



THANK YOU FOR
SUPPORTING
ALL OUR SUPER-DSPS
WHILE THEY CONTINUE
SUPPORTING OUR
CLIENTS!

HERO EDITION | JULY 1, 2019 - JUNE 30, 2020

LETTER FROM CINDY CLARK

PRESIDENT & CEO



Dear Friends,

This is a time like no other in our lives. The COVID-19 pandemic continues to produce uncertainty, stress and trauma around the world. Understandably, there is a great sense of unease everywhere. And we have certainly witnessed that over the past 6 months at Emmaus. By now, we have all been impacted in some way by this virus. However, despite the challenges we face every day, this is also a time that brings out the best in many people—including our many team members who are essential in their work to serve our clients.

First and foremost, I would like to thank our donors for their support to help us weather this crisis. Since the outbreak of COVID in early March, we have incurred more than \$1,000,000 in unbudgeted expenses related to the virus. Many of you have made additional gifts to our organization, and your faith in our work is humbling. As you read the stories of heroic action among the pages ahead, please know that your support made it possible.

I would like to reassure you that as an organization, we remain resilient. Over the course of more than 125 years, we have witnessed – and overcome – many challenging moments. We are convinced that we will overcome this, too.

If we have learned anything during this pandemic, it is that during a crisis, heroes are born. And during this uncertain time, our frontline workers – the direct support professionals who serve our clients – remain our heroes. They are critical to the services we are entrusted to provide. I am proud and inspired by the way our team members have risen to this enormous challenge – with flexibility, strength, courage – and a caring heart.

Our mission statement continues to drive our work, ‘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.’ During this pandemic, our efforts remain resolutely focused on protecting the health of our clients and team members, advocating for increased funding for our services, and securing personal protective equipment (PPE) supplies.

If you are like me, 2020 has felt like death by 1,000 paper cuts – perhaps it was a missed graduation, a cancelled vacation, or the death of a loved one that you were not able to mourn with extended family and friends. Personally, I have never felt more responsible for the lives of our more than 900 clients and team members, and by extension, their families, and sometimes that is overwhelming. I am also confident that we will emerge from this crisis stronger than ever and ready to take the best of what we’ve learned during this time to serve our clients in a way that allows us to live our mission.

In the meantime, please continue to keep all those who we serve, and those brave team members who care for them, in your prayers.

Take care, God bless and stay safe.

Cindy Clark
President & CEO

Emmaus Homes Executive Team

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President and CEO

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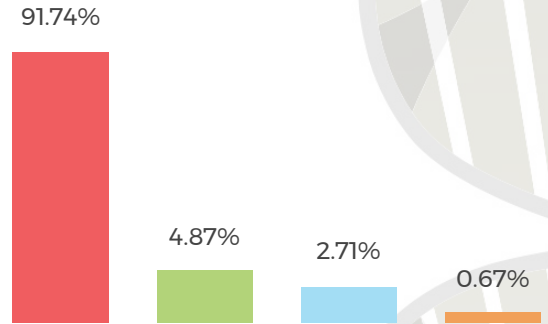
Ken Lannen
Associate VP of Data & Technology

Dawn Edgington
Executive Assistant/Office Manager

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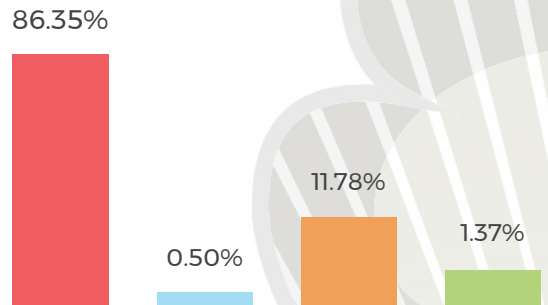
REVENUE

Program Services & Govt. Funding	\$27,191,000
Fundraising, Grants & Bequests	\$1,443,000
Investment Income	\$805,000
Other Income	\$200,000
Total Revenue	\$29,639,000



EXPENSES

Residential Care	\$27,477,000
Recreation Programs	\$159,000
Administration	\$3,746,000
Fundraising	\$437,000
Total Expenses	\$31,819,000



STATEMENT OF NET ASSETS

Unrestricted/Board Designated for:

Operations	\$4,980,000
Property & Equipment	2,935,000
Endowment	7,777,000

Total Unrestricted 58% \$15,692,000

Temporarily Restricted	\$2,027,000
Permanently Restricted	9,318,000

Total Restricted 42% \$11,345,000

TOTAL NET ASSETS 100% \$27,037,000

INVESTMENTS

June 30, 2020	\$14,979,000
June 30, 2019	\$17,086,000
June 30, 2018	\$17,470,000
June 30, 2017	\$17,359,000
June 30, 2016	\$16,042,000

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WHAT WE DO

We believe everyone deserves the resources to live independently. In order to do that, they need a community that embraces their unique abilities. For more than 125 years, as a faith-based organization, we have provided quality services, caring for the whole person for their whole life.

248
CLIENTS SUPPORTED

632
TEAM MEMBERS
24,150 TRAINING HOURS

910,000+ HRS
OF DIRECT SUPPORT PROVIDED
+1300 VOLUNTEER HOURS

81% CLIENTS EXPERIENCED
A SENSE OF BELONGING
Missouri Average: 38%

94% CLIENTS DEVELOPED
FRIENDSHIPS WITH PEERS
Missouri Average: 81%

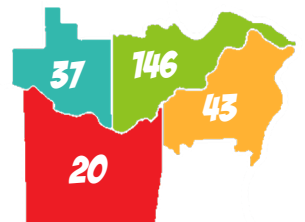
98% CLIENTS SATISFIED
OVERALL WITH OUR SERVICES
Missouri Average: 93%

CLIENTS WERE
PHYSICALLY ACTIVE **63%**
Missouri Average: 49%

FAMILY WOULD
RECOMMEND EMMAS **92%**
Missouri Average: Not Available

CHOOSE THEIR
OWN HOME **100%**
Missouri Average: 50%
(Of people who do not live in the
family home, the percentage of
people who reported having input
in choosing where they live)

WHERE DOES
EMMAUS SERVE?



INDIVIDUALS
SERVED BY COUNTY



HOMES SERVED
BY COUNTY

Franklin - Warren - St. Charles - St. Louis

NEW SCHEDULES

The COVID-19 pandemic is an obstacle we all continue to face. At Emmaus, our team members hit pause on their personal lives in order to help protect the safety and health of our clients. We are grateful for their sacrifices.

In some cases, Direct Support Professionals (DSPs) offered to stay a week at the home they support and then take a week off to limit possible exposure.

"I thought this was a great idea," says Hope, one of the DSPs who took the initiative to shelter in place. Braden, another participant, said, *"I know it was what was safe for my clients and coworkers."*

Committing to spending up to 7 days at work didn't come without personal sacrifice.

"It was hard at first. I video chatted with my family and grandkids," said Hope.

"Adjusting to being away from my home and responsibilities was hard," said Karen.

"We didn't know how long this would last but wanted to make it the best situation for our clients," said Braden.

This innovative new normal also challenged DSPs to find additional activities that were meaningful for their clients.

Karen kept everyone busy by doing a variety of fun things.

"Watching Emmaus Facebook Lives, watching movies, listening to music, playing games, cooking, coloring, painting, making cards, cupcakes, Face-timing with loved ones, attending virtual church services and

exercising."

From the clients' perspective there were mixed reactions at first. Most understood the circumstances and others quickly adjusted.

"Some people had a little bit of a hard time in the beginning," says Hope. *"As time passed, they were still a little sad but happy to talk to their families on phone and video chat."*

The families of our clients have also understood the staffing changes and how it ultimately kept their loved ones safe: *"Their families loved it and they have been extremely supportive and thankful."*

Despite the challenges and obstacles that were faced, positivity persisted throughout the process.

"I have grown so much closer to my clients."

"We are choosing to be with them for 7 days to keep them safe from the virus."

"Overall, this was a positive experience and I would do it again."

Right now, changes to our usual routine are necessary for the health and well-being of the men and women of Emmaus.

Adapting is what our team members are trained for. It is one way they help people with disabilities live independently just like you. We are grateful to have Super DSPs at Emmaus.

Want Work that Matters? Visit: www.EmmausCareers.org



SUSTAINING HEALTH & Hope



Laura was born in Germany at an army hospital two weeks late. During birth, a cord wrapped around her neck and arms. The doctors said nothing with the fear of her mother, Kathy, going into shock. Laura wasn't breathing and her hands began turning blue. Luckily, she survived, but suffered a brain injury.

For the first few years, her mom stayed home with her, teaching her everything she could. As time passed, Kathy admitted she needed help. Laura eventually began going to a school that was better equipped to address her individual needs.

This wasn't an easy task to accomplish in the 1970's. Many places, faces and organizations came in and out of Laura's life. She would attend a camping program over the summer, and then come home to a work school and different programming afterwards.

Finally, Laura and her family moved to St. Louis. She attended public school for the first time and would get upset on Saturdays because she wanted to be with everyone

else. Laura's parents picked up on this desire to be included with others. They started planning early on what life could be like for Laura after they were gone. They saw other parents of children with disabilities pass away and leave their child heartbroken, unprepared and alone.

Laura's mother, Kathy says,

"The natural course of events doesn't include living with your parents forever. I wanted Laura to experience life, just like she did growing up. And now it's funny. When Laura comes home [before the pandemic], you can tell when she wants to leave. It's because of the relationships with others she's built over time. It's her life now, not ours."

In 1998, they were introduced to the Independent Supported Living program at Emmaus. They went to see what it was about and fell in love. Laura's mother, Kathy, immediately acknowledged the amount of respect her daughter was treated with. She loved the faith-based mission, atmosphere and most of all, the caring people.

Laura and her Direct Support Professionals hit it off right away. They were friendly and made Laura feel comfortable. Best of all, they were problem solvers. The team members at Emmaus could easily relate and adapt.

The collaborative relationship Laura built with her support team, and the fighting spirit that she has developed over her lifetime, helped Laura make it through what looked like a terrible situation earlier this year, when Laura was diagnosed with COVID-19.

It happened quickly. In the early days of the pandemic, Laura woke up with a cough, and her eyes were more red than usual, and her oxygen levels were low. Because Emmaus had already implemented a policy of taking client and staff temperatures, Laura's team took her temperature, notified the Emmaus nursing team, and decided to go to the hospital.

By the time they arrived at the hospital, Laura's fever had spiked to 102 degrees.

At the time, no one was allowed in the hospital to accompany Laura. By the time she got to the hospital Laura understood what was going on but was unable to express her fear and concerns.

After explaining to Laura that she would be tested, she appeared afraid. Direct Support Professionals advocated that they be allowed to go in with Laura. After tying bandannas around everyone's faces as make-shift masks, they were granted access. With support, Laura was brave and strong.

They received the call on Easter Sunday. Laura tested positive, and her quarantine process began.

It was the first case Emmaus had dealt with and Laura's health challenge pushed everyone to innovate. Luckily, Laura's home has 3 stories, the top level having a bedroom and bathroom. Multiple phones were installed in her new room, and a virtual monitoring system was installed. This allowed Laura to contact her parents, friends and directly communicate with her staff without them entering the room.

She also received a tablet to video chat with her housemate, Kori, who thought it was cool that she could talk to her through the intercom.

Laura was sick. Sometimes it got the best of her. She had ups and downs. Some days were better than others. Most of all, she got very bored. She would reach out and call anyone just to hear someone talk. On days she that didn't feel good, she stayed in bed. Other days, you couldn't tell anything was wrong.

At first, staff was hesitant. Everyone who had been in contact with Laura needed to be tested, and anyone working with Laura was now restricted to working only in Laura's home.

There were also team members who really came through for Laura and volunteered to work alongside her after she had tested positive.

Some assisted in being the companion Laura desperately craved and spent hours just talking through virtual means. Others stepped up around the house by sanitizing, mopping, and disinfecting things

regularly.

Those Direct Support Professionals worked every day they could, just to know that Laura's health and safety were being protected.

After the initial diagnosis, Laura never had a high temperature out of the normal. Once 14 days passed, and no one in contact with Laura had contracted the virus, Laura was able to come out of quarantine. The excitement of the day will not be forgotten. Everyone was smiling ear-to-ear at getting back together.

For Laura, the great part about living with the support of Emmaus is the consistency of being challenged. This illness challenged everyone, but Laura is glad she no longer is just sitting around all day. Laura's growth has been substantial. She's back to her chores, responsibilities and increasing her independence to learn and do more things for herself.

Learn more about our actions and response to COVID-19 at EmmausHomes.org/covid19



JANAYE

MEET OUR HERO, JANAYE

After being unemployed for over a year, and with a new baby at home, Janaye started looking for work that matters.

While doing some research she fell in love with the mission of Emmaus. *"It was the exact kind of meaningful career that I needed."*

She saw Emmaus as a place striving to create a positive atmosphere with no limitations for people with disabilities. Right away, Janaye encouraged the ladies she supports to start seeing more within themselves.

If she hears someone say they can't do it, she says

**THERE ARE NO
DAMSELS IN
DISTRESS HERE,
ONLY WARRIORS!**

Janaye believes that she has been able to chip away at the notion that individuals with developmental disabilities "can't do for themselves" by providing daily feedback for the ladies during their everyday lives.

During COVID-19, Janaye took every opportunity to throw

parties so no one missed out on experiences that people may sometimes take for granted.

This year, that included making all the arrangements for birthday celebrations, so they continued to feel special.

Most of Janaye's fondest memories are sharing these moments and new experiences together.

She's ready to get back to planning vacations and getting everyone out of the house. One of the activities everyone missed the most is going swimming when they can.

There are sacrifices that come with dedicating her life to her clients, but she reminds herself that she has the privilege to make this difference.

Luckily, Janaye's quality of work and support to her clients does not go unnoticed by her team. She tackles additional projects independently and is considered a leader as evidenced by the bonds she shares with each client.

Janaye's meaningful work sets the standard for how to properly treat others. She continues to make a difference in her clients' lives, which is a fulfilling feeling that she wants to experience every day.

"I love what Emmaus stands for and will continue to do what I can to improve the lives of the people I serve. I am grateful to them for humbling me and teaching me to appreciate life just a little bit more."

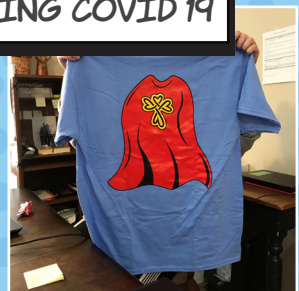


60+ New Hires,

**290,000+ hrs. of
Direct Service**

**2,000+ Gifts for
DSPs Delivered**

**MORE STATS
DURING COVID 19**



| SHELLY

MEET OUR HERO, SHELLY

About 32 years ago, Shelly started working at Emmaus. Shelly recognized that she landed herself a rewarding career. Since then, she has shared many experiences and relationships that have enriched her life tremendously.

Having worked so many years, Shelly has grown to know a variety of different clients, but no one quite like her friend, Terri.

"When I first met Shelly, I thought she was going to be fun to be with. She laughs, jokes, has a good sense of humor, and I have brothers who do that too. I just thought she fits in. I got to like her more and more." Terri says.

Now and again, Terri is reminded that Shelly would be, and still is, the perfect fit with her daily lifestyle. The relationship that these two forever hold is a perfect embodiment of and shows how meaningful works comes from friendships.

It became especially important in March, when Terri and Shelly began to quarantine due to COVID-19.

Because of Shelly and Terri's close bond, they continued to make a difference in each other's lives. As the pair spent more time with each other, they have taught one another to be more positive, patient, understanding, and to not worry about the little things.

Shelly and Terri both possess a competitive trait, which

makes their love of games and sports even more special. They didn't let the lack of going to Cardinals baseball games and watching sports on television get in their way. The amount of activities that these two enjoy doing together grows day by day, such as playing rummy and at-home bowling.

Shelly recognized that having a full-time career at Emmaus may come with its share of sacrifices, such as working over holidays, and missing out on family time, and tackling a lot of shifts to protect everyone's health and safety during COVID-19.

But Shelly is reminded every day that the precious time spent with Terri made her decision worthwhile.

WHEN THE CLIENTS ARE EXCITED AND HAPPY TO SEE YOU, YOU KNOW YOU ARE MAKING A DIFFERENCE BECAUSE THEY ARE MORE RESPONSIVE TO WHAT YOU ARE DOING. THEY REACT POSITIVELY TO REQUESTS WHICH ALLOWS YOU TO DO YOUR JOB MORE EFFECTIVELY.



SUPER DSP



ACKNOWLEDGEMENTS

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 90% 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 for their generous support of our mission. 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 636-699-9641 to make a correction.

(Note: gifts are listed by fiscal year, not calendar year.)

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Reform Church - St. Louis, MO
Christ Church UCC - St. Louis, MO
Church Of The Master
Florissant, MO
Community UCC - Carbondale, KS
East Side Congregational Church
Binghamton, NY
Ebenezer Stone Church UCC
Gerald, MO
Epiphany UCC - St. Louis, MO
Faith UCC - Wentzville, MO
Faith United Methodist Church
St. Charles, MO
First Congregational Church Of
Beardstown - Beardstown, IL
Friedens Peace UCC
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Friedens Reformed UCC - Tripp, SD
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Friedens UCC - Troy, IL
Fulton UCC - Fulton, MO
Grace UCC - St. Peters, MO
Grantfork UCC - Highland, IL
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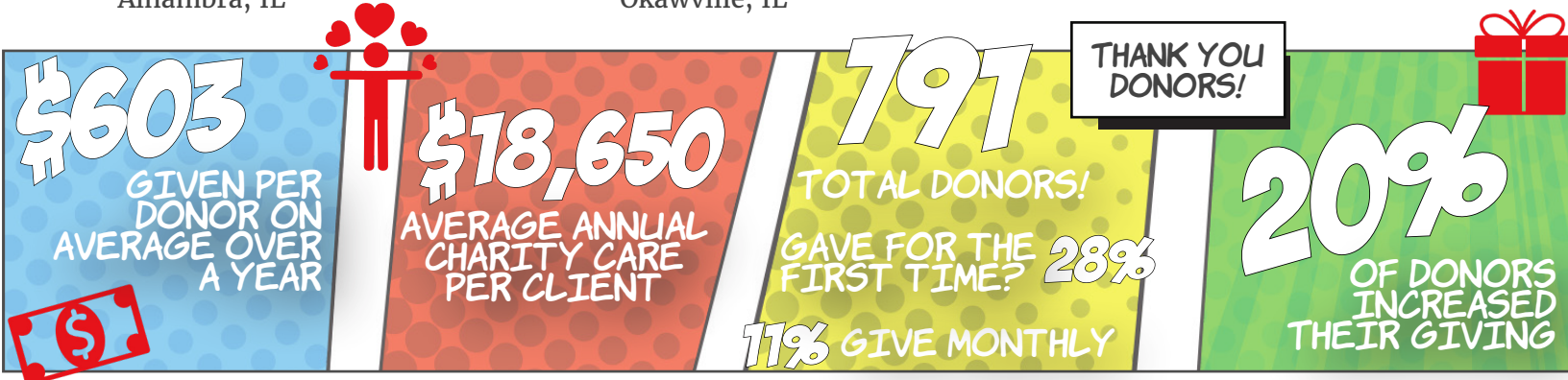
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Zion UCC - Lowden, IA
Zion UCC - Talmage, NE
Zion UCC - Stotts City, MO
Zion St. Peter UCC - Morrison, MO



OUR HERO'S OUTFIT

Not all heroes wear capes, but many at Emmaus are wearing gowns thanks to volunteer, Sandy Baum.

It wasn't until scrolling past a Facebook post that Sandy became involved with Emmaus. She had heard of the organization but had no connection with the mission. Her friend who works at Emmaus, Pastor Andrea, was asking for seamstresses to help.

Over the course of three months, Sandy sewed more than 500 gowns, and each one took around 45 minutes to complete. That was enough for every Direct Support Professional to have their own gown, an outfit fit for a true superhero.

"I've been sewing since I was walking, so once my system

got going, I could really work." Every Friday night, Sandy or her husband would pick up newly donated fabrics and drop-off an assortment of gowns.

"It was my way to give back and feel useful. Since I couldn't do anything else and nothing was open, I decided these gowns would be my job for the week." Sandy said.

Thanks to the generosity of volunteers like Sandy, and many more like her, Emmaus was able to supply gowns to the clients and team members who needed them the most.



VICTORY GARDEN



Kristen, Kaja and Cynthia decided to grow their own vegetables and herbs to remain healthy through the coronavirus.

After having a custom garden box built by a few volunteers on the Emmaus facilities team, they were ready to plant.

Lisa, a Direct Support Professional, helped plan the garden, took the ladies to pick out the plants, and even helped purchase the supplies when the cost went slightly over the

original budget.

The new hobby taught everyone how to spend time being resourceful through tough times.

While watching their garden grow, the case of green thumb became more contagious. The housemates were insistent on passing on the positivity it created.

They started a challenge for others to dig in and make their own victory gardens.

"WE DECIDED TO BUILD A VICTORY GARDEN TO FIGHT THE CORONAVIRUS BY GROWING FRESH VEGETABLES TO STAY HEALTHY"
KRISTEN E.



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