit Management - Program Evaluation Lindenwood University Delta Sigma Pi Business Fraternity Marthasville Elementary Maryville University - Pi

Maryville Universiy

Miami University

MasterCard

Reaches Out Day

Parkway UCC Youth Group Peace UCC, Fort Wayne, Restore St. Charles Rubin Brown Salem UCC, Huntingburg, St. Francis Borgia High School, Washington St. Gertrude Grade School, St. Ignatius Loyola Parish & Grade School, Concord St. John UCC, Chesterfield St. John's UCC, Cappeln St. John's UCC, Manchester St. John's UCC, Weldon Springs St. Louis University Make a Difference Day St. Lucas UCC St. Luke's UMC St. Paul UCC, Marthasville St. Peter's UCC, Ferguson St. Peter's UCC, Washington St. Philip's UCC Stone Bridge Senior Living The Way Church Union High School United Healthcare United Way GenNext US Bank Zion UCC, Union

OUR DONORS

FY2017 GIVING SOCIETIES

Emmaus' average cost to provide services for our clients is about \$303 per day. Emmaus relies on the support of our community, churches, donors and volunteers to help provide quality services for our clients. State and federal funds cover approximately 85% of Emmaus' service costs. Contributions help to cover the remaining costs, which add up to more than \$2.5 million per year.

We sincerely thank the following donors and our anonymous donors for their generous support of our mission in 2017. We have made every effort to acknowledge each of our donors with accuracy. However, if we are in error, please contact the Development Office at 636.534.5218 to make a correction.

The Carl Becker Society \$10,000 & Up

Norman & Laura Eaker Mr. & Mrs. Joe C. Jurgensmeyer Mr. & Mrs. Arthur E. Lottes III Miss Alma Reitz Mary & William Stewart Fund at the YouthBridge Community Foundation

The Heinrich & Christina Nienkamp Society \$5,000 - \$9,999

Mr. & Mrs. Ernest C. Hollmann Mrs. Lois L. (Puchta) Kruse Sheldon Family Trust Mr. & Mrs. William A Sievers

The Rev. G. Niebuhr Society \$2,500 - \$4,999

Mr. & Mrs. Michael Clark Ms. Lisa A. Drier Mr. Lawrence E. Emke Mr. & Mrs. Gerard Hellebusch Mrs. Cynthia B. Howland Mr. & Mrs. Edward A. Lybarger, Jr. Margaret L. Sheldon Family Trust

The Emma Brune Society \$1,000 - \$2,499

Ms. Chris Adams Anonymous Fund of the Nebraska Community Foundation Mr. & Mrs. James P. Bovier Rev. Cindy Bumb Mrs. Susan Backer Conklin Mr. && Mrs. Keith F. Cooper Mr. & Mrs. David M Corley

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The Stanley Wilke Society

\$500 - \$999 Rev. Dr. & Mrs. Richard Ellerbrake Mr. & Mrs. Charles Gross Mrs. Grace Harmon Mrs. Karen Homyk Mr. & Mrs. Ken Lannen Mr. & Mrs. James Lester Mr. J. Stoner Lichty, Jr. Mr. & Mrs. David Martin Rev. Dr. & Mrs. James H. Mennerick Mr. & Mrs. Kevin Moehring Ms. Michelle Peters Ms. Jessica Pollock

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Mr. & Mrs. Lawrence W.

Mrs. Chrissy Betts

Mrs. Gayle Beuke

Bierman

The Bettex-Koch Society
Under \$500 cont.

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Mrs. Viola Engemann Rev. Michael Erwin

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Salem UCC, Alhambra, IL Salem UCC, Higginsville, MO St. James UCC, Morrison, MO St. John Evangelical UCC,

Collinsville, IL

St. John UCC, New Athens,

St. John's Chapel UCC Friendship Circle, Springfield, MO

St. Johns Evangelical UCC Missions Commission, Saint Louis, MO

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St. Pauls UCC, Gerald, MO

St. Pauls UCC, Wheatland, IA

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St. Peters UCC - Sunday School, Owensville, MO

St. Peters UCC, Grant Park, IL

St. Peter's UCC, Massena, IA

St. Peter's UCC, Washington,

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Women's Guild of Friedens Reformed UCC, Parkston,

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Women's Guild of St. James **Evangelical Church of Stony** Hill, New Haven, MO

Women's Guild of St. John UCC, Nashville, IL

Women's Guild of St. John UCC, New Athens, IL

Women's Guild of St. John's UCC, Faribault, MN

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UCC / Okawville, Okawville,

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Zion UCC, Lowden, IA

Zion UCC, Stotts City, MO Zion UCC, Union, MO



THANK YOU!!

...to Duckfest for their generous donation of ALL the proceeds raised from the event in order to support our mission and the services we provide!

A huge thanks to our volunteers, sponsors, vendors, and the Duckfest committee for pouring their time, passion and hard work to make it a truly fun day for all who attended!

SAVE THE DATE!

Duckfest is set for October 6th, 2018 at a NEW location: Lakeside 370 Park!

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