On behalf of Deaf Empowerment Awareness Foundation (DEAF), Inc. Board and Staff, we are pleased to share with you this annual report of our mission centered work for the year 2018. In addition, the annual report also represents our efforts to celebrate the fact that this organization has been in existence for the past 10 years, a celebration that culminated in an outstanding gala that our community is still talking about today!

As DEAF, Inc. looks to the future, we are entering a new period in our organization’s history where it is necessary for us to commence the strategic planning process to strengthen our position for the next decade – and beyond. We will be looking for your involvement and “voice” as we prepare and imagine how best to empower, raise awareness, and continue to bridge a sustainable foundation of communication – and equal access – for the communities that we serve within the Metro St. Louis area. Stay tuned for upcoming engagement opportunities by checking our website, social media, and talking with the staff or board members.

As always, we thank you for your support of this organization and ask that you visit with us the next time you are in the Webster Groves area. We are happy to tell you about our police trainings, support groups, education and advocacy, quality team of interpreters and support services providers, youth programs, and a host of other activities that we take with and on behalf of the deaf, hard of hearing, and hearing communities to advance DEAF, Inc.’s mission. We fully expect to continue our track record of “redefining communication access” in the days ahead!

Sincerely,

Letter From DEAF, Inc.

Mission
The mission of DEAF, Inc. is to empower, raise awareness, and bridge a sustainable foundation of communication and equal access to both the deaf/hard-of-hearing and hearing communities.

Vision
Our primary vision is to provide services for deaf/hard-of-hearing, hearing individuals, and the community as a whole to ensure effective communication and awareness. This is accomplished through a 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 for all.
The Story Behind the Formation of DEAF, Inc.

www.deafinc.org

In 2007, four people, all leaders and advocates of the St. Louis Deaf Community, shared a common dream. Shirley and Steve Corbett, Jeffrey Willoughby, and Eric Gjerdingen were disillusioned with the continued lack of communication access for the deaf, particularly in the field of medicine.

One night in 2007, Shirley faced a situation where communication access was denied to her sick father and family. After this experience, she and Steve met with their friends to discuss how to address these barriers with the local hospitals.

The advocates decided to create a deaf-centric community-based organization that focuses on the unmet interpreting needs of the deaf. With support from the local deaf community, they formed the Deaf Empowerment Awareness Foundation, otherwise known as DEAF, Inc., on April 28, 2008. The company eventually opened its door to the public as a 501(c)(3) on August 8, 2008.

By meeting with local hospitals and educating their personnel about the deaf/hard-of-hearing community’s needs and rights to effective communication access, DEAF, Inc. began to break down any misconceptions and barriers.

The founders felt by helping to empower deaf clients, building awareness in the deaf and hearing communities, and building a sustainable foundation of communication and understanding, more businesses would be willing to hire interpreters and address those needs.

The movement towards complete communication access for the deaf/hard-of-hearing was underway. DEAF, Inc. became a very active and involved interpreting service and remains the only deaf owned and operated 501 c 3 interpreting firm in the St. Louis Metro area to this day.

We wish to thank all involved in creating DEAF, Inc. We extend thanks and gratitude to everyone who has contributed over the years. Our donors, clients, staff, vendors and board members throughout the years have worked tirelessly to advance our mission and grow our organization.

Thank you all as we celebrate Ten Years of Redefining Communications Access!
Breakfast with Signing Santa brought joy to 94 Deaf/HH children in 2018.

DEAF, Inc. received Community Service Award in 2016

Deafilicious Fashion Show 2010

Deaf Awareness Day at the St. Louis Blues Game.

44 New Pink Wings of Hope Clients in 2018

10 Deaf/HH youth experienced personal growth during Summer Sign Day Camp

109 Advocacy Cases
106 Consumers Served
77 New Cases
49 Communication Access Cases
10 Assistance & Referral Cases
6 Legal Cases

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6 Legal Cases

44 New Pink Wings of Hope Clients in 2018

10 Deaf/HH youth experienced personal growth during Summer Sign Day Camp

Deafilicious Fashion Show 2010

Deaf Awareness Day at the St. Louis Blues Game.

In 2018, 28 DeafBlind individuals were served over 952 hours.

ASL/English Literacy Classes

DeAF, Inc. provided support to Deaf Teen Club which provides social and leadership development opportunities for over 45 deaf teens.

Annette Nitko
Support Group Coordinator

DEAF, Inc.’s DeafBlind SSP program served 3 regions and 85 counties in the State of Missouri.

Devon Whitmore
Community Advocate

44 New Pink Wings of Hope Clients in 2018

44 New Pink Wings of Hope Clients in 2018

63 first responders trained in 2018

63 first responders trained in 2018

ASL/English Literacy Classes

DEAF, Inc. began offering sign language classes. The sessions were available for people of all ages.


May - Hosted Deaflicious fashion show.

October - First sponsorship for MCDHH’s Interpreter Conference.

2010

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October - First sponsorship for MCDHH’s Interpreter Conference.

2011

April - Helped form Hands & Voices for parents of deaf/hard-of-hearing children. Produced four Emergency Disaster Preparedness ASL videos with All Ready?.

May - Completed ASL video for St. Louis Disaster Human Service Committee at STARRS.

December - Hosted Deaf Awareness Day at St. Louis Blues hockey game.

2010

January - DEAF, Inc. began offering sign language classes. The sessions were available for people of all ages.


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May - Completed ASL video for St. Louis Disaster Human Service Committee at STARRS.

December - Hosted Deaf Awareness Day at St. Louis Blues hockey game.
The number of sign language classes participants has increased by 58% since 2016.

DEAF, Inc. continues to be the premier interpreter provider at St. Louis Fair for the 4th year in a row.

DEAF, Inc. provided over 214 hours of CART Services in 2018.

DEAF, Inc. hosted 5 interpreting enhancement workshops in 2018.

2012
April - Provided interpreting services for Moolah Shrine Clowns’ annual circus.
April - Sponsored The Vagina Monologues in ASL and Spoken English to support victims of domestic violence.
June - Hired first college intern from National Technical Institute for the Deaf.
June - Released sensitivity training video for St. Louis Police Academy, gaining 375,000 views and distributing 100 DVDs.

2013
February - Created literacy program to help the Deaf/HH understand English and American sign language.
March - Rustic Lantern Films, a division of DEAF, Inc., released its first movie, Lake Windfall, showing it in 110 theatres.
July - Provided communication access at 4th of July festivals for Fair St. Louis.
August - Hosted a charity golf tournament along with commemorating DEAF, Inc.’s 5th anniversary celebration.

Emily Adcock
Staff Interpreter

Leslie Brown
Interpreter Coordinator

Guinevere McCausland
Interpreter Coordinator

Kate Roberts
Staff Interpreter

Rebecca Seidl
Interpreter Coordinator

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DEAF, Inc. provided over 214 hours of CART Services in 2018.

DEAF, Inc. hosted 5 interpreting enhancement workshops in 2018.
Outreach

DeafThat videos has received over 11 million views since 2016.

DEAF, Inc. produced two featured films - Lake Windfall & The Deaf Club - to raise funds.

Tony Nitko, Marketing Director

DEAF, Inc. has hosted festivals every year since 2009. Most recently in 2018, Deaf Visual Arts Festival brought in 808 attendees.

DEAF, Inc. has participated in local community functions.

DEAF, Inc. receives numerous of out-of-state and international visitors.

DEAF, Inc. has produced two featured films - Lake Windfall & The Deaf Club - to raise funds.

DEAF, Inc. has participated in NAD and NADH conferences as Media Sponsors.

DEAF, Inc. has sponsored Deaf Film Camp in the past two years.

DEAF, Inc. has effectively used social media as a platform to promote itself and educate the community.

DEAF, Inc. continues to be the leading deaf-run non-profit organization on Facebook with over 87,000 Page Likes.

In 2018, DEAF, Inc. posts have reached over 136 countries.

Tony Nitko, Marketing Director

Jason Roberts, Video Producer

DEAF, Inc. has participated in every MCDHH & MOAD conference since 2008.

DEAF, Inc. received Best Website Award in 2017.

DEAF, Inc. has participated in every MODHH/WORD conference since 2008.

Over 160 people attended & celebrated at DEAF, Inc. 10th Anniversary Gala.

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Tony Nitko, Marketing Director

Jason Roberts, Video Producer

TIMELINE

2014

February - Provided sensitivity training for police officers at Chesterfield Police Department.

April - Dr. Thomas Horejes named 3rd Executive Director.

August - Established a monthly get-together with members of the deaf community to discuss the issues they encountered.

October - Pink Wings of Hope hosted its 5th Anniversary Gala.

2015

March - Rustic Lantern released its second film, The Deaf Club, which was shown at over 90 locations across the United States.

April - Hosted Deaf Awareness Day at St. Louis Blues game for the second time.

December - Added real-time captioning (CART) to its list of communication solutions.

December - Hosted Breakfast with Signing Santa for deaf/hard of hearing children.

Breakfast With Signing Santa
Board of Directors & Staff

Staff Leadership

Ernest E. Garrett, III - Executive Director
Tia Jenice Morris - Community Programs Director
Tony Nitko - Marketing Director
James Shearburn - Community Development Director
Michele Steele - Finance Director

Dedicated Staff

Emily Adcock - Staff Interpreter
Leslie Brown - Interpreter Coordinator
Guinevere McCausland - Interpreter Coordinator
Annette Nitko - Support Group Coordinator
Jason Roberts - Video Producer
Kate Roberts - Interpreter
Rebecca Seidl - Interpreter Coordinator
Devon Whitmore - Community Advocate

Our Friends Through the Years

TIMELINE

2016

January - One of DeafThat’s videos, Baby Signs, received over 3 million views on Facebook.
June - Launched second ASL translation service, Vidiio, for the Route 66 Exhibit at Missouri History Museum with QR format.
July - Began annual Summer Sign Day Camp for Deaf/HH children.
August - Partnered with DeafLead to install a satellite office at DEAF, Inc. so deaf people could have access to domestic violence support.

2017

April - DEAF, Inc. held its first annual community-based festival, the Deaf Visual Arts Festival.
October - Ernest E. Garrett, III is named the 4th Executive Director of DEAF, Inc.
November - Awarded funds to provide DeafBlind Support Services Providers for St. Louis. DEAF, Inc. expanded its services for 80% of Missouri.

Launch of ASL Translation Project at Missouri History Museum

Wine, Sign & Purr Fundraiser at Deaf Visual Arts Festival 2018
### Financial Reports

#### Donors & How Can You Help Us?

#### 2018 Donors

- **$1000+**
  - Ante & Maria Colic
  - Anonymous
  - Debbie Crowell
  - GSLAD
  - MCDHH
  - Missouri Arts Council
  - NTID/RIIT
  - Pulso Family Foundation
  - Regional Arts Comission
  - Dr. & Mrs. James Seeser
  - Sonser VRS
  - Starkloff Disability Institute
  - Walmart

- **$500+**
  - Anonymous
  - Convo Relay
  - MOAD
  - St. Louis Bell Club
  - Everett Shearbun
  - William B. Sheldon

- **$100+**
  - Anonymous
  - Craig Aslin
  - Judith Beckerle
  - Tracy Biggs
  - Tim Brandau
  - Sarah Chinnock
  - Joseph Dalton
  - Natonya Demulling
  - Vom Fass

#### Financial Statements

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<tr>
<th>Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Contributions and Grants</td>
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<tr>
<td>Special Events (Gross)</td>
<td>$50,065</td>
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<tr>
<td>Investment Income</td>
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<tr>
<td>Service Fees/Misc. Revenue</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$1,565,196</strong></td>
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<tr>
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<td>Public Support and Revenue</td>
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<tr>
<td>Fundraising</td>
<td>$141,924</td>
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<tr>
<td>Program Services</td>
<td>$1,168,463</td>
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<tr>
<td>Administration</td>
<td>$218,142</td>
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<td><strong>Total</strong></td>
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<td>Artwork and Memorabilia</td>
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<td>Organizational Costs</td>
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<td><strong>Total</strong></td>
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<td>Unrestricted Net Assets</td>
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<td>Temp. Restricted Net Assets</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$682,159</strong></td>
</tr>
</tbody>
</table>

#### Statement of Activities

**For the year ended on December 31, 2018**

**Public Support and Revenue**

- Contributions and Grants: $699,615
- Special Events (Gross): $50,065
- Investment Income: $2,137
- Service Fees/Misc. Revenue: $813,379
  
**Total**: $1,565,196

**Expenses**

- Fundraising: $141,924
- Program Services: $1,168,463
- Administration: $218,142
  
**Total**: $1,528,529

**Net Assets**

- Change in Net Assets: $36,667
- Net Assets, Beginning of Year: $520,062
- Net Assets, End of Year: $556,729

#### How Can You Help Us?

**Donate Today!**

Donate today by using our Donate Now feature on our website - donate.deafinc.org. One time and recurring gifts are much needed to support our mission.

**Volunteer!**

Volunteer! Sign up to ensure our workshops, fundraisers, outreach events and classes are successful.

**Spread the Word!**

Spread the Word! If you know someone who will benefit from our mission, tell them to contact us. If you know someone who would like to help us with our mission, encourage them too!