

Lauren's Institute For Education



MESSAGE FROM OUR CEO

Margaret Travillion CEO/Cofounder

2022 was a year of returning to our former ways prior to the pandemic, which was a balance between resilience and compassion fatigue. It was also a year of addressing the staffing crisis created by the pandemic and the workforce trending in new and unprecedented ways.

L.I.F.E. has operated with a model of care that has been held for fifteen years, but that model had to be radically changed due to the pandemic. Still, in reopening the campus, we saw the return of old families as well as some new ones, community partners, community outings, and L.I.F.E. Events. L.I.F.E. was created to serve and is meant to be shared; it does not function at its best closed off from our larger community. Reopening our campus fully was like breathing fresh air back into us all!

On the heels of celebrating our campus reopening, a staffing crisis struck us like none other we had experienced before. L.I.F.E. Leadership had to respond to this in order to meet the quality of care we strive for. We had to think outside the box and look at our world today and the changes we were facing, including higher pay rates, more flexible work schedules, and a total benefits package that would keep us competitive. L.I.F.E. has consistently recognized our greatest resource is our team. As always, L.I.F.E. rose to the challenge and responded with excellence. I am grateful to report that we were back to a full team by the fourth quarter.

With all this adversity, L.I.F.E. was still able to thrive. L.I.F.E. was blessed to be a candidate of 2022 American Rescue Plan Act (ARPA) funding which substantially aided in recovering from the staffing crisis. We opened up new programs, such as our transition to employment and group-supported employment program as well as a mealtime program. We also started a fantastic partnership with the Gilbert Police Department. We were able to make some great friends at Echoing Hope Ranch in Sierra Vista and helped to train their staff. We added a new track to our academy focused on ABA-based support, and we took a team of young adults out to the 2022 NASCAR Championship Race to support their Zoomtown Store. We were also able to shine in the Gilbert Days Parade accompanied by many of L.I.F.E.'s families. These are just a few of our highlights! The following pages share more of our 2022 highlights.

MISSION

Working together to empower people through extraordinary services for developmental disabilities.

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2023



Purpose



Because people with disabilities deserve...

- better care than what has been available historically.
- to learn and grow from the same educator, therapist, or caregiver quality as their neurotypical peers.
- to get the same service regardless of funding, whether they can pay privately or not.
- to get services in one place where parents/caregivers can drop them off, they can get everything they need, and then be picked up.
- all of their care providers to be on the same page and provide cohesive convenient quality care.
- staff that care and will fight for them and be supported in doing so.
- care to extend to all their needs, treating them as a whole, meeting them where they are, and helping them grow as best they can.
- service regardless of age, demographic, disability, or need. All should be welcome and given a chance to succeed and integrate.
- the same level of respect, care, and tailored resources to normalize their lives to the extent possible as anyone who is neurotypical.

Note: A purpose statement describes the overarching reason an organization exists.

Mission

Working together to empower people through extraordinary services for developmental disabilities.

Extraordinary Means- Our Seven C's

1. CARING

Above all we care about the well-being of our consumers and their families! We consider them part of the "L.I.F.E. Family."

2. CUSTOMIZED COMPREHENSIVE

We believe the best approach to disability services is individualized care that considers the whole person, all areas of need, and the family's goals. We offer an extensive selection of disability services all through L.I.F.E. to reduce strain on families and to foster our transdisciplinary approach.

3. COHESIVE COLLABORATION

We have always believed collaboration between professionals is paramount to the success of a consumer. However, we recognize cohesive collaboration, where team members' approaches are all working in concert, is challenging. We make continuous efforts to establish effective transdisciplinary teams.

4. CURRENT

We strive to employ the most current strategies and interventions using evidence-based practice. We invest in extensive continuing education for our staff, so they remain up-to-date in their knowledge and skills.

5. COMMUNICATION

We recognize the essential importance of communication. We communicate with families regularly to keep them "in-the-know" on their loved one's services.

6. COST-CONSCIOUS

We are a nonprofit that believes the ability to receive the best care should not be based on income. We accept funding through private and state insurance as well as scholarships.

7. COMMUNITY

We believe it is important to extend our mission outside of L.I.F.E. by helping to educate others that work with the disability community. We have multiple community partnerships and provide consultation services for other organizations.

Note: A mission statement describes what an organization is trying to do.



Company Culture



Wellness Program Hike Jan. 2022

Our Eight Culture Pillars

1. WORK ENVIRONMENT

- Family matters
- Nurture a positive atmosphere
- Acceptance of change
- Celebrate and honor the holiday seasons
- Promote humility in management style
- Take care of those that take care of our consumers

2. HONESTY AND INTEGRITY

- Transparency
- Be above reproach
- Follow best practice
- Open-door policy
- Solution-focused problem solving

3. WHOLE PERSON APPROACH

- Social and emotional wellbeing
- Cognition support
- Educational needs
- Family support
- Total Communication
- Accessibility and independence
- Continuum of Care- starts at preschool-adulthood

4. COLLABORATION

- Community is priority – all aspects of care working cohesively
- Transdisciplinary – all team members working together for the benefit of the consumer
- Team- means families and professionals

5. ECLECTIC IN OUR APPROACH

- Flexibility of thought- there is never just one way
- Individualized programming
- Promote diversity and acceptance of interventions
- Support team's professional values

6. SERVICES ACCESSIBLE TO ALL

- Not for profit
- Variety of funders
- Services not based on ability to pay
- Pro bono services
- Scholarships
- Community partnerships

7. PROFESSIONAL GROWTH

- Training and development for staff
- Promote from within
- Rely upon internal expertise
- Incentives
- Equity and fairness
- Encourage and expect continued learning- CEU
- Promote internships and community learning projects
- Professional Learning Communities
- Faith and trust in our staff

8. DREAMERS

- Embrace organic growth
- Stay relevant to our community
- Current in our practices
- Collaborative
- Remain open-minded
- Creative in our approach to care
- Solution-focused problem solvers
- Forward thinkers

Pillar Update!

This year we updated our pillars that help define our company culture.

Caring for staff

We pride ourselves on our family-like culture and truly believe in taking care of our staff.

We provide comprehensive benefits including extensive time off (12 paid holidays, 2-3 weeks PTO) to prevent burn out as well as additional supports such as our Wellness Program and Employee Assistance Program.

We also love to appreciate our staff with bonuses, recognition, give-aways, and food!

2022 GLOBAL HIGHLIGHTS

ACADEMY TRACK 4- 1:1 BEHAVIOR SUPPORT OPTION

The Academy-Track 4 was launched offering an option for learners that thrive within a specialized environment with 1:1 behavior support. Track 4 presented an environment where communication, socialization, self-advocacy, and skill building are tailored to each individual helping them succeed and progress to requiring less support.

TOTAL COMMUNICATION CAMPAIGN

We started the Total Communication Campaign to ensure we are doing all we can to support our consumers in their ability to communicate. We believe all have a right to communicate and there is no single communication method required for a person to get their needs met. This campaign supports communication by identifying functional communication methods for each consumer and educating and training staff on how to support each unique individual.

GROUP-SUPPORTED EMPLOYMENT (GSE)- A NEW SERVICE!

We launched a new DDD-funded service for individuals that require more initial support for employment. The program supports the development of general employment skills and also provides participants with on-site supervised paid employment. Job coaching is provided as needed for each individual. The program launched with individuals serving in Office Assistant, Maintenance Assistant, and Adaptive Activities Facilitator Assistant roles.

ZOOMTOWN MARKET AT NASCAR CHAMPIONSHIP

We had the opportunity to run the Zoomtown Market grocery store at the NASCAR Championship. Our group of consumers from our Day Treatment and Employment programs (DTA, TTE, GSE) were a hit. They worked very hard and were loved by the vendor and by the raceway. We were given an opportunity to apply to the Nascar Foundation- Speediatrics and received a \$10,000 grant for our summer (DTS) program. We hope to expand this event and partnership in the future.

48TH ANNUAL ABAI CONVENTION, BOSTON, MA

Our BCBA's presented at the annual ABAI convention on the positive interactions between police and individuals with Autism Spectrum Disorder experienced on the L.I.F.E. campus.



COMPANY HIGHLIGHTS



L.I.F.E. 15TH ANNIVERSARY CELEBRATION!

FAMILIES SHARED THEIR GRATITUDE...

L.I.F.E. school has forever changed our home life and has given us hope for our daughter's future. We commute 142 miles a day, 5 days a week for academy and wouldn't have it any other way. We have watched our daughter grow so much in the last 4 years at L.I.F.E school, we are excited to see what the future holds for our child instead of fearing. We are forever grateful.

- Shannon Sly & Joe Smith

There is no life without L.I.F.E. As a senior raising a special needs child, it would be difficult to run all over for school and various therapies. I feel my child is safe in an environment where people love him and do everything in their power to make sure he is the best he can be.

- Mary Taylor

Prior to discovering Lauren's Institute for Education, our family encountered a revolving door of resources for our sons. As soon as our sons became comfortable with a therapist or program, the therapist would leave the agency or the program would be discontinued. Lauren's Institute for Education has an outstanding therapy, academy, and behavioral staff that offer our boys consistency and stability. Furthermore, this team of professionals has provided our sons with a tailored, collaborative approach to helping them grow and be the best people they can be. Most importantly, our sons are eager to go to school daily because they are surrounded by people who love them and celebrate their success.

-Greg & Jennifer Lugo



SPRING FLING



PHOENIX ZOO



CHRISTMAS FESTIVAL



GILBERT DAY PARADE

Expanded Outreach

We continued our nursing partnerships and added programs with Gilbert Police Department, Gilbert Fire and Rescue, and Gilbert Dispatch Center. By allowing the next generation of professionals to observe and interact with those on our campus, we aim to teach empathy, respect, compassion, and understanding of those with developmental disabilities so they can better serve this population. We provided consulting services to Echoing Hope Ranch and Desert Visions, two other organizations supporting individuals with support needs. We partnered with First Things First obtaining access to resources such as First Teeth First which ensures our clients have access to oral health care. We also provided free monthly in-person and zoom caregiver trainings on a variety of topics.



Community Partnerships

University of Arizona- Nursing
Chandler Gilbert Com. College- Nursing
Gilbert Police Department
Gilbert Dispatch
Gilbert Fire & Rescue Department
AZ Department of Public Safety
First Things First



GILBERT POLICE DEPT.
SENSORY FRIENDLY SHOPPING



MESA COMM. COLLEGE
DISABILITY AWARENESS CELEBRATION



FIRST THINGS FIRST
FIRSTTEETH FIRST



AZ DEPT. OF PUBLIC SAFETY
TOY DRIVE FOR CHRISTMAS FESTIVAL



Served 167+ students

48+ academy staff

We expanded our academy adding a new classroom and new programming including our Total Communication Campaign aimed to support all functional communication and our Hot Lunch Program providing exposure and encouragement to try new fruits and vegetables. We also created cozy corners in all our rooms to support sensory regulation and continued Social Emotional Learning lessons along with all our usual classroom curriculum. We had 3 graduates this year!



REGULATED CLASSROOM

Congratulations!

CLASS OF 2022

GRADUATING



LAUREN'S INSTITUTE FOR EDUCATION

Tuesday, May 17, 2022

1305 S. Gilbert Rd. Gilbert, AZ 85296



GRADUATES



FALL FESTIVAL

Word of the Week

eat

With fingers and thumb grouped together, bring hand to mouth.

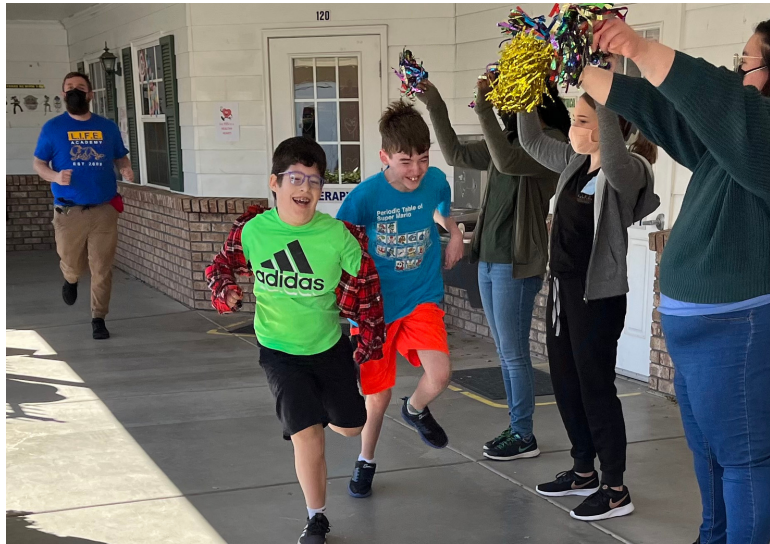
On most robust AAC vocabularies, this word is located on the home page. Or, it is located under "Actions".

This selection will typically open the "snacks" page, with other meal pages available.

Target Areas	Phrases to Model
Asking Questions	"When are we going to eat?"
Making Requests	"I want to eat crackers."
Following Directions	"First we're going to eat, then recess."

TOTAL COMMUNICATION

Because our students deserve it all!



RUN, WALK, AND ROLL EVENT



LEVELLED UP TEEN ROOM



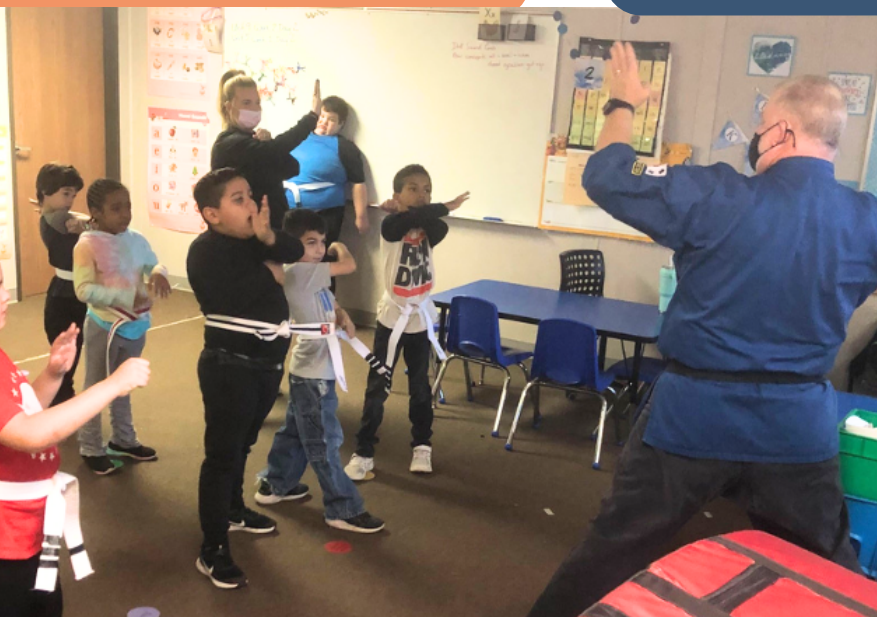
ADAPTIVE ART



ADAPTIVE PE



ADAPTIVE MUSIC



KARATE WITH MASTER WALTER



MUSICAL INSTRUMENT MUSEUM

Served 300+ consumers

17+ DTE staff
53,135 sessions/yr

We grew our DTE programs. Increased our Transition to Employment (TTE) to 16 and Group Supported Employment (GSE) to 3 consumers. We served 38 in our adult day treatment (DTA), 157 in our summer (DTS), and 86 in our after-school day treatment and training (DTT) programs.

TTE opened a very successful snack shack serving the whole campus as well as ran the Zoomtown Market at the NASCAR championship! They also served the academy for the Hot Lunch Program. GSE learned key skills in a number of trades and joined L.I.F.E. as employees in their assistant positions.



SNACK SHACK!



ZOOMTOWN MARKET @ NASCAR



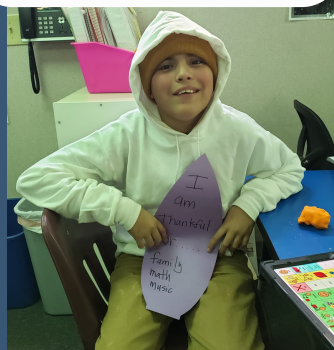
MAINTENANCE ASSIST.



DTA



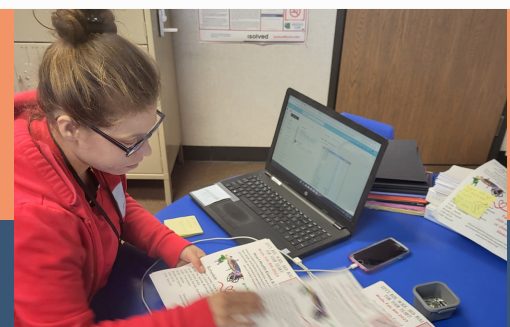
DTS



DTT



ADAPTIVE ACT. ASSIST.



OFFICE ASSISTANT

GROUP SUPPORTED EMPLOYMENT



Served 448+ clients

24+ therapy staff

In our therapy department we focused on improving goal writing, session notes, and progress monitoring practices. These steps helped improve communication with families and other members of the treatment team supporting a cohesive transdisciplinary approach for real progress towards meaningful goals.



2022 THERAPY TEAM @ HALLOWEEN

Sessions Held

372+ per week; 16,730+ per year

Physical Therapy: 4,285/yr, 138 clients

Occup. Therapy: 7,645/yr, 217 clients

Speech Therapy: 4,126/yr, 154 clients

Music Therapy: 673/yr, 32 clients



Served 65+ clients

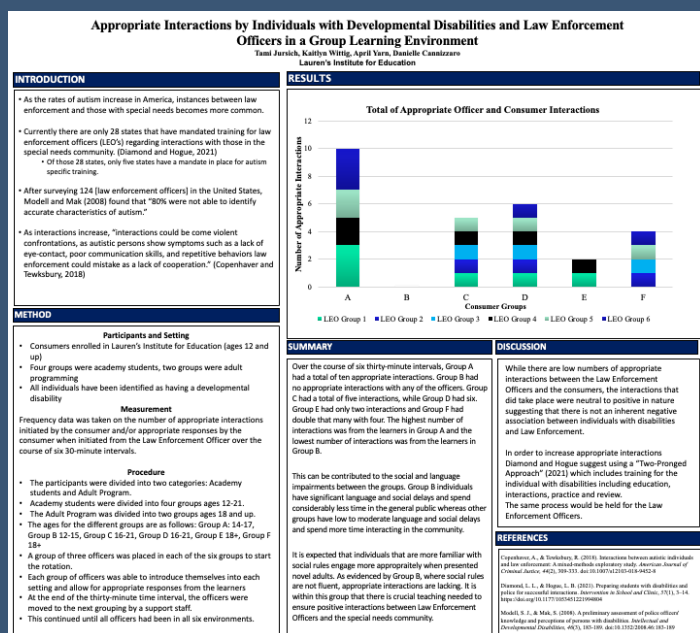
26+ BPS staff

719+ sessions per week; 33,522 per year

In our BPS department, we doubled our staff allowing us to substantially increase ABA service hour availability for families. We added a brand new track for the academy for students requiring 1:1 behavior support for success. We also presented research at the annual ABAI convention and continued our accreditation from the Behavioral Health Center of Excellence (BHCOE) signifying that we maintain a high level of ethical and clinical treatment.



1-Year Accreditation



COMMUNITY HIGHLIGHTS

Served 176+ consumers

93+ community staff

In our community department our staff demographic and numbers changed as providers returned to pre-pandemic positions and the need for home care due to the pandemic diminished.

Sessions Held

81,489+ sessions per year

Habilitation: 35,779/yr; 71 consumers

Attendant Care: 21,429/yr; 23 consumers

Respite: 23,972/yr; 80 consumers

Transport: 309/yr; 2 consumers

Fundraisers

We held three main fundraisers raising 108K in total.
We also received over 1,000 volunteer hours from various organizations. We are so grateful for all the donors and volunteers that supported us!



ANNUAL GOLF CLASSIC

52K+ Raised

132+ attendees

18+ sponsors



4K+ Raised

33+ donors

Goal- inclusive play
equipment



49K+ Raised

190+ attendees

14+ sponsors

CASINO NIGHT

Financials*

*Note these financials are presented on a cash basis. Adjusting entries are made annually for accrual accounting in line with GAAP, and audited financials and our annual 990 tax form with those adjustments are available by request.

We continued to live our belief in taking care of those that take care of our consumers as seen with payroll being 80% of our expenses. The ARPA grant was a significant help as the pandemic and changes in insurance effected our usual income.

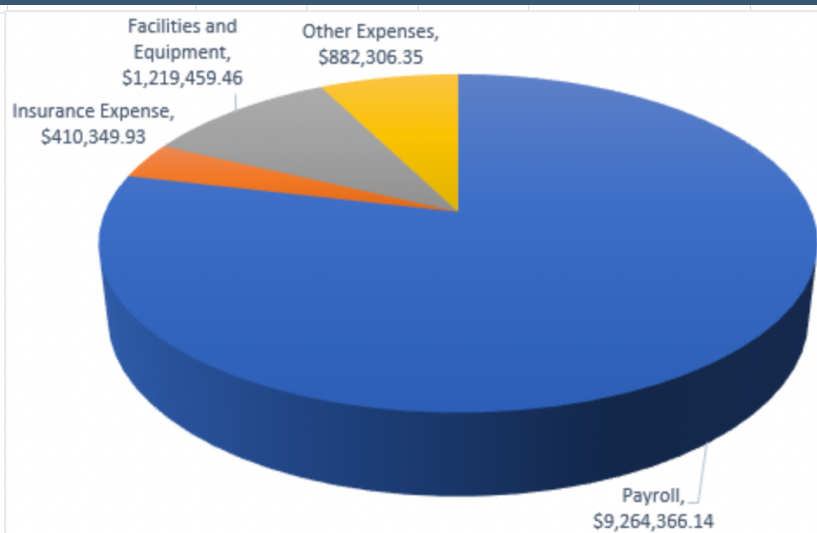
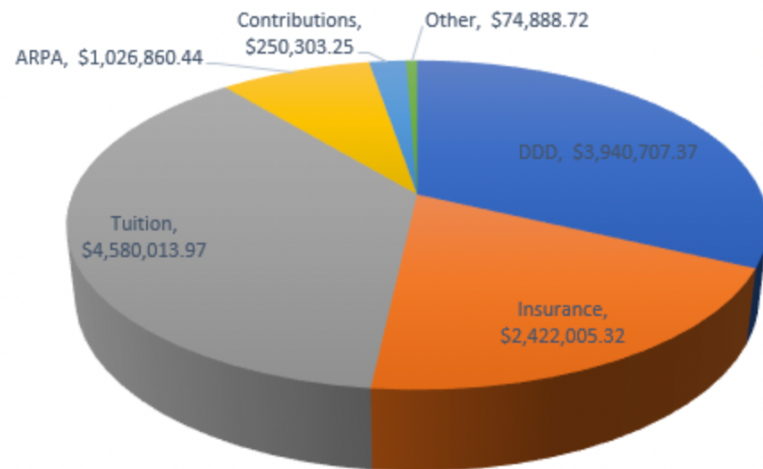
12M+ Income

4.5M+ tuition

4M DDD

2.5M insurance

1M+ ARPA



11M+ Expenses

9M+ payroll (~80%)

1M+ facilities

Platinum
Transparency
2022

Candid.

L.I.F.E. was honored as part of the Sun Devil 100 Class of 2022!

This is a prestigious annual award program run by the Arizona State University Alumni Association. The program recognizes up-and-coming organizations led or owned by alumni.

Justin Travillion, our CFO, was the honoree of this award.



Demonstrating our commitment to financial transparency for donor assurance.

2023 GOALS



SECURE FINANCIALS



SECURE LEASE & ZONING FOR EXPANSION



**COMPLETE ORGANIZATIONAL BEHAVIOR
MANAGEMENT PROCESS FOR LEADERSHIP**



**COMPLETE MASTER CONSUMER FILE
QUALITY ASSURANCE PROCESS FOR
TRANSDISCIPLINARY APPROACH**



DEVELOP COMMUNITY PARTNERSHIPS



BUILD AND NURTURE RESILIENT TEAM

