Our Mission is to serve as a means to improve the quality of life in the community, to build on the community’s strengths and add to its vitality, and to increase the capacity of the community to serve the needs of all its citizens.

**A Woven Welcome**
– residents and visitors to RCI Village work together on large fabric weaving looms. The joining of working hands, vibrant colors, and mixed materials is a symbol of building connection and community in Allentown.

**Contents:**
- Executive Director’s Report 2
- Proactive Grants 3-4
- Grant Listing 5
- Foundation Initiatives 6-8
- Financial Statements 9
- Trustees and Staff 10
From the Executive Director

In a look back at 2018, it is clear that the qualities so frequently attributed to Leonard Parker Pool and Dorothy Rider Pool – innovative, supportive, community-minded, passionate, proactive – are those still at work in The Foundation they established more than 60 years ago. In 2018, those principles guided our work across education, community development, leadership training, culture, and arts.

At the forefront of the year are seven specific proactive grants. While The Rider-Pool Foundation continued to provide grant awards in response to requests, proactive grants now account for 80% of fund commitments made by The Foundation Trustees. We expect that trajectory to continue. In these examples, the grants are true investments in initiatives that will have deep, long-term outcomes across our community.

In education, we see great opportunity for young people to find success early in programs such as a summer work experience for Building 21 students, and for Kolbe Academy as this new school opens its door to assist and educate young people struggling with addiction. After four years of operation, securing statistical results of the Building 21 model through a focused study appeared as central to supporting next steps in the program.

We applaud the innovative decision of two local boards of directors of Meals on Wheels for recognizing the value in joining efforts into one regional operation, now Greater Lehigh Valley. With that move comes a period of significant transition. The proactive grant will allow a faster, more strategic settling that is helpful for the team, but ultimately, means stronger service expansion for clients who rely on the organization.

As we moved more deeply into the social determinants of health, we saw an important step in proactively supporting the Ripple Community of Allentown, which will provide housing as well as solutions to challenges, including social isolation, employment, budgeting stability, and access to health care. We are also committed to Promise Neighborhoods of the Lehigh Valley as they work daily with the residents of neighborhoods in Allentown.

In a final act of tribute to his wife, Dorothy, The Foundation supported a renaming of the Pool Wildlife Sanctuary to The Dorothy Rider Pool Wildlife Sanctuary and forever marks the natural space of special importance to Leonard Parker Pool.

Also in 2018, The Foundation supported three important initiatives: The Key Informant Report; The Collective Impact Fellowship; and Rapid Prototyping. These, outlined in the coming pages, are integrated succinctly with efforts of The Dorothy Rider Pool Health Care Trust toward a unified understanding of inclusive community health and wellness.

We are pleased to share outcomes of 2018 and to continue to uphold the guiding principles of the Pool legacy.

Edward F. Meehan, MPH
“Each of these grants represents purposeful action by The Rider-Pool Foundation to make investments at crucial timing. These organizations are launching and re-launching important programs. Our support, then, can offer the stability and grounding to ensure progress.”

– Edward F. Meehan, Executive Director

**Education**

$35,000 awarded to Building 21 Allentown to support a Summer Experience of on-site learning. The summer work placements were located at Lehigh University, Penn State Lehigh Valley and a number of other corporate and community entities to provide real-world exposure and encouragement of future career options.

$25,000 awarded to the Kamran Afshar Data Analytics Center at DeSales University to create a scientific performance measurement model within the Allentown School District. The grant is directed to calculate and compare student performance and relevant cost factors within the district and report findings at the four-year mark of Building 21 Allentown activity.

$5,000 awarded to support Kolbe Academy, a new high school for students in recovery from substance addiction that will open in August 2019. The grant serves as developmental funds for the initiative.

**Innovation**

$45,000 awarded to Meals on Wheels of the Greater Lehigh Valley, Inc. in support of the post-merger strategy of the former Lehigh County and Northampton County affiliates. The funding will be invested in board and staff development, a needs assessment of current and potential clients, and creation of a mission and vision statement within a new strategic plan.

“The Rider-Pool Foundation’s support of infrastructure is about much more than an agency’s program mechanics and deliverables; it’s the foundation for how we will get there.”

– Victoria Coyle, CEO, Meals on Wheels of the Greater Lehigh Valley
Community Development and Leadership

$105,000 awarded to Ripple Community Inc. to accelerate the development of RCI Village, a community-supported permanent rental housing initiative for very low-income, formerly homeless, and socially disadvantaged residents of Allentown. RCI Village will provide services associated with housing stability including a community engagement center, financial literacy, substance abuse support, childcare, and employment training.

$100,000 awarded to Promise Neighborhood of the Lehigh Valley (PNLV). The resources will support strategic planning and programmatic operations.

“This is not just game-changing money. It’s game-changing opportunity to think strategically and plan and it will be reflected in the growth of the program. Having a funder recognize that and step in is impressive at this stage of our work.”

– Sherri Brokopp Binder, Executive Director, Ripple Community

Conservation, Education, Nature

$20,000 awarded to Wildlands Conservancy in support of an official name change of the Pool Wildlife Sanctuary to The Dorothy Rider Pool Wildlife Sanctuary. The new name reflects the intent of Leonard Parker Pool’s will. Mr. Pool bequeathed his 72-acre Emmaus estate to the Conservancy in 1975. Funds will allow updating of all signage, communications, and brand identification of the Sanctuary.

“Leonard Parker Pool was a visionary citizen. Even back in 1975, Leonard knew connecting to nature was important and he ensured that was forever possible by entrusting his 72-acre property in Emmaus to Wildlands Conservancy to manage as a nature preserve. We honor his legacy again this year by upholding the intentions stated in his will to rename this preserve as the Dorothy Rider Pool Wildlife Sanctuary.”

– Chris Kocher, President, Wildlands Conservancy

Connectivity:

Sherri Brokopp Binder, PhD
Executive Director
Ripple Community
Rider-Pool Collective Impact Fellow 2019

Hasshan Batts, MSW, DHSc
Executive Director
Promise Neighborhoods of the Lehigh Valley
Rider-Pool Collective Impact Fellow 2016
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<tr>
<th>Organization</th>
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<td>Allentown Rescue Mission, Inc.</td>
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<td>Clean Team</td>
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<td>The Bach Choir of Bethlehem</td>
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<td>The Baum School of Art</td>
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<td>The Baum School of Art and Building 21: Partners in Arts</td>
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<td>Building 21: Allentown, PA</td>
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<td>Integrated Student Supports</td>
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<td>Community Bike Works</td>
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<td>Bike Mentoring: Earn a Bike and Junior Earn a Bike</td>
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<td>Da Vinci Science Center</td>
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<td>Da Vinci Science Center STEM Career Exploration Days 2018-19</td>
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<td>DeSales University</td>
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<td>Lehigh County Conservation District</td>
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<td>Conservation 101 Program: The Diversity of Agriculture in Lehigh County: A Rural and Urban Ag Field Experience (Pilot Year 2)</td>
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<td>Lehigh Valley Children's Centers, Inc.</td>
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<td>LVCC at Casa -Dual Language Preschool Class</td>
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<td>Safe Harbor</td>
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<td>Stephen's Place</td>
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<td>Renaming Pool Wildlife Sanctuary</td>
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<td>YWCA of Bethlehem</td>
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<td>TechGYRLS Afterschool STEM Program</td>
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Key Informant Study: Interviews and Report

Adding to substantial demographic, epidemiologic, and clinical data already available, a community profile of current dynamics was initiated through a key informant study in Fall 2017. Landing five years after a similar “social reconnaissance” in 2012, the intent was to garner the type of valuable insight that can shape and inform The Pool Trust and The Rider-Pool Foundation’s proactive grantmaking in the coming years and offer information to other entities seeking solutions to our community’s overall health condition.

The study was carried out by a consultant through interviews of 35 Lehigh Valley residents who were identified as influential opinion leaders on civic matters and a focus group of 12 non-profit leaders. The project produced four emergent themes:

I. Sense of Optimism: There is an overriding sense of optimism in the Lehigh Valley that was not present five years ago, with cited indicators of optimism including strong educational opportunities Valley-wide from kindergarten through college, wonderful park systems and green space, and a thriving cultural life.

II. Intricacies of Growth: There was universal agreement that future growth and the management of that growth is critical to maintaining quality of life in the Lehigh Valley.

III. Future Leadership: Responses indicate a change in the height and width of the community power pyramid from five years ago. The need for new, young, and diverse leadership was identified, as well as the need to welcome women into leadership roles.

IV. Our Future: The question: “What does the Lehigh Valley look like in 2050?” elicited answers including education, jobs, and the economy, with health subjects at the top of the list.

An inclusive list of specific comments and interview results was captured in a 2018 narrative report available through The Dorothy Rider Pool Health Care Trust and The Rider-Pool Foundation. With this complete snapshot of community perceptions, The Pool Trust stands ready to facilitate an expanded conversation about strategic opportunities that focus on measurable and sustainable health improvements for our citizens and our region.
Collective Impact Fellowship: Five Year Retreat and Findings

In 2014, The Rider-Pool Foundation made a five-year commitment to proactive capacity building as a strategy to address complex social issues that negatively affect quality of life in the Lehigh Valley. As a result, The Rider-Pool Foundation Collective Impact Fellowship (CIF) and the Fellowship Community of Practice (CoP) were established and a rapid prototyping grantmaking process was piloted.

The milestone fifth-year cohort in 2018 offered the milestone to reflect on learnings and to shape the future direction of this work. To start, Elsbeth G. Haymon, Fellowship Program Manager, conducted a series of individual and group interviews with many of the Collective Impact Fellows to get their thoughts about the Fellowship experience. Following these interviews, a full day and one-half retreat was planned and attended by 35 Collective Impact Fellows. The interviews and retreat produced four distinctive findings:

I. Continue: The Fellowship should be continued for future cohorts. There was unanimous agreement that the Fellowship training holds great value and that we have not saturated the field. There is benefit in continuing the focus on Allentown, but also in expanding into the broader Lehigh Valley, including areas that are more rural.

II. Enhance: The learning experiences that occur after the nine-month sessions should be enhanced with the Fellows taking greater ownership of the process. There is a strong sentiment that the Community of Practice (CoP) is critical to the future of the Fellowship, as well as interest in extending learning opportunities beyond the cohort of Fellows.

III. Extend: Connectivity and learning are important components to impacting complex social issues, but the actions of those involved with the Fellowship must go further. There are requests to increase the use of data and information as a tool for complex problem solving; use innovation to turn gained knowledge into action; and increase the focus on evaluation for purposes of learning more about the work, as well as measuring the impact of the work.

IV. Communicate: The work that is being accomplished within as a result of the Fellowship should be communicated to a broad audience so that others can understand and engage with the process. There is little documentation of the practices, processes, lessons learned, and early successes of the Fellowship, CoP and rapid prototyping. Fellows would like greater efforts to capture content and tell the stories of the innovative work being done by the Fellows and The Rider-Pool Foundation.

The Rider-Pool Foundation thanks the Collective Impact Fellows for their dedication to this process, for their service, and continued leadership in the Lehigh Valley.
Rapid Prototyping

Through the past five years, The Rider-Pool Foundation has invested significant resources in building the capacity to address complex, multi-system social issues that negatively impact our region. Efforts such as the Collective Impact Fellowship, the CI Community of Practice, the CD/NIZ Funder Collaborative, the Data Platform Group and strong collaboration with partners including The United Way of the Greater Lehigh Valley have positioned Lehigh Valley leaders to master the competencies needed to create new evidence-based strategies.

There are several emerging cross-sector groups that are now using a Collective Impact framework to address longstanding social issues. These groups are making progress in vital areas such as homelessness, human trafficking, diversity/equity/inclusion, mental health, suicide, early childhood learning, and opioid use.

We believe that a rapid prototyping process will encourage non-profit leaders, funders and other community partners to focus on the rigorous process that cross-sector collaboration requires. This provides the opportunity to develop clear, concise focus areas, strategies and metrics, using the best data available for all participants prior to providing grants.

The Rider-Pool Foundation and The Dorothy Rider Pool Health Care Trust provided resources to pilot this work for six collaborations in 2018. Grants were awarded for a six- to 12-month period to support the costs associated with developing a comprehensive plan necessary to conduct the work. This process is intended to reverse the trend of launching high-cost, long-range approaches to addressing complex social issues before key elements of the initiative are developed. These elements include comprehensive action planning, thought-out strategies, agreed upon metrics, and community engagement.

Lessons Learned:

• A small, core group with representation from multiple sectors is a preferred early step, rather than a large group forming before a common agenda is established.

• This core group requires trust, relationships, shared values, and guiding principles that are identified early in the process.

• Data drives discovery. The working group follows qualitative and quantitative data rather than pre-conceived perceptions or beliefs.

• Data must be translated into useful information and then shared. While data may be proprietary, that information will influence the work of critical partners.

• Addressing equity must be intentional. Successful work is viewed through an equity lens.

• Those with lived experiences must be part of the decision-making process.

• Evaluation is discovery. Working groups test their work early and often and continually adjust the process based on the immediate and ongoing results.
## Statements of Financial Position

December 31, 2018 and 2017

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<td>Deferred excise tax</td>
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<td><strong>Total Liabilities</strong></td>
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<td><strong>NET ASSETS WITHOUT DONOR RESTRICTIONS</strong></td>
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<td>$12,661,023</td>
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<td>$11,489,914</td>
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The financial statements for The Rider-Pool Foundation for the year ended December 31, 2018 have been examined by the accounting firm of BBD, LLP.

A detailed financial report, as examined by BBD, LLP, is available at The Rider-Pool Foundation office upon request.
Trustees

Leon C. Holt
John P. Jones III
John E. McGlade
J. Scott Pidcock
Denise M. Gargan, Corporate Trustee

Staff

Edward F. Meehan, MPH
Executive Director

Ronald C. Dendas, MS
Program Officer

Joseph J. Napolitano, PhD, MPH, RN, CRNP
Program Officer

Bridget I. Rassler
Manager, Finance and Administration

Regina M. Gabriel
Program Secretary

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Photo page 3 bottom, courtesy of Meals on Wheels of the Greater Lehigh Valley
Photo page 4 bottom, courtesy of Wildlands Conservancy
Photo page 5 top, courtesy of Bach Choir of Bethlehem

Cover photo and all other photography by Peter Keady

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