creating a strong self-sustaining St. Louis

Annual Report 2017
Dear Friends,

For 115 years, Grace Hill has been providing opportunities for neighbors throughout the St. Louis region to learn, grow, and prosper. But these opportunities are only fully realized when our three areas of development — educational, economic, community — work together.

The intersection of all of Grace Hill’s efforts is where we see the greatest impact. We understand social and economic advancement does not happen in isolation. You can’t give a young child a good education in a struggling community and expect them to succeed. You can’t build a strong neighborhood without home and business owners. You can’t foster a talented workforce without quality schools. Educational, economic, and community development must happen collectively.

Grace Hill’s Women’s Business Center is an exemplary model of this. Equipping people with the necessary tools and training to start and maintain their own businesses allows them to flourish economically, but it also influences their home life as well as their role in the community. Likewise, businesses created by our neighbors make our communities stronger. As we continue to grow our programs like the Women’s Business Center, which you can learn more about on page 8, we expect to see the impact in even greater ways.

The Water Tower Hub, one of our community-based centers, provides neighbors with comprehensive support services, including education, legal assistance, and career readiness. It features a Head Start center serving 200 students annually, and a branch of the St. Louis Community Credit Union. As our flagship effort, the Water Tower Hub leverages these complementary resources for greater family and community impact.

By combining the three elements of educational, economic, and community development, our programs and services work together to create a strong, self-sustaining St. Louis. As we reflect on this past year, we celebrate the successes and the positive impact Grace Hill has had on individuals, families and communities. We’re excited about what’s to come in the future.

Let’s continue our great work together.

R. Randall Wang  Laura P. Kozak
Chair, Board of Directors  Interim President

Aline R. Phillips
Programs Chair

Our Mission:

To provide opportunities for individuals, families and communities to be stronger, healthier and more self-reliant.

OUR AREAS OF IMPACT:

educational development
We serve hundreds of children in the St. Louis area at community Early Head Start and Head Start centers and public schools across the City of St. Louis through our educational development programs, ensuring children have the tools they need to grow up great. Grace Hill also partners with parents to help the whole family become strong and healthy, supporting children and themselves for years to come.

economic development
Raising a child is not easy. Especially, when you are trying to get your feet on the ground financially. Doing both can be an overwhelming task for many St. Louis families. Grace Hill is here to help. Our Women’s Business Center, Community Hubs and Head Start centers provide a supportive network to help build capacity and assist with family stability.

community development
Our community development program leverages all available resources by working in collaboration with residents and other organizations using a collective impact approach to build stronger, healthier futures.

Photography
Candids By Laura Photography
Magnetize
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Our Board of Directors bring unique and substantial expertise to lead Grace Hill. The following Board of Directors has been elected to serve from October 2017 to October 2018:

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Jennifer Vasquez  
Community Volunteer

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US Bank Home Mortgage

Dara M. Webb  
Lumeris

Board of Directors | 3
Since 1903, we have worked in partnership with neighbors and stakeholders to identify social and economic challenges in North and South St. Louis in order to provide comprehensive support throughout the community.

Grace Hill strives to provide the opportunity to learn, grow, and prosper.
Optimal Impact

Educational, economic, and community development must happen collectively to have the greatest impact. Grace Hill’s Theory of Change is that stitching these elements together in a comprehensive and coordinated fashion, or what we call “optimal impact,” is the only sustainable path to success.

Two-generational Approach

When we say that we support individuals, families, and communities, we know that these can’t be separated. Although multi-generational solutions are the most challenging to address, they are the best approach to breaking down the barriers that negatively impact social, economic, and academic outcomes. That’s why Grace Hill takes an approach designed to reach at least two generations, often helping a child while also addressing the needs of the family too.

School and Family Mentors

Our Student and Family Mentors (SFM) are caring, innovative and dedicated professionals who make a difference in the lives of our families. Mentors ensure children have all the resources they need to be successful, from transportation to school to positive reinforcement in their homework.

Parent engagement remains at the core of the daily work of the SFMs. Through meetings, phone calls, and home visits, the SFM actively communicates with the parents on a regular basis. They also encourage parental involvement at the school and provide them with access to the necessary resources for their family.
giving children their best start

Grace Hill’s early childhood education programs and school partnerships give students the opportunity to succeed.

Healthy Children

In order for children to be fully prepared to learn, they need to be physically healthy. Through referrals and resources provided by Head Start staff, 100% of children in the program received physical exams, 97% received dental exams, and 96% were up-to-date on immunizations.

Total In-Kind Contributions:
$1,015,418.20

In order to operate, the Head Start program is required to generate 20% of its annual funding from non-federal in-kind contributions. In-kind is an allowable donation of materials, space, services, and/or time that a Head Start program needs to deliver the full range of Head Start services.

Parent Involvement:
609 parents volunteered for 27,480 hours

There are many ways for parents to be involved in the Head Start program. We offer parent meetings, classroom activities, Policy Council, field trips, and in-home activities to extend the classroom learning.

Head Start 2017 Financial Report*

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Governmental Grants</td>
<td>$ 4,075,010</td>
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<tr>
<td>Public Support &amp; Contributions</td>
<td>$ 1,009,961</td>
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<tr>
<td>Total Income</td>
<td>$ 5,084,971</td>
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<tr>
<td>Personnel/Program Expenses</td>
<td>$ 4,455,766</td>
</tr>
<tr>
<td>Indirect Allocation</td>
<td>$ 629,205</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$ 5,084,971</td>
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</tbody>
</table>

*For period 11/01/2016–12/31/2017
Note: This data is presented in a Modified Accrual Basis of Accounting.
### CLASS Observations

The Improving Head Start for School Readiness Act of 2007 requires that all grantees conduct classroom assessments. These observations must be conducted with a valid and reliable research-based instrument that assesses classroom quality, including an assessment of multiple dimensions of teacher-child interactions that are linked to positive child outcomes and later achievement. Grace Hill contracts with a CLASS-qualified consultant to conduct observations in classrooms. The following chart shows the scores for 2016 and 2017. For all three domains, the “standard of excellence” is a 6. The minimum threshold is 4 for Emotional Support; 3 for Classroom Organization and 2 for Instructional Support. The aggregate scores for Grace Hill are above the minimum threshold in all domain areas.

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Emotional Support</td>
<td>6.1</td>
<td>6.60</td>
<td>6.77</td>
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<td>Classroom Organization</td>
<td>5.8</td>
<td>6.16</td>
<td>6.25</td>
<td>5.4</td>
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<tr>
<td>Instructional Support</td>
<td>2.9</td>
<td>4.32</td>
<td>4.87</td>
<td>2.2</td>
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</table>

### School Partnerships

Our school partnership efforts with Bryan Hill and Clay Elementary Schools offer comprehensive student, family, and community services to tackle educational disparities.

#### Clay Elementary School

- **90%** of students had attendance rate of 90% or higher
- **62%** of students increased their reading score
- **68%** of students increased their math score
- **51%** students grades K-2 were proficient or advanced
- **41%** students grades 3-5 were proficient or advanced
- **18** parents successfully gained employment or increased income
- **13** families stabilized during the school year

#### Bryan Hill Elementary School

- **99.5%** of students had an attendance of 90% or better
- **82%** of students increased their reading score
- **89%** of students increased their math score
- **#1** attendance out of all 76 St. Louis Public Schools
- **40%** decrease in out-of-school suspensions
- **10** parents successfully gained employment
- **15** families stabilized during the school year

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85% of Head Start children served were income eligible (living at/below the poverty line)

75% of Early Head Start children served were income eligible (living at/below the poverty line)
empowering neighbors for a better future

Grace Hill extends its impact by guiding neighbors toward financial well-being.

Women’s Business Center
In 2017, the Women’s Business Center moved to a new, independent location, allowing more space to better serve our neighbors.

1,593 training hours completed
380 counseling hours provided

Legal Assistance Program
Grace Hill offers the opportunity for neighbors to discuss legal matters with local attorneys who willingly volunteer their services and expertise. Consultations with attorneys are free and confidential. Follow up legal assistance can be provided at little to no cost.

Services include:
• Creating a will/trust
• Power of attorney/medical directive
• Defending small claims lawsuit
• General employment advising
• Veteran benefits advising
• Navigating startup/nonprofit incorporation
• Landlord dispute
• Medicare/Medicaid denial appeal

St. Louis Community Credit Union
The St. Louis Community Credit Union helps residents build credit while eliminating high banking fees and providing free financial coaching services.

144 new accounts opened
40 Second Chance accounts opened

$225,050 leveraged in capital at the St. Louis Community Credit Union
making lasting impact in our community

Grace Hill serves people in communities and neighborhoods throughout St. Louis City.

College Hill Neighborhood Solutions

A community-driven initiative

In partnership with Washington’s University For the Sake of All initiative, recently renamed Health Equity Works, Grace Hill commissioned seven local College Hill neighbors in a community-based participatory research project (CBPR). It was aimed at identifying health concerns within the community and designing an intervention to improve health outcomes in their neighborhood.

Over the course of 10 months, the College Hill neighbors collected information on their community by speaking with other residents and business owners, reviewing community-level data, meeting with city leaders and community advocates, and reading about potential solutions. The culmination of the work was the creation of a plan, the Neighborhood Solutions: College Hill edition, focused on repurposing vacant lots in the community, specifically Peace Park.

75 issues identified by residents

The Whitaker Urban Evening Concert Series

This year, Grace Hill welcomed its 50,000th guest to the Whitaker Urban Evening Concert Series, a multi-week cultural community event. The 2017 Concert Series attendance reached more than 8,500 neighbors.

The 2017 Strong Women and Families Health and Resource Fair

500+ families served

$24,680 leveraged for rent and utility assistance
No one can do it alone.

Grace Hill’s collective impact model works with top-notch St. Louis organizations toward long-term, measurable community change. And what a difference it makes. We are grateful for our many partners and their leadership in our work to enable healthy, productive lives across St. Louis.

We collaborate with other organizations that advance the educational, economic, and social systems that affect our neighborhoods. From Head Start and school partnerships to family finances and community leadership, our partners are essential to transforming our city.

This year, we wanted to highlight our partners that make some of our most significant services possible. It is through collaborative efforts with them that we can expand our reach into the community.

St. Louis Community Credit Union
St. Louis Public Schools
Connections to Success

Affinia Healthcare
AmenCorps St. Louis
Aramark*
Bank of America
Beyond Housing
Bryan Hill Elementary, SLPS
Centene Corporation
Center for Hearing and Speech
Central Reform Congregation
City of St. Louis
Clay Elementary, SLPS
Community Builders Network
Community Renewal and Development, Inc.
Connections to Success
Crown Candy Kitchen
Emerson
Enterprise Bank
Episcopal Diocese of Missouri
Equifax
For the Sake of All
Forest ReLeaf of Missouri
Gateway Greening
Gateway to Oral Health
Guardian Angel Settlement Association
Healthy Kids Express
Husch Blackwell
Junior League of St. Louis
Kingdom House
KDHR
Legal Services of Eastern Missouri
Lesse Bates Davis Neighborhood House
LinkSTL
Little Bit Foundation
Lutheran Housing Support
Midwest BankCentre
NAWBO-St. Louis
Neighborhood Houses
Old North St. Louis Restoration Group
Operation Food Search
Parents as Teachers
Private Bank
Project Connect
Prosperity Connection
Queen of Peace Center
Reliance Bank
Rise Community Development
Saint Louis University
Small Business Administration
St. Louis American
St. Louis Area Food Bank
St. Louis Community Credit Union
St. Louis Cardinals
St. Louis Development Corporation
St. Louis Internship Program
St. Louis Learning Disability Association
St. Louis Mental Health Board
St. Louis Metropolitan Police Department
St. Louis Public Library
St. Louis Public Schools
UMB Bank
United Way of Greater St. Louis
University of Missouri - St. Louis
Urban League of Metropolitan St. Louis
Urban Strategies
US Bank
Washington University in St. Louis
Webster University
YMCA of Greater St. Louis
YWCA Head Start/Early Head Start
Your Support
Grace Hill believes that all children, families, and communities should have the opportunity to reach their fullest potential.

This does not happen by accident, but through coordinated educational, economic, and community services that your contributions make possible.

Without the generosity and grace of our supporters, partners, and friends, we would be unable to do this work. For this, we thank you every day.

More than ever, your ongoing support of Grace Hill matters. Thank you for investing in your neighbors and answering the call to build a better St. Louis for everyone.

We are so very grateful that our community has made our work possible for the past 115 years — and will continue to strengthen us for many decades to come.

Giving Membership Levels
Benefactor $10,000 – $24,999
Guardian $5,000 – $9,999
Visionary $2,500 – $4,999
Ambassador $1,000 – $2,499
Neighbor $500 – $999
Friend $250 – $499
Helping Hand $100 – $250

*Guardian of Grace

Grace Hill Settlement House works to feature all of our wonderful donors from 2017 in these pages. If you are not listed, please contact give@gracehillsettlement.org and we will update our directory.

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St. Barnabas Episcopal Church
St. Louis Christmas Carol Society
St. Martin’s Episcopal Church
St. Timothy’s Episcopal Church
United Way of Greater St. Louis
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Grace Hill has been a proud member of the United Way since 1924.

What do we mean by “proud member?” The United Way of Greater St. Louis has supported Grace Hill with 90+ years of essential funding, guidance, and partnership that allows us to help our families become stronger, healthier, and more self-reliant. The United Way currently dedicates hundreds of thousands of dollars to Grace Hill, without which many essential programs that support St. Louis children, families, and communities would disappear.

Over the past few years, United Way has become an even stronger partner, helping leverage their leadership and connections to support our efforts around school partnerships, family resources, and the Water Tower Hub. We look forward to the next 90+ years of working closely with the United Way on long-term, measurable community impact.
Whether you give $25 or $25,000, your support empowers us and our community to transform lives. On behalf of St. Louis, we thank you for your past, present, and future support.