



Annual Report

2024

A yearlong journey of collaboration, building equity and strengthening the 24:1 community.



Kienlen Avenue

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Letter from the CEO

As we chart our progress throughout 2024, I'm struck by the many paths that have led to this moment. There is no one avenue to becoming a member of the Network. The journeys our members have taken are as distinct and special as the organizations themselves. Those varied paths and experiences weave together to create the fabric of the Network.

The way the Network serves is equally varied. The Network listens to each organization's needs and goals, and works together to map a way forward. The collaboration between CHADS Coalition for Mental Health and the Beyond Housing Family Engagement Liaisons, detailed in this report, is a perfect example of that process.

We are in service to one another and to the community we serve, and in 2024 we deepened our commitment to creating pathways for all individuals to thrive in the 24:1 community. Network members served thousands of individuals and families in our footprint, incorporating innovative approaches and adjusting the way they served. We followed their lead, remaining flexible, listening closely to their needs, and striving to provide just the right support.

The vision of equity is our North Star, and we understand that building equity is not just a goal but a journey. As with any journey, it helps to have good companions. We treasure the time we spend with Network members. They inspire us. They energize us. They make us laugh. They make us dream.

I hope the stories on the following pages stir those emotions in you as well. There is always room for one more on this path, so please join us as we retrace our steps through 2024 and look to the horizon ahead of us.



Neosha S. Franklin
President & Chief Executive Officer

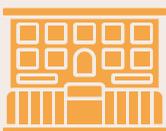


Building Equity in the 24:1 Community

The Network brings together more than 75 member organizations to create and improve opportunities for people in the 24:1 community—an area of North St. Louis County that shares the boundaries of the Normandy Schools Collaborative. From sparking collaborations between organizations to engaging with local leaders to hosting free trainings for service providers, the Network makes it easier for organizations to make a positive impact in the 24:1.

Our Mission: We build equity by serving those who create opportunities for people in the 24:1 community to learn, live, and leave a legacy.

Our Vision: The Network builds equity for individuals in the 24:1.



Community
Impact
Network



Our Impact Areas

1

Early Childhood Education

From prenatal care to developmental screenings, Network members are dedicated to setting children up for success. Member organizations work together to build a community where parents are empowered, children thrive, and resources are easily accessible.

2

The Youth Continuum

From middle school through post-secondary education, Network members are committed to supporting youth in the 24:1 community. Working in partnership with the school district and other community partners, Network members provide vital support to ensure students come to school ready to learn and receive wraparound services to help them succeed.

3

Basic Needs

Network member organizations support the community by providing access to basic needs and essentials. In many ways, our members meet the community where they are, ensuring people receive resources with dignity and respect.

4

Community Investment

Safe and stable housing is essential to quality of life. Network members support residents as they seek stable housing and navigate homeownership. With these housing supports, residents are empowered to reach their full potential, building a strong future on the foundation of a safe, affordable, quality home.

The Network **serves** residents who make up the 24:1 area

14,978

Households

7,213

Number of kids under 18

81.3%

Population of kids in households enrolled in K-12 public school

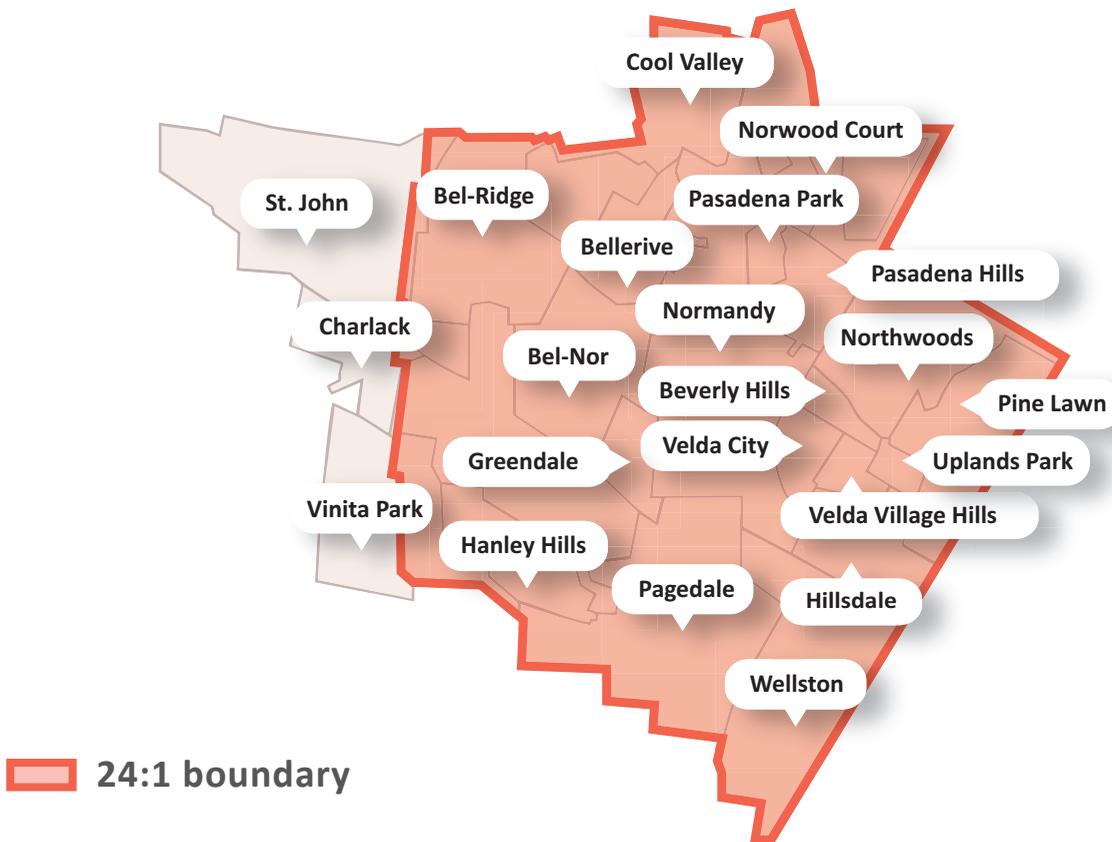
32,934

POPULATION OF THE 24:1 COMMUNITY

Race

Black or African American: 26,020
Two or more races: 1,309

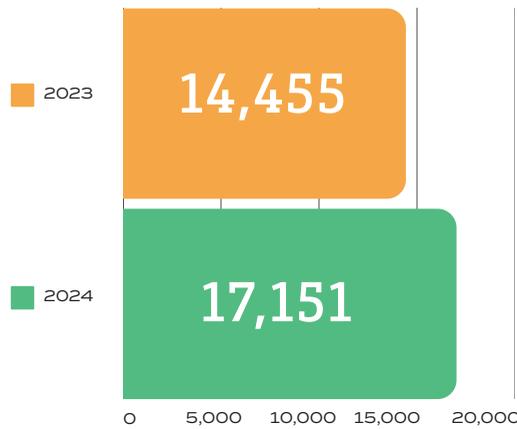
White: 4,603
Other race: 1,002



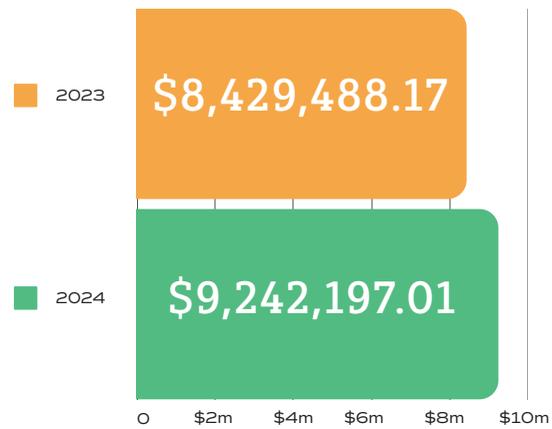
A Journey of Growth

In 2024, the Network continued advancing its mission of building equity in the 24:1 by serving more clients than ever before.

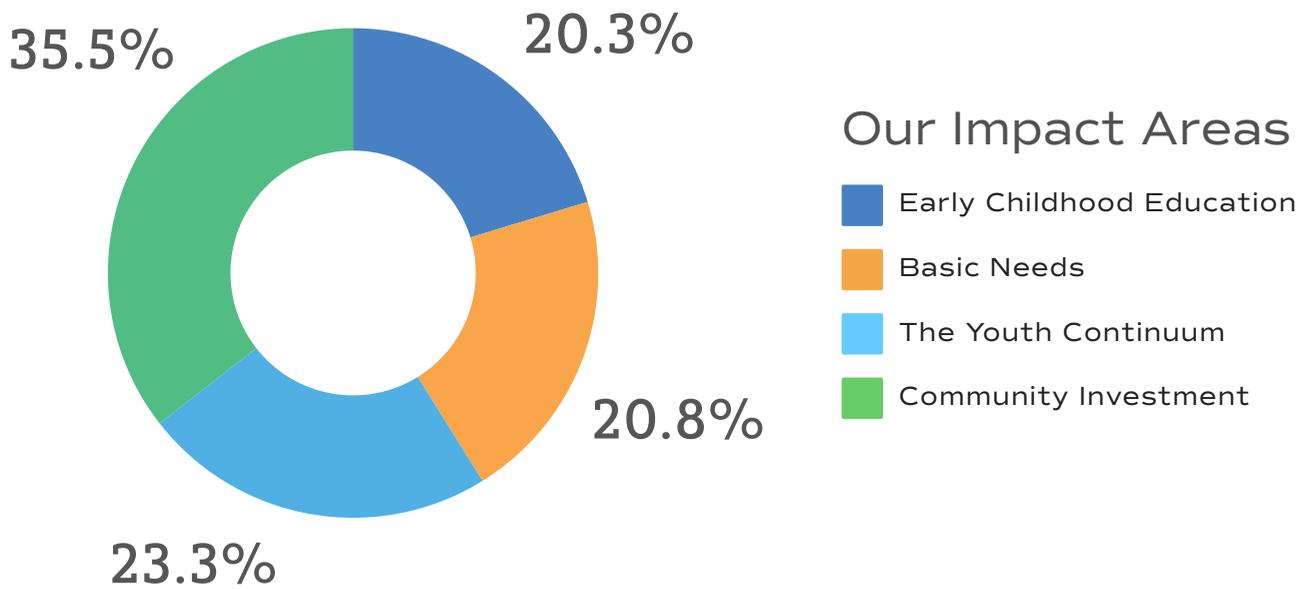
The Network also re-envisioned its impact areas for 2024, listening and collaborating with Network members to align with their priorities and with the needs of the 24:1 community.



Clients Served



Funding Awarded



Our Impact Areas

- Early Childhood Education
- Basic Needs
- The Youth Continuum
- Community Investment

Community Partnerships

On the path of building equity in the 24:1 together

The Network serves the 24:1 community by offering to assist the community in achieving its goals. Our Community Partnerships make a difference through supporting the Network's impact areas: Early Childhood Education, Basic Needs, The Youth Continuum and Community Investment.

Early Childhood Education

Belle Children's Services of St. Louis Arc

Belle Children's Services of St. Louis Arc (Belle) serves children from birth to six years old, identifying developmental delays and disabilities at an early age and formulating action plans for children. In 2024, Belle screened 625 children and 164 of them received action plans. Belle's new Child and Family Therapist worked hard in 2024 to expand Belle's therapeutic offerings and educate teachers and parents about the value of therapy for young children.

Learn more at slarc.org.

Nurses for Newborns

Nurses for Newborns (NFN) provides registered nurse case managers who serve parents from the time they find out they are pregnant until their child is two years old. NFN had a "well women" focus in 2024, looking to increase health prior to and between pregnancies through education about nutrition, exercise, routine health exams and more. The Network funds NFN's Community Health Worker and Social Worker positions, which partner with parents by providing a whole family focus.

Learn more at nursesfornewborns.org.



Parents as Teachers

Parents as Teachers (PAT) supports children from birth to age five through its home visitation program. This program offers professional resources and classes for parents, families and caregivers. PAT logged more than 2,200 personal home visits with more than 130 families in 2024, and hosted a variety of engaging events for families in the 24:1.

Learn more at parentsasteachers.org.

S.T.A.R. For Early Childhood Educators

S.T.A.R. For Early Childhood Educators (STAR) elevates early childhood educators through hands-on, standards-aligned training, increasing access to quality childcare for all children. This was the first year that STAR has been a funded member, and the STAR team spent the latter half of 2024 moving into a new office, connecting with in-home providers in the 24:1, and attending and hosting community events.

Learn more at star4eceinc.com.

United 4 Children

United 4 Children (U4C) supports early learning centers and at-home early childhood centers with educational courses, grants and technical assistance. U4C supported 88 childcare programs with connection, coordination and recruitment assistance in 2024, and made more than 1,100 connections with those childcare programs.

Learn more at united4children.org.

Urban Sprouts Child Development Center

Urban Sprouts Child Development Center serves students from birth until kindergarten, building key skills and cultivating creativity through a child-centered approach. Urban Sprouts is spearheading the strategic planning of the Network's Programs Achieving Quality (PAQ) partnership. In 2024, they assisted the Network by bringing Urban Sprouts, U4C and STAR together to work together on PAQ. Urban Sprouts had 229 touchpoints with PAQ stakeholders in 2024.

Learn more at urbansproutscdc.org.

In 2024, our partnerships in Early Childhood Education made a great impact with families, child care programs and children health assessments.

625

children received assessments

MORE THAN
2,200

home visits

88

child care programs

164

children received action plans

MORE THAN
130

families

The Youth Continuum

Epworth Drop-In Center

Epworth Children and Family Services operates a youth drop-in center and a pantry that provides resources to youth and their families experiencing housing and food insecurity. The drop-in center hosted more than 20 youth per day in 2024, and engaged them better than ever with therapeutic events including Let's Talk Tuesdays and Wellness Wednesdays. They helped more than a dozen unhoused individuals get into housing throughout the year.

Learn more at epworth.org.

The Legacy Center

The Legacy Center (TLC) provides broader opportunities for young people through after-school programming, summer camps, college fairs, professional development for educators and more. TLC engaged more than 800 students and 500 educators during 2024, held more than 50 events and collaborated with more than 20 Network members to serve children and educators. Enrollment in TLC's summer camp (offered at no cost to 24:1 residents) more than doubled, from 57 in 2023 (40 from the 24:1) to 135 in 2024 (93 from the 24:1).

Learn more at legacystl.org.



In 2024, our partnerships in The Youth Continuum made an impact on engaging students and collaborating with Network members.

MORE THAN
20
youth
per day

MORE THAN
800
students

MORE THAN
20
collaborations
with Network
members

Basic Needs

Beyond Housing - Family Engagement Liaisons

Family Engagement Liaisons (FELs) connect students in the Normandy Schools Collaborative and their families to resources. There continues to be a major demand for the FELs' wraparound services, as they supported nearly 2,000 students and more than 1,600 families while providing more than 22,000 basic needs items to families. The FELs' collaboration with CHADS Coalition for Mental Health is helping reduce anxiety and suicidal ideation in Lucas Crossing Middle School. Read more on page 16.

Learn more at beyondhousing.org.

CHADS Coalition for Mental Health

CHADS Coalition for Mental Health (CHADS) aims to save young lives by advancing the awareness and prevention of depression and suicide. Through a collaboration with the FELs, CHADS specialists have been embedded in Lucas Crossing Middle School to help students

manage grief and depression. In their first six months in the building, CHADS specialists have administered hundreds of mentoring, counseling, crisis intervention, and support sessions to dozens of students.

Learn more on page 16 of this report or at chadscoalition.org.

St. Louis Area Diaper Bank

The St. Louis Area Diaper Bank combats diaper need and period poverty through access, education and advocacy. Diaper Bank surpassed its goals in the 24:1, distributing almost 122,000 diapers (with the goal of 105,000) and 22,300 period supply items (with the goal of 18,000). There is a need for even more of these supplies, so Diaper Bank took feedback from partner organizations and increased its annual allotments in the 24:1 for 2025.

Learn more at stldiaperbank.org.

In 2024, our partnerships in Basic Needs made a great impact on distributing diapers, supplying menstrual items and supporting students and families.



Community Investment

Beyond Housing Transformative Services Department

Beyond Housing's Transformative Services Department (TSD) assists 24:1 residents in accessing safe and stable housing, economic opportunities, financial empowerment and more through case management. TSD served more than 200 clients and provided more than 1,400 direct services in 2024. TSD specialists helped nearly 50 families move into homeownership throughout the year.

Learn more at beyondhousing.org.



Equity Homes

Equity Homes completes catalytic renovation and constructive demolition projects in the 24:1 to make neighborhoods safer and build equity for individuals and their communities. In 2024, Equity Homes completed seven home renovations and 61 demolitions. More than 500 demolitions have been completed in the 24:1 since 2016.

Learn more at stlequityhomes.org.

In 2024, our partnerships in Community Investment made a great impact on clients, assisting families into homeownership and renovating homes.

MORE THAN
200 clients served

MORE THAN
1,400 direct services

NEARLY
50 families into homeownership

67 home renovations



The journeys our members have taken are as distinct and special as the organizations themselves. Those varied paths and experiences weave together to create the fabric of the Network.

– Neosha S. Franklin
President & CEO

Navigating Our Impact by the Numbers

Our journey of creating opportunities in the 24:1

In 2024, we added Network members who made a major impact in the 24:1.

17,151
clients served

47
direct service providers nominated for the Network's annual A Night With the Stars awards

7
renovated homes



55
partnership collaboration projects

61
demolitions of dangerous structures by Equity Homes



3,100

24:1 community members and seniors served through TLC programming

22,061

basic needs items FELs gave to community members

24

unhoused youth who received shelter thanks to the Epworth Drop-In Center

4

new non-profit organizations joined the Network

96%

satisfaction rating for educators participating in TLC programming

2,271

home visits by Parents as Teachers

625

children screened by Belle Children's Services

Collaboration in middle school charts a path to supporting youth mental health

One day this winter, a student showed up to Lucas Crossing Middle School without any shoes. She was having suicidal thoughts, and was not sure what to do with them.

A project specialist from the CHADS Coalition for Mental Health talked with the girl. She went to Sonic and got the girl her favorite snacks, and she reached out to the girl's family. Before long, the girl was feeling better and was able to carry on with her day.

CHADS, which stands for Communities Healing Adolescent Depression and Suicide, is in the middle school as part of a partnership with Beyond Housing's Family Engagement Liaisons (FELs). The

Community Impact Network forged that collaboration, which is central to the Network's mission of building equity in the 24:1 and helping children succeed.

"The work that CHADS and the FELs do is deeply impactful and at the heart of our mission," Community Impact Network Vice President of Service, Ailey Pope said. "Their dedication to supporting youth and providing vital services has

made a significant difference in our community. This partnership is a powerful example of true collaboration."

CHADS works to reduce symptoms of anxiety, suicidal ideation and depression in young

people. It does this both in crisis management (like in the case of the girl mentioned previously) and in prevention. Their embedded specialists in schools teach students and teachers to recognize signs of suicide and how to help others. They also build trust and teach mental health skills such as self-awareness, self-management, responsible decision-making and more.



Their dedication to supporting youth and providing vital services has made a significant difference in our community. This partnership is a powerful example of true collaboration.

*– Ailey Pope
Vice President of Service*

The path CHADS took to Lucas Crossing began in 2023, when FELs in the middle school expressed a major need for mental health support. Students were experiencing crippling grief and trauma, which often led to violence in the halls.

Beyond Housing Senior Director of Education, Carrie Collins mentioned the support needed to Network staff, and they got to work identifying possible organizations to work with. The CHADS



approach, in addition to the organization’s experience providing services on-site during the school day, made CHADS a perfect fit, Collins said.

After identifying CHADS as a partner, the Network hosted a series of meetings with FELs and CHADS where they filled multiple white boards with brainstorming ideas, timelines and details. From late 2023 through early 2024, these meetings charted the course for this collaboration until CHADS specialists finally entered the middle school on Aug. 1, 2024.

The plan was for CHADS to take time to get acclimated to the school at first, but Chief Program Officer, Colleen Suber said they quickly realized they needed to spring into action and move up their timeline.

“It became clear immediately how much need there is with these kids,” Suber said, saying CHADS staff members are doing crisis intervention and de-escalation daily.

Now that CHADS services are available at school, there’s been more of a demand for the services.

“Why would I say that I need this support

when I know this support isn’t here?’ is where they were before they got a good feel for what CHADS is doing in the building,” Collins said.

That support is there now, thanks to the collaboration between the FELs and CHADS. Both Collins and Suber hailed Network staff for being easy to work with and with making this collaboration a priority.

“It’s definitely one of the most collaborative funder relationships that we have,” Suber said. The relationship with the FELs has also been positive, she said. A major part of the FELs’ work is communicating with families, and CHADS needs parental consent to provide many of its services. Having a pipeline to families has allowed CHADS to jump in much faster than many other schools, Suber said.

“I wish all of our schools had FELs,” Suber said. “That would be amazing.”

The CHADS team plans to spend the summer working on grief training and de-escalation training. There have been many stories similar to the girl who showed up to school in crisis, and thanks to this collaboration, more students like her are getting the support they need. 📍

Believe Labs spark journey of discovery for students in the 24:1

On a Tuesday morning in September, Bel-Nor Elementary School was transformed into a fantasy land for young readers. Vines clung to the walls, flowers hung from the ceiling and a battery-powered butterfly flapped its wings on the wall.

For Bel-Nor students, it was only the beginning of a journey of imagination and discovery.

The decorations, as well as the ribbon-cutting ceremony that took place that day, announced the unveiling of a Believe Project Literacy Lab at the school. The Believe Labs are an initiative by the St. Louis Black Authors of Children’s Literature aimed at enhancing reading proficiency among elementary students.

The room includes dozens of children’s books, primarily written and illustrated by Black authors and illustrators. A mural on the wall features multiple children reading. Ninety percent of the characters or authors featured in the reading space are people of color.

Another Believe Lab was unveiled at Washington Elementary in December 2024. Both the Bel-Nor and Washington labs were done with the support of the Network, and the partnership continues into 2025. As of the end of 2024, there are 13 Believe Labs, three of which are in the 24:1.

The most impactful aspect of the Washington Elementary School ceremony was the story of

retired educator Janis Smith.

Smith was one of the first Black teachers hired in Normandy School District in the early 1960’s, hired in response to increased Black student enrollment. As she taught the Black students, she tried to include exposure to Black authors, artists and leaders, and the school district reprimanded her and labeled her a “communist.”

Smith told her story at the unveiling, and held back tears as she saw the Believe Lab. She called it one of the best days of her life, and her story was moving and inspirational to everyone in attendance, including dozens of young students.



Representation in literature matters because children need to see themselves as important elements of a story.

– Julius B. Anthony
President of St. Louis Black Authors of Children’s Literature and The Believe Projects

Neosha Franklin, Chief Executive Officer of the Community Impact Network, said the Network is proud of the partnership.

“Investing in early literacy initiatives like this is crucial for shaping the future of our children and community,” Franklin said. “We firmly believe that early investments in culturally inclusive literacy resources create pathways to brighter futures, and we are thrilled to see the positive impact this project will have on the community.”

Included in the Bel-Nor mural is former Network employee Tammi Heim. Heim saw the Believe Labs featured on the local news and mentioned this project to the Network team. Heim passed away in 2023, but her image is featured on the Bel-Nor mural. Her spirit lives on through the Believe Lab, encouraging and inspiring the children of the community.

The lab is designed to improve reading proficiency, especially in students in grades K-3. Research shows that students who are not strong readers in third grade are four times more likely to drop out of school.

“Representation in literature matters because children need to see themselves as important elements of a story,” said Julius B. Anthony, president, St. Louis Black Authors of Children’s Literature and The Believe Projects. “The Believe Projects gives children an opportunity to have access to books that reflect their everyday life.”

The books not only reflect their daily lives, but also show them the kinds of adventures they can have. A good story can take a reader on a journey, and thanks to the efforts of the Network and The Believe Labs, more students in the 24:1 have opportunities to begin that exploration. 📍



Network Events

Uplifting and supporting Network members

From the first Network meeting of 2024, the enthusiasm and passion of Network members was apparent. Network staff did their best to match that energy throughout the year, hosting events aimed at uplifting and supporting direct service providers.

Meetings and Trainings

The Network hosted meetings and trainings almost every month of the year. One particularly popular offering was trauma training from Goal-Driven Counseling. This two-part event helped service providers identify trauma in the workplace and develop strategies for healing. The Network also hosted a brunch and a happy hour for funded members, where attendees were encouraged to pursue collaborations with each other. This spawned multiple collaborative projects.

Wellness in the Field

On Sept. 27, the Network hosted its second annual Wellness in the Field event, where direct service providers in the Network participated in wellbeing activities.

Attendees had the opportunity to engage in a variety of wellness activities including massages, sound baths, candle-making and more. They could also browse a selection of free self-care supplies such as soaps, lotions, personal massagers, pillowcases, small art projects and more. The inaugural Wellness in the Field event took place at the Network building, but due to increased interest, the event was hosted at Five Oaks on Warson in Olivette in 2024.



A Night With the Stars

On Dec. 6, the Network hosted its third annual A Night With the Stars awards celebration, which recognizes direct service providers for their work in the community. For the first time, the awards also honored youth in the 24:1.

Forty-seven individuals were nominated, which is the most nominees in the awards ceremony's history. Nominees ranged from across the Network's impact areas: early



Courtesy of Phillip Hamer

childhood specialists who prepare children for kindergarten, construction workers who help bring quality affordable housing to the 24:1, street outreach workers who support young people in obtaining basic needs, and more.

thousands of new shoes, hundreds of haircuts, physicals and immunizations were provided to students K-12. The Network, a key partner, helped organize the event and Network staff volunteered.

Channel 4 anchor Damon Arnold was the emcee, sharing his enthusiasm and his moving life story with more than 200 attendees at 18Rails, the event venue at the City Foundry.

This year's theme was Empowerment Through Expression: Honoring the Voices of Service, examining ways the arts can uplift and inspire a community. The night's two keynote speakers – Griot Museum of Black History founder Lois Conley and The Black Rep founder Ron Himes – shared stories and wisdom about how the arts can tell powerful stories. The full list of winners is available at stlci.net.

Beyond the Backpack

Beyond Housing's annual Beyond the Backpack event took place Aug. 10. The event, which was held at the Normandy Early Learning Center and Lucas Crossing Middle School, helped students prepare for the school year. More than 2,000 backpacks filled with school supplies,



Our network, our team, our community

Thank you to our Network members, team and community who share an abiding passion of making the 24:1 a better place to learn, live and leave a legacy – today, tomorrow and in the future.

Learning

The Network is committed to creating opportunities for people to access quality early childhood education.

Healthy Babies, Toddlers, & Caregivers

Bethany Christian Services
BJC Raising St. Louis
Fathers and Families Support Center
First Steps
Foster & Adoptive Care Coalition
Generate Health
Infant Loss Resources
Lutheran Family and Children's Services
Nurses for Newborns
Parents as Teachers
St. Louis County's Nurse-Family Partnership

Early Childhood Education

Belle Children's Services of St. Louis Arc
Delta Gamma Center
Fathers & Families Support Center
KornerStone Kids Preschool
The Leadership School
Normandy Early Learning Center
S.T.A.R. for Early Childhood Educators
United 4 Children
Urban Sprouts CDC
University of Missouri St. Louis - University Child Development Center
Williams Academy STL
YWCA Head Start/Early Head Start

Adult Education

U&I Rise

Educational Resources

Boys & Girls Clubs of Greater St. Louis/SLIP
Beyond Housing Family Engagement Liaisons (FELs)
Blueprint 4
Book Book Go
Create a Loop
Girls, Inc.
Girls on the Run
Lead STL
Missouri Historical Society
Nine PBS
The Noble Neighbor
Normandy Schools Collaborative
Ready Readers
The Legacy Center
Smart Kids, Inc.
Special School District of St. Louis County
St. Louis Black Authors of Children's Literature
Vision for Children at Risk
Youth in Need

Job Readiness

Boys and Girls Club
Per Scholas
Propel Kitchens
St. Louis Artworks
STL Youth Jobs
The SoulFisher Ministries

Living

The Network is committed to creating opportunities for people to meet their basic needs.

Basic Needs

A Red Circle
Autism Support Now
Epworth Children and Family Services
Gateway to Oral Health Foundation
Harvey Kornblum Jewish Food Pantry
Legal Services of Eastern Missouri
The Little Bit Foundation
MICA Project
National Council of Jewish Women St. Louis
Operation Food Search
Pine Law Restoration Association
Pink Ribbon Girls
PreventEd
Sneakers with Soul
The Society of St. Vincent De Paul
St. Augustine Wellston Center
St. Louis Area Diaper Bank
St. Louis County Library - Natural Bridge Branch

Health in General

Community Health Commission
RX Outreach
St. Louis Integrated Health Network

Safety

North County Police Cooperative

Short-term Housing

The Core Collective at St. Vincent
Epworth Children and Family Services
Drop-in Center

Mental Health

Behavioral Health Response
CHADS Coalition for Mental Health
FamilyForward
Our Little Haven
Places for People
Prodigal House Ministry

Legacy

The Network is committed to creating opportunities for people and communities to leave a positive legacy and move through the housing continuum.

Housing

Beyond Housing – Transformative Services
Department
Equity Homes
Rebuilding Together St. Louis

The Network Team

Maurice Brown, *Comptroller*
Courtney Corman, *Director of Data & Analytics*
Alycia Davis, *Front Desk Coordinator*
Alice Davis-Wiley, *Service Impact Manager*
Casey Dupent, *Office/HR Manager*
Neosha Franklin, *Chief Executive Officer*
Kayla Gillispie, *Multimedia Specialist*
Brian Krueger, *Community Liaison*
Wayne Knight, *Chief Financial Officer*
Morgan LeBaige, *Data Manager*
Alex McCarthy, *Communications Coordinator*
Gabby Ochoa, *Network Manager*
Natasha Olufson, *Executive Assistant*
Ailey Pope, *Vice President of Service*
Kim Price, *Accounts Payable Coordinator*
Mairin Warner, *Service Coordinator*
Nikki Williams, *Executive Assistant*

CREDITS

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We are in service to
one another and to
the community we
serve.

— Neosha S. Franklin
President & CEO



 @communityimpactnetworkstl

[1623 Kienlen Avenue, St. Louis MO](https://www.stlci.net)

[\(314\) 776-9600](tel:3147769600)

www.stlci.net

info@stlci.net