

COMMUNICATION

AWARENESS

ACCESS

COLLABORATION

EMPOWERMENT

ANNUAL REPORT



SUPPORT

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Mission

The mission of Deaf Empowerment Awareness Foundation, Inc. is to Empower, raise Awareness, and bridge a sustainable Foundation of communication and equal access to both the deaf/hard of hearing and the hearing communities in the St. Louis metro area.

Vision

The organization's primary vision is to provide services for deaf/hard of hearing, hearing individuals, and the community in the St. Louis metro area as a whole to ensure effective communication and cultural awareness. This purpose is accomplished through a meaningful unity of community outreach, training, education, advocacy, media, visual arts, and interpreting. The vision reflects a strong sense of community where the deaf/hard of hearing and hearing communities are empowered and aware of the importance of equal access to all.



Dear Friends of DEAF, Inc.,

This letter comes at a time of key transition for DEAF, Inc. You will see, as you review this annual report, that we faced a challenging year with the loss of key team members and not having an Executive Director for six months. In spite of these challenges, the organization, with the support of its amazing Board of Directors, staff, and volunteers, rallied as one to continue to serve the deaf and hard of hearing community.

In this last year we have continued to build and strengthen our relationship with our local community organizations and accomplished a number of initiatives through feedback from our community members. We expanded on our existing Youth and Family events to reach more children and families. Our annual Deaf Visual Arts Festival exceeded our expectations with over 1000 attendees, and we sold out tickets for Deaf Awareness Day at a St. Louis Cardinals game. Our cancer support program, Pink Wings of Hope, celebrated its 10th Anniversary with a memorable, sold-out Gala. Concurrently, we have been spending a great deal of time working on the future of DEAF, Inc., to ensure that it will be even stronger to serve the deaf and hard of hearing community well in the long term.

In some ways, the upcoming year is a new beginning for us as an organization. We will be moving toward a diversified funding model. While this is a departure from our past, DEAF, Inc. and the Board has recognized the need to assure DEAF, Inc.'s continued existence. The by-product of this change will allow for DEAF, Inc. to become much more assertive in offering new services for those that live outside of the St. Louis area, and to increase our donor and volunteer base.

As you read this annual report, we hope it will remind you of our continued successes and energize you for the future as you envision the mission of DEAF, Inc. in 2020. For the staff, Board members, volunteers, supporters, donors, and community partners who have tirelessly committed time and energy to the success of this organization, we thank you. For the many of you who are new, we welcome you to DEAF, Inc. We look forward to working with all of you in 2020.


Sarah Prechtel
Executive Director


Daniel Schreiner
President of the Board

Your Support Changes Lives

Youth

- Presented on *How to Interact with Law Enforcement* to 10 deaf and hard of hearing students at a local high school.
- 102 deaf, hard of hearing, and children of deaf adults (CODAs) attended our popular Breakfast with Signing Santa event. They were able to use sign language to directly communicate with Santa, life-size toys, and clowns.

“There were so much support with the culture of being deaf and so many different activities, for kids of all ages. With Santa and Mrs. Claus signing, it was absolutely incredible!”

A Parent of Deaf Child



- Deaf Teen Club, a peer-to-peer social group, hosted their monthly meetings at DEAF, Inc. to have a safe place to congregate at no cost.
- 11 deaf and hard of hearing youths participated in our annual 5-day Summer Sign Day Camp, where they engaged in STEM and physical activities, learned martial arts, and visited with St. Louis Blues’ Louie.



Sign Language Classes Attendees



Families




- ✓ Introduced sign language to Mercy Hospital Maternity Unit Staff and parents of a deaf child.
- ✓ 254 community members - mostly family members of a child with hearing loss - registered for American Sign Language classes.
- ✓ 24 families from Pujols Family Foundation participated in our specialized American Sign Language classes.

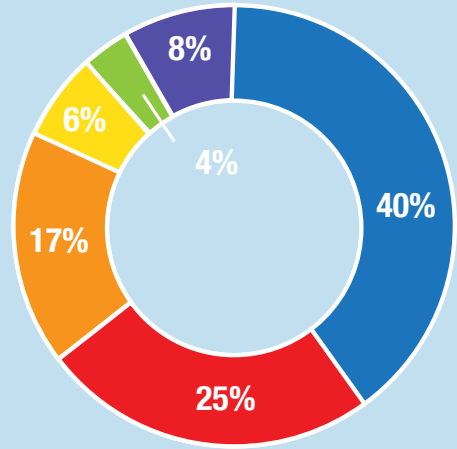
“PWOH helped me get through my son’s cancer and cope with the situation. They are so supportive and were there for my family and I when we needed guidance and emotional support. I would have been lost and isolated from the deaf community, and in my own world. They helped me stay strong and positive, more than ever. I really appreciate PWOH.”

Michelle Rhodes

Engaging with the Community

Clients

-  127 clients received direct services, a 19.8% increase from 2018.
-  118 new cases were opened, a 53.2% increase from 2018.
-  7 communication access related workshops were offered.



Types of Cases Served in 2019

-  Communication Access (CA)
-  Assistance
-  Assistance & Referral
-  CA Assistance & Referral
-  Legal
-  Referral

Success Story

An apartment complex attempted to bill a client for an accommodation that could have benefited all residents living at the complex. **DEAF, Inc.** provided advocacy support and linked client to Metropolitan St. Louis Equal Housing and Opportunity Council (EHOC). The apartment complex retracted the bill and provided further accommodations throughout their entire complex.



Community

- ✔ Support Service Provider (SSP) trainings offered to increase the number of providers available to DeafBlind individuals.
- ✔ 12 Missouri History Museum tour guides received deaf and cultural awareness training.
- ✔ Missouri History Museum staff received training on how to work with deaf and hard of hearing employees.
- ✔ We collaborated with over 52 different corporations and agencies.
- ✔ Pink Wings of Hope celebrated their 10th Anniversary at a gala with 160+ attendees.



“When I was diagnosed with Breast Cancer, most support groups were not set-up to help anyone who are deaf. Pink Wings of Hope was the only support group for deaf women. PWOH supported me and my family and helped me get the information I needed to deal with my cancer. And because they had gone through what I was going through, not only were they a valuable resource, they became dear friends.”

*Florence Blum
Cancer Survivor*

Number of Direct Services Provided

2018  108

2019  127

Number of New Cases Per Year

2018  77

2019  118

Service Providers

- ✓ We have contracts with 71 talented Interpreters.
- ✓ All hold either a Missouri or Illinois License and/or Certification.
- ✓ 80.5 hours of Interpreting Services were provided at no-cost (Interpreters volunteered their time).
- ✓ Enhanced Ethical Expectations and Procedures for improved Compliance and Quality.
- ✓ Our interpreters have experiences in providing services at large public events like St. Louis Fair, The Blues Celebration Rally and concerts.



We have been, and continue to be, a resource for families and companies all over the United States who contact us seeking support and information. We do our best to make sure we offer the best information and options to every caller. We do this by providing referrals and resources when needed as well setting up interpreting services



"I've had nothing but positive experiences with the DEAF, Inc. schedulers. They are responsive, considerate, friendly, professional, and just good people."
Independent Contractor

Customers

✓ 275+ Customers received Interpreting Services, amounting to over 11,660 hours of services.

✓ 3,950+ Interpreting Service requests from 404 different locations within the St. Louis region were received.

✓ 51% of the Requests were received in less than 24 hours.

✓ Top five (5) Most Common Requests:

- Hospital/Medical and Behavioral Health
- Employees/Employers for Meetings and Trainings
- Higher Education
- K-12 Education
- Professional Development

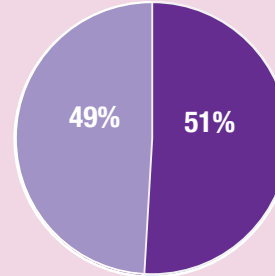
✓ DEAF, Inc. served 101 new customers in addition to existing customers.

✓ 22 DeafBlind clients were serviced in 2019.



24/7

DEAF, Inc. is the ONLY interpreting department in the St. Louis Metro area that answers calls with a live person 24 hours a day, 7 days a week.



Types of Requests




- Standard Requests
- Emergency Requests (less than 24 hours)



“My experience as a participating artist at DEAF, Inc’s Deaf Visual Arts Festival was a winning formula. It was all about embracing Deaf Culture, great venue and pre-session activities. Being as an exhibitor at the festival, it was a rewarding experience. I get to share and speak about my work on stage, showcase my work, and meet people. I, also, had a great opportunity to network with other Deaf artists. Deaf Visual Arts Festival ended with an enjoyable evening with recognitions, entertainment and social. I thank you.”

Angela Botz, Local Artist

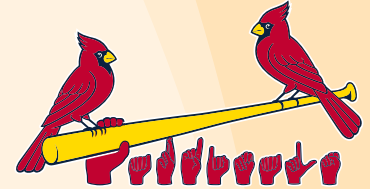


-  1200 + local community members and out-of-town visitors experienced and celebrated deaf art and culture at Deaf Visual Arts Festival.
-  Participants were introduced to the artwork of more than 27 deaf and hard of hearing artists and filmmakers.
-  112 dedicated volunteers helped with various programs within DEAF, Inc.



deaf|that

- ✔ DEAF, Inc. continues to lead Deaf-managed nonprofit agencies with the highest number of Facebook Followers at 86,907.
- ✔ DEAF, Inc. communicated with the community with 261 Facebook posts in 2019.
- ✔ DEAF, Inc. reached out to 494,212 viewers on Facebook in 2019.
- ✔ Deaf|That's Baby Signs video has reached over 6,628,885 people.
- ✔ DEAF, Inc. hosted its first Deaf/Hard of Hearing Awareness Day, with the collaboration of Missouri Commission for the Deaf and Hard of Hearing.
- ✔ DEAF, Inc. worked with St. Louis Blues, Enterprise Center and City of St. Louis to install captioning at St. Louis Blues' home games.
- ✔ DEAF, Inc. collaborated with a local movie theater to schedule 36 open-captioned movies for the Deaf and Hard of Hearing community.



We must say a huge 'Thank You' to each and every organization, business, and partner who have provided us with their expertise, time, resources, and support in keeping our mission going. They played no small role in the success of our programs and events. We look forward to a long and fruitful relationship with our partners.



NATIONAL TECHNICAL
INSTITUTE FOR THE DEAF





We are grateful for your support.



Corporations (\$1000+)

Chesapeake Bay Association of the Deaf
Missouri Arts Council
Regional Arts Commission of St. Louis
Sorenson VRS

Corporations (\$500 to \$999)

LNB Studio, Architecture & Interiors
Missouri Commission for the Deaf and Hard of Hearing
Missouri Association of the Deaf
MoAD
ZVRS/Purple

Corporations (\$499 and under)

Bingham Center Bible Church
Celebration of Life of Annette Nitko
Century Link Employee Giving
Commerce Trust Company
Delta Alpha Sigma
Mackey Mitchell Architects
Pink Deafies
Sams Club
TASC - CFC Distribution
Vom Fass

Zebra Technologies Corp

Individuals (\$1000+)

Anonymous
Tim Brandau
Ante & Marla Colic
Warren Keinath
Douglas & Tammie Kibbe
Carolyn Rayner
Ray Ritchey
Dr. & Mrs. James W. Seeser

Individuals (\$500+)

Mr. & Mrs. Derek Glanvill
Mr. & Mrs. Anthony Nitko, Sr.
Mark Riedel
Joseph Ritchey
Elizabeth Weyerhaeuser

Individuals (\$100 - \$499)

Mr. & Mrs. John Adam
Anonymous
Judith Beckerle
Richard & Florence Blum
Laura Boling
Amanda & Bruce Butler
Danny and Sara Cruzmania
Nate Dissi

Susan Everett
Dr. Donald Flanagan
Eric & Sherri Gjerdingen
Ryan Hait-Campbell
William & Rosemary Hallinan
Dr. and Mrs. Herzog
Emily Hillquist Davis
Robert & Melissa Johnson
Tia Jenice Morris
Mr. & Mrs. Robert Officer
Thomas Otto-Bruc
Mr. & Mrs. Merle Reekers
Carol Seidman
MaryJean Shahen
Michael Young & Halal Shaheen
David Smith
Andrew Stadnicki
Robin and Sam Supalla
Jennifer Weiser

Individuals (Under \$100)

Ruth Adams
Mary Adkisson
Nancy & Alan Amann
John Austin
Mr. & Mrs. Andrew Blackburn
Steve Blumstein

Phetsakhone Bounsanga
Kevin Brady
Mr. & Mrs. Craig Burgesen
Randall Bye
Ralph Cassell
Ava & Thomas Crowell
Dale Dase
Connie Dawson
Cody DeBoor
Leslie & Brandon Decker
Gene & Sally DeLong
Mr. & Mrs. John Dunsmore
Mr. & Mrs. Derek Eichelberger
Lisa Furr & Heather Ewing
Sean Forbes
Katie Hoheusle
Edward & Leslie Howell
Sarah Seaman Huynh
Anna Kammen
Richard Kaniecki
Andrew Kroto
Jenny Kwok
Connie Loper
Joyce Maravich
Paul May
Maureen Mazza
Gloria McDowell

Thomas McMullen
Mr. & Mrs. John Monahan
Mr. & Mrs. Gerald Nicolaus
Marya Nitko
Anthony Nitko Jr.
Patricia Nolan
Lisa Purnell Noll
John & Rosemarie Noschese
Wendy Payne
Sabreen Reza
David & Sandy Ritchey
Robinlynn
Jennifer Savage
Donna Sheehan
Nicole Soukup
Russell Stein
Robert Taylor
Karen Walters Zahnweh
Mr. & Mrs. Joseph Ward
Mr. & Mrs. Charlie Weir
Dean & Nancy Weissmuller
Taylor Yukawa & Sara Fair

Simple – by doing these three things.

Spread the Word!

Our ability to bridge the communication gap depends on you. If you know someone who will benefit from our mission, contact us. If you know someone who wants to support our mission, encourage them!

Volunteer!

DEAF, Inc. plants the seeds. Volunteers help us grow. Contact us to Volunteer.

Donate Today!

One time and reoccurring gifts will support our mission in bridging the gap in communication for the deaf and hard of hearing. You can use the Donate Now feature at our website – donate.deafinc.org or use the QR Code to the right.



Use the QR code for direct link to our Donation section online.



Statement of Activities

For the year ended December 31, 2019

Public Support and Revenue

Contributions	\$638,506
Grants	\$54,475
Special Events (Gross)	\$30,800
Program Service Fees and Misc. Revenue	\$754,858
Investment Income	\$1,868

Total Support and Revenue **\$1,480,507**

Expenses

Program Services	\$1,073,880
Administration	\$182,302
Fundraising	\$63,725

Total Expenses **\$1,319,907**

Change in Net Assets **\$160,600**

Net Assets, Beginning of the Year **\$556,729**

Net Assets, End of the Year **\$717,329**

Statement of Financial Position

For the year ended December 31, 2019

Assets

Current Assets	\$837,014
Property and Equipment, net	\$16,035
Artwork and Memorabilia	\$21,700
Organizational Costs, net	\$1,227

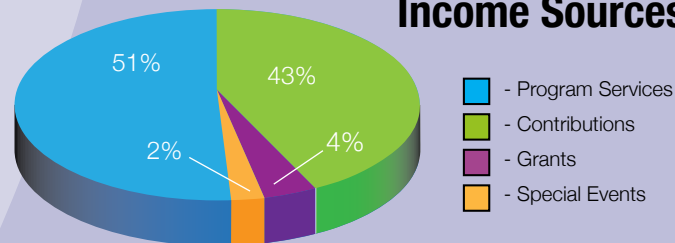
Total Assets **\$875,976**

Liabilities and Net Assets

Current Liabilities	\$158,647
Unrestricted Net Assets	\$706,375
Temporarily Restricted	\$10,954

Total Liabilities and Net Assets **\$875,976**

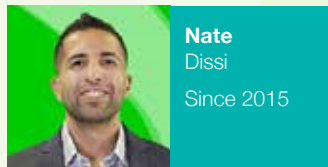
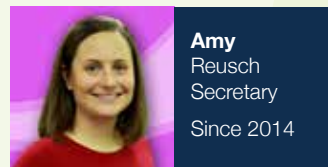
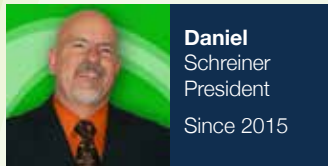
Income Sources



Board of Directors

The Board is comprised of six members, of which four are deaf or hard of hearing, and two are hearing. Their backgrounds vary considerably, and each has a very specific connection to the Deaf World. The common link is their passion for improving access to communication as well as education and resources for the deaf community.


One creates accommodations and access for individuals with disabilities within the government sector. Another is a dentist, specializing in family dentistry. One is a coordinator for the Deaf Communication Studies program at St. Louis Community College, and another teaches Sign Language at the post-secondary level. One works with young children as a speech and language pathologist. One is late deafened and is involved in supporting the deaf getting into the workforce.



Dedicated Staff




Sarah
Prechtel
Executive
Director



Tia Jenice
Morris
Director of
Community
Programs



Tony
Nitko
Marketing
Director



Michele
Steele
Director of
Finance




Leslie
Brown
Interpreter
Coordinator




Sarah
Haughey
Interpreter
Coordinator



Guinevere
McCausland
Interpreter
Coordinator



Katie
Roberts
Staff
Interpreter



Hope
Shrake
Multimedia
Specialist



Devon
Whitmore
Community
Advocate

Sixty percent of the DEAF, Inc. Family are deaf or hard of hearing, and all are fluent in sign language. The team brings in diversity with experience in advocacy, community outreach, interpreting, youth, financial management, marketing, media, fundraising, and program management.



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