

JUST

DEACONESS
FOUNDATION

2023 **ANNUAL**
REPORT

JOB

DEACONESS FOUNDATION

2023 ANNUAL REPORT

JUST A JOB IS JUST A JOB	04
JUST A JOB IS JUST A DEAD END	12
JUST A JOB DOESN'T PAY THE BILLS	16
JUST GET A JOB	20
JUST A JOB DOESN'T HELP OUR REGION THRIVE	28
JUST A JOB IS NOT ENOUGH FOR US	32
THANK YOU	48

**JUST
A JOB
IS JUST**

A JOB

SECTION 1

GREATER CLEVELAND IS A WORLD- CLASS PLACE WITHOUT A WORLD- CLASS EGO



People here are innovative, creative, compassionate, tough, and committed. Our neighborhoods are dynamic and unique, and our vibrant downtown is undergoing a physical transformation. Our region's employers offer diverse careers that enable people to live fulfilling lives, both professionally and economically.

HOWEVER: CLEVELANDERS DON'T HAVE
EQUITABLE ACCESS TO AND PARTICIPATION
IN THOSE CAREERS.

Over 50% of people working in Cuyahoga County are not making enough to support a family.¹ These people are not necessarily unemployed; often, they are filling critical roles in our lives—such as home health aides, daycare workers, and dishwashers—that don't offer crucial aspects of a *good* job, like paying a liveable wage. These people are more likely to be Black or Latino.

If someone is unemployed, it may be because they face real barriers to being hired, such as past criminal justice experience, or barriers to being consistently successful in work, such as lack of steady childcare.

1. TeamNEO

DEACONESS FOUNDATION

IS A PRIVATE FOUNDATION
IN CUYAHOGA COUNTY,
OHIO, WHOSE MISSION IS
TO HELP PEOPLE IMPACTED
BY POVERTY BUILD CAREERS
THAT SUSTAIN THEMSELVES
AND THEIR FAMILIES.

Our goal is to build a community where anyone seeking a family-sustaining career can secure the access, education, training, and resources needed to succeed.

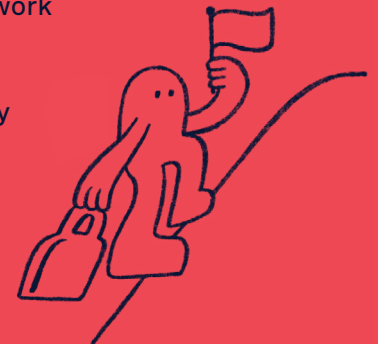
We make grants to nonprofits assisting job seekers, and we aim to make the workforce ecosystem more effective for job seekers and employers alike.

A JOB IS NOT THE SAME THING AS A CAREER.

People often want a job because they need money quickly. But by just taking a job—not starting a career—they may not have the opportunity for advancement and progression. That's why supporting the system which helps individuals consider a career and guides them as they enter and progress at each stage of the career path is so important to us.

A person in a career making sufficient money to support a family:

- Feels confident, valued, and recognized for their contributions at work
- Can support their family financially and emotionally
- Can contribute to and uplift their community



25.
DOLLARS

50
CENTS

IS THE HOURLY WAGE NEEDED TO SUPPORT A
FAMILY OF TWO ADULTS AND TWO CHILDREN IN
CUYAHOGA COUNTY² – MORE THAN DOUBLE OHIO'S
MINIMUM WAGE OF \$10.45³

2. TeamNEO, MIT's Living Wage Calculator

3. Ohio Department of Commerce

**JUST
A JOB
IS JUST**

**A DEAD
END**

SECTION 2

A **JOB** is work without significant opportunity for advancement and promotion or work in which the path upward is not clearly visible.

By contrast, a **CAREER** provides advancement opportunities that enable someone—upon gaining additional skills—to have different, increasing responsibilities and to earn more money. Career progression often means obtaining the necessary continuing education to hold different occupations within the same **CAREER PATHWAY**. Deaconess Foundation is particularly interested in supporting people without a four-year university degree entering and progressing in a career pathway.



AT RIGHT IS JUST ONE EXAMPLE OF
A POSSIBLE CAREER PROGRESSION IN
HEALTHCARE: THE PATHWAY TO NURSING.



**MASTER OF SCIENCE/
CLINICAL DOCTORATE**

Two years of education required to test for licensure for nurse practitioners and similar roles

BACHELOR OF SCIENCE

Four-year bachelor's degree in nursing to test for licensure

REGISTERED NURSE

Two years of training or more at a community college to test for licensure

**LICENSED
PRACTICAL NURSE**

11-12 months of training at a healthcare nonprofit or a community college to test for licensure

**PATIENT CARE NURSING
ASSISTANT/STATE-
TESTED NURSING AIDE**

High school diploma and 75 hours of training to test for certification

**JUST
A JOB
DOESN'T**

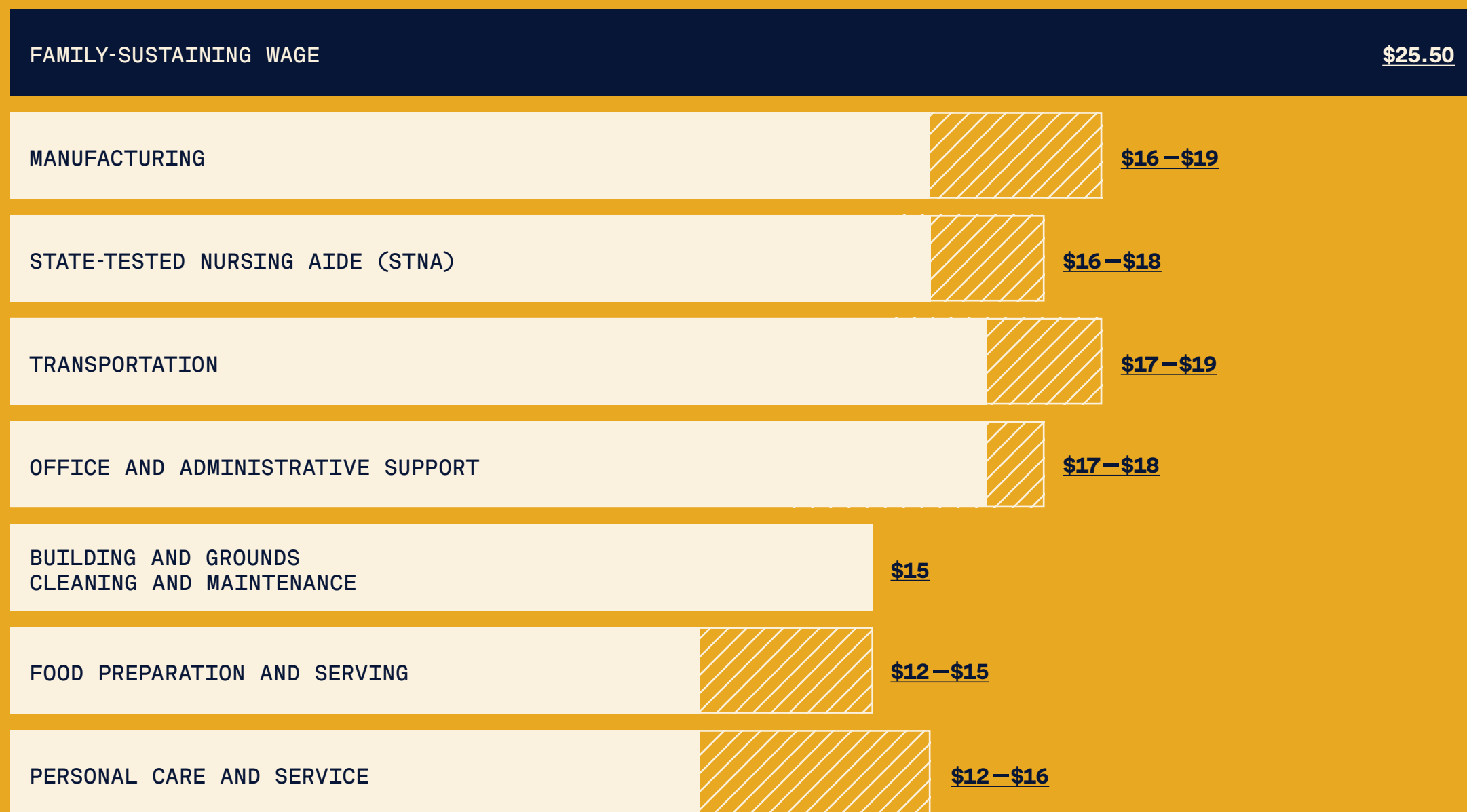
**PAY THE
BILLS**

SECTION 3

HERE'S WHAT AN INDIVIDUAL MIGHT EARN PER HOUR IN AN ENTRY-LEVEL JOB IN CUYAHOGA COUNTY.⁴

It's very difficult for someone who hasn't progressed out of an entry-level job to make sufficient money to support a family.

In Cuyahoga County, the family-sustaining wage for two adults with two children is \$25.50 per hour (or about \$53,000 per year); it's even more if the children require full-time or part-time care.⁵ Deaconess Foundation's goal is for individuals to earn, at minimum, a family-sustaining wage—ideally even higher.



4. Data on average wages for 2023 from OhioMeansJobs, TeamNEO, and other nonprofits working to place individuals in entry-level jobs connected to career pathways

5. TeamNEO, MIT's Living Wage Calculator

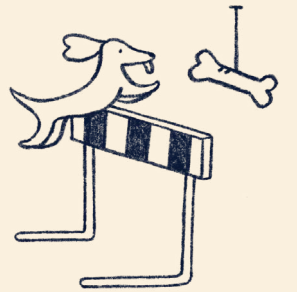
**JUST GO
A JOB**

SECTION 4

GET

GETTING A JOB (OR PURSUING A CAREER) IS NOT AS EASY AS SOME PEOPLE THINK

Sometimes, significant hurdles stand between unemployed or underemployed people and a career.



According to the Fund for Our Economic Future's 2022 study *Where Are the Workers?*, as well as the feedback of professionals working with job seekers every day, THESE ARE THE MOST CONSISTENT BARRIERS TO GETTING A GOOD JOB OR STARTING ON A CAREER PATH IN NORTHEAST OHIO.

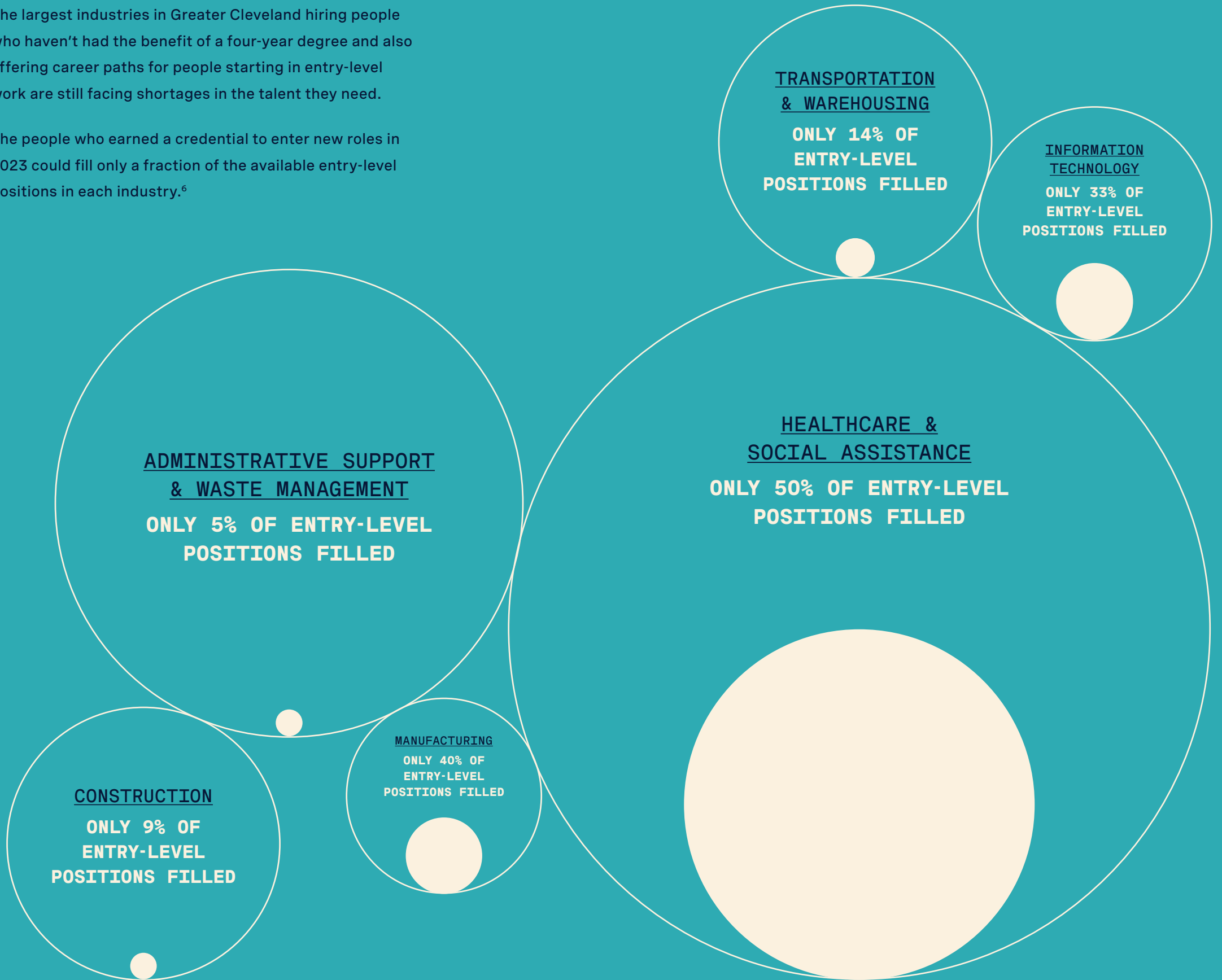
**JUST
A JOB
DOESN'T**

**HELP
OUR
REGION
THRIVE**

SECTION 5

The largest industries in Greater Cleveland hiring people who haven't had the benefit of a four-year degree and also offering career paths for people starting in entry-level work are still facing shortages in the talent they need.

The people who earned a credential to enter new roles in 2023 could fill only a fraction of the available entry-level positions in each industry.⁶



6. TeamNEO data from education providers and estimated data from workforce providers

**JUST
A JOB
IS NOT**

**ENOUGH
FOR US**

SECTION 6

Greater Cleveland has effective training and service partners, committed workforce funders (including Deaconess Foundation), engaged stakeholders, active employers, and dedicated public sector and elected officials. We also have a strong county workforce development board and a robust data and research capability to support these stakeholders.

What *will* help our region thrive is a workforce ecosystem committed to partnership and collaboration, a growth mindset, and the inclusion of those typically excluded (particularly racial inclusion). This significant collaboration is already evident in public-private partnerships, sector partnerships, and cooperation between City and County leadership.

IT WILL TAKE A CONTINUED, CONCERTED EFFORT BY ALL THESE PLAYERS TO CREATE EQUITABLE ACCESS TO AND PARTICIPATION IN THE CAREERS AVAILABLE IN GREATER CLEVELAND.

**AT DEACONESS
FOUNDATION,
WE ARE ALL IN
TO DO OUR PART**

By supporting individual organizations and contributing to the broader workforce ecosystem, Deaconess Foundation seeks to deliver the following outcomes:

01

A SIGNIFICANT INCREASE IN THE NUMBER OF INDIVIDUALS, PARTICULARLY BLACK AND LATINO PEOPLE, EARNING A FAMILY-SUSTAINING WAGE

02

A SIGNIFICANT REDUCTION IN OPEN JOBS IN SECTORS OF FOCUS

03

INCREASED ALIGNMENT AMONG WORKFORCE PARTNERS AND WITHIN THE WORKFORCE ECOSYSTEM

IN 2023, FUNDING FROM DEACONESS FOUNDATION SUPPORTED THE GOOD RESULTS OF NONPROFITS...



1700

ADULTS

connected directly
into good jobs

1500

INDIVIDUALS WHO WROTE AN INDIVIDUALIZED
CAREER PLAN FOR THEMSELVES

2800

ADULTS & YOUTH WHO PARTICIPATED IN WORK-BASED
LEARNING (INTERNSHIPS, APPRENTICESHIPS, ETC.)

1400

INDIVIDUALS WHO PARTICIPATED IN
OCCUPATIONAL TRAINING, WITH AT LEAST 800
RECEIVING A CREDENTIAL IN RECOGNITION OF
SKILLS GAINED

150



ENGAGED EMPLOYERS

who actively work with
workforce partners
beyond just securing
talent for open roles

Commitment to racial equity is both a value and a strategy at Deaconess Foundation. Beyond working with our grantees, all of whom serve majority Black and Latino clients, some additional actions we took in 2023 to live this commitment are:

01
INVESTING IN TWO FUNDS WITH A COMMITMENT TO RACIAL EQUITY

in one or several aspects of their operations (e.g. internal team, ownership, investment thesis, etc.)

02
MONITORING OUR PURCHASING AND PARTNER SELECTION

to ensure we are spending discretionary dollars with firms led by Black and Latino people

03
MAINTAINING A RACIALLY DIVERSE STAFF AND BOARD

04
PARTICIPATING IN NATIONAL DISCUSSIONS REGARDING RACIAL EQUITY AS A WORKFORCE FOUNDATION

including collaborating with Workforce Matters to update its Racial Equity Framework for Workforce Grantmakers



PERCENT OF OUR DISCRETIONARY SPENDING IN 2023 WENT TO BLACK- OR LATINO-LED FIRMS

WE THANK OUR 2023
GRANTEES WHO ENABLE
OUR MISSION EVERY DAY.

ARGONAUT

CENTER FOR EMPLOYMENT OPPORTUNITIES

THE CENTERS FOR FAMILIES AND CHILDREN

THE CITY MISSION

CLEVELAND CENTER FOR ARTS & TECHNOLOGY
(DBA NEW BRIDGE)

CLEVELAND FOUNDATION PUBLIC SERVICE FELLOWS

CLEVELAND NEIGHBORHOOD PROGRESS

CLEVELAND OWNS

COLLABORATE CLEVELAND
(FORMERLY SOCIAL VENTURE PARTNERS)

COLLEGE NOW GREATER CLEVELAND

CUYAHOGA COUNTY WORKFORCE FUNDERS GROUP

ENTERPRISE COMMUNITY PARTNERS

FAIRFAX RENAISSANCE DEVELOPMENT CORPORATION

FAMILY PROMISE OF GREATER CLEVELAND

FUND FOR OUR ECONOMIC FUTURE

GREATER CLEVELAND FUNDERS COLLABORATIVE

ISSA

LEGAL AID SOCIETY OF CLEVELAND

LISC

MAY DUGAN CENTER

THE MCGREGOR FOUNDATION COLLABORATIVE

METROWEST CDO

OHIOGUIDESTONE

ONE FAIR WAGE

OPEN DOORS ACADEMY

THE SALVATION ARMY

SMART DEVELOPMENT


SPANISH AMERICAN COMMITTEE

TOWARDS EMPLOYMENT

UNIVERSAL BASIC EMPLOYMENT

YOUTH OPPORTUNITIES UNLIMITED

DEBORAH VESY SYSTEMS CHANGE CHAMPION AWARD WINNERS



DEACONESS FOUNDATION HONORS THE PROFESSIONAL LEGACY OF OUR LONG-TERM PRESIDENT AND CEO, DEBORAH VESY, WITH THE DEBORAH VESY SYSTEMS CHANGE CHAMPION AWARD.

We recognize and reward work completed by Cuyahoga County nonprofit organizations or collaborations that have demonstrated their commitment to, participation in, and achievement of systems change and/or scalable innovation in the local workforce development ecosystem.

CONGRATULATIONS TO THE 2023 WINNER

**CLEVELAND CENTER FOR ARTS
& TECHNOLOGY** DBA NEW BRIDGE

2023 FINALISTS

FAIRFAX RENAISSANCE
DEVELOPMENT CORPORATION

NORTHEAST OHIO WORKER CENTER

YOUTH OPPORTUNITIES UNLIMITED

THANK YOU

DEACONESS FOUNDATION MISSION OUTREACH PARTNER CHURCHES

These grantees' outreach in and support of their neighborhoods and communities make Greater Cleveland a better place to live and work.

ARCHWOOD UNITED CHURCH OF CHRIST

DENISON AVENUE UNITED CHURCH OF CHRIST

FAITH UNITED CHURCH OF CHRIST

IMANI UNITED CHURCH OF CHRIST

MIDDLEBURG HEIGHTS COMMUNITY UNITED CHURCH OF CHRIST

MT. ZION CONGREGATIONAL CHURCH, UCC

PILGRIM CONGREGATIONAL UNITED CHURCH OF CHRIST

RIDGE ROAD UNITED CHURCH OF CHRIST

SAINT PAUL'S COMMUNITY CHURCH

SAINT PETER UNITED CHURCH OF CHRIST

STRONGSVILLE UNITED CHURCH OF CHRIST

WEST PARK UNITED CHURCH OF CHRIST

OUR INSPIRED & COMMITTED BOARD MEMBERS

As of December 31, 2023

Carrie Clark *Chair*

Ann O'Brien *Vice Chair*

Justin Horton

Ken Liang

Tom Littman

Andrea Lyons

Joe Nanni

Miguel Perez

Laurie Pogel

Meltrice Sharp

Ann Zoller

ADDITIONAL INVESTMENT ADVISORY COMMITTEE MEMBER

Tim Becker

STAFF

Cathy Belk *President & CEO*

cbelk@deaconessfdn.org | 216.407.0408

Danielle Crawford *Vice President, Grantmaking*

dcrawford@deaconessfdn.org

Mary Margevicius *Vice President, Finance & Operations*

mmargevicius@deaconessfdn.org



DEACONESS FOUNDATION

SIGN UP FOR OUR
MONTHLY E-NEWSLETTER
AT DEACONESSFDN.ORG

FOLLOW US ON LINKEDIN