L.I.F.E.
LAUREN'S INSTITUTE FOR EDUCATION

Lauren's Institute for Education

2025 ANNUAL REPORT

OUR MISSION

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

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LETTER FROM THE CEO

2025 was a year of expanding services without losing sight of our Mission and Vision. It has been a long-standing goal of mine to see a full circle of care provided to individuals with developmental disabilities to best serve the whole person through their years of development and skill acquisition.

2025 came with expanding our property and services to utilize all ten acres of land. With more services, a larger campus and a expanded team we held steadfast in ensuring our Mission and Vision did not falter. L.I.F.E. continued its efforts in our methodology: "Take care of the people who take care of our kids; the better you take care of the people the longer they will remain on our team, the longer they remain, the more consistency we can give those we serve, the more consistency we can provide the more skills we will gain".

Our mission statement, "***Working together to empower people through extraordinary services for developmental disabilities***," is not just words to us, but our way of serving. With this, we expanded our organizational chart to include more managers and administrators to support a larger team count, and to support our directors as they managed their departmental quality of services. We pushed our teams to collaborate through designated case reviews, team meetings, learner-specific TEAM chats, and co-treatment between disciplines. Lastly, we recruited our Board Member Rich Maston to audit our Master Consumer Files to ensure compliance to our mission and vision through goal setting, SMART goal writing, and meeting our transdisciplinary focus and reporting timeliness, which resulted in excellent findings.

L.I.F.E. was awarded a spot amongst the USA Today Top Workplaces, which represents 1% of all employers across our nation. This award affirms our efforts made in focusing on taking care of our people. Without the people, we could not provide care to those we serve, our business is contingent upon having individuals who can provide the direct care of individuals with developmental disabilities.

I have never been more proud than I am in celebrating 2025 and all the victories witnessed through the growth and well-being of those we serve. When you are a mission-based non-profit, you must be diligent in your efforts of remaining true to the vision and ensuring the history and the "Why" stays in the forefront of each team member's mind. I believe L.I.F.E. demonstrated you can continue to grow and meet the demands of the needs without losing sight of what matters!

Here's to staying true to who we are and why we do what we do!

Sincerely,

Margaret Travillion

Margaret Travillion
Co-founder & CEO

OUR SEVEN C's

The extraordinary in L.I.F.E.'s mission is exemplified in our Seven C's.

1. CARING: Above all, we care about the well-being of our learners 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 learner. 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.

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.

VISION

To solidify a full circle of care that can be promoted throughout our community by creating opportunities for growth for individuals with developmental disabilities as early as possible and for as long as their loved ones wish.

DIVERSITY, EQUITY, & INCLUSION

At Lauren's Institute for Education, it is inherent in our purpose and mission to promote acceptance, equity, and inclusion, both with the community we serve and those we entrust that service to. These principles are at the forefront of our model and growth. We strive to create an environment and culture where everyone believes they have equal value, regardless of gender, sex, religion, age, orientation, culture, national origin, ability level, etc. We believe that by creating an environment where all people thrive, we will be able to create a more successful and diverse organization that best serves our community. We acknowledge the different biases that exist in our world and work to ensure that they do not hinder our impact. We, therefore, are committed to collecting data and evaluating procedures about the diversity of our staff and those we serve, to ensure there are not misaligned practices from our values, or if there are, to adjust to the best of our ability.

COMPANY CULTURE

1 Work Environment

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

2 Honesty and Integrity

- Transparency
- Be above reproach
- Follow best practices
- 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: preschool-adulthood

4 Collaboration

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

5 Eclectic in Our Approach

- Flexibility of thought- 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
- Encourage and expect continued learning
- Promote internships and community learning projects
- Professional Learning Communities
- Faith and trust in our staff
- Equity and fairness

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

GLOBAL HIGHLIGHTS

Special Olympic Expansion

L.I.F.E. completed its second year hosting a Special Olympics soccer team. This year, we were able to add one additional soccer team and a new basketball team due to the number of individuals interested in participating. It is only because of the number of individuals who volunteered that we were able to make these new teams possible, and for that, ourselves, and our learners, are grateful!

Light the World Holiday Campaign

This year, L.I.F.E. participated in the **Light of the World Giving Machine** campaign, which is designed to inspire people to service others and spread kindness. By participating in this campaign, L.I.F.E. was able to receive donations to assist our learners with new adaptive equipment, specialty therapy tools, and classroom supplies. These amazing donations help L.I.F.E. ensure that all of our learners are reaching their highest potential through tailored environments paired with specific adaptive tools. In total, we received $85,000 from donations of these items:

- 1,621 sensory items at $7
- 468 school hygiene supply items at $25
- 261 specialized learning materials at $50
- 147 specialty environment items at $100
- 134 disability equipment items at $250

Large Playground Groundbreaking

Playground expansion for our **inclusive playground** broke ground at the end of 2025. This adaptive playground, which will have a leveled ground and wheelchair-accessible features, will allow all our learners to be included in play and social games that meet their specific needs. L.I.F.E. believes that all children deserve the right to play, and the update to our large playground has been a wonderful way to meet that need.

Learner Enhancements

In 2025, we continued providing our enhancement programs of karate, art, and music to all learners on campus. Master Walter taught **karate** lessons once a month to each class, demonstrating skills such as body awareness and focus to help them break boards, push a bag, and practice foot stomps. In **music** class, we promoted language development through interactive songs, including utilizing our *Word of the Week* in American Sign Language (ASL). **Art** classes helped our learners utilize different mediums to promote safe social and emotional outlets. Both music and art lessons were held weekly, allowing our learners to quickly grow their knowledge and skills in these dynamic forms of expression.

First Annual L.I.F.E. Field Day

A big celebration for our Therapy Department this year was their hosting of L.I.F.E.'s first ever **Field Day** in March. Even though the weather did not cooperate with a surprise rainstorm, the event was still a success as we moved the activities indoors! Learners enjoy various activities, including an obstacle course, throwing, kicking soccer balls at a target, and even a photo booth.

COMPANY HIGHLIGHTS

L.I.F.E. continued to expand our programming to ensure that all individuals are meeting their goals. Our different programs have allowed us to capture each individual's strengths by tailoring the environment to best support growth. Over the course of this year, L.I.F.E. began the journey of coordinating education with **East Valley Institute of Technology**, commonly referred to as EVIT. This partnership served as a way to assist students in their Early Childhood Teaching program to obtain credits toward their degree by completing an internship at L.I.F.E. This model was then replicated with **Chandler Unified School District**, with student interns scheduled to start in the 2026-2027 school year.

During this time, L.I.F.E. continued to demonstrate excellence by winning multiple awards.

Awards & Recognition

- 2025 USA Today National Top Workplaces
- Phoenix Business Journal Health and Wellness Finalist - **#3**
- 2025 Phoenix Business Journal Best Places to Work - **#14**
- 2025 Arizona Top Workplaces
- Arizona State University Sun Devil 100 member
- Phoenix Business Journal (PBJ) Corporate Philanthropy Nonprofit Business Summit grant recipient from Cornerstone Staffing

Phoenix Business Journal $5,000 Grant

Sun Devil 100 member Justin Travillion, CFO/COO

Phoenix Business Journal Healthiest Employer

Commitment to Our Staff

One of the honors we received in 2025 that we are most proud of was the **Phoenix Business Journal's Health and Wellness** award. We took home 3rd Place in the Small Business category thanks to our commitment to "take care of those that take care of the kids." Throughout the year, we demonstrated that by holding a free flu shot clinic, biometric screenings, and sending out monthly Wellness Challenges for our staff. Additionally, we hosted spirit days during football season, an employee luncheon, celebrated team birthdays and work anniversaries, and much more! We will continue to all we can to keep the positive, healthy work environment we have cultivated here at L.I.F.E.!

Community Partnerships

Beyond direct services, L.I.F.E. maintained strong relationships with community partners including **The University of Arizona**, **Chandler-Gilbert Community College** (CGCC), **Gilbert Police Department** (GPD), and **Gilbert Fire Department** (GFD). These partnerships expose young professionals to individuals with developmental disabilities, fostering awareness, understanding, and respectful engagement while building a more inclusive future workforce.

Additionally, L.I.F.E. partnered with **JCORPS** to provide opportunities for individuals completing community service hours. This collaboration benefits both the organization and the broader community by supporting service engagement while contributing to personal growth and rehabilitation efforts for those served.

Our Community Partners

Department of Public Safety · State Trooper · Arizona

Honor · Integrity · Police · Gilbert AZ · Courage · Professionalism

Gilbert Fire & Rescue

Chandler-Gilbert Community College · A Maricopa Community College

British Swim School · Every Age. Every Stage.

College of Nursing

EmpowerMe · Empowerment Through Mindful Movement

JCorps Volunteering

CommonSpirit

JustServe

EVENT HIGHLIGHTS

Annual Phoenix Zoo Field Trip

Spring Fling

Trunk or Treat

Christmas Festival

Gilbert Days Parade

COMMUNITY OUTREACH

In 2025, L.I.F.E. continued to intentionally cultivate partnerships with organizations that share a collective vision of learning, growth, and inclusion. Through these collaborations, L.I.F.E. expanded opportunities for individuals with developmental disabilities and their families to engage in meaningful, supportive, and enriching experiences.

L.I.F.E. partnered with **British Swim School** to offer adaptive swimming lessons within the L.I.F.E. pool. This partnership provided families with the opportunity to work toward critical water safety skills in a familiar and supportive environment, increasing comfort, confidence, and accessibility for participants. Additionally, L.I.F.E. collaborated with the **South Gilbert Scorpions**, a Special Olympics swim team, allowing the team to utilize the L.I.F.E. pool and further strengthening community connections through inclusive athletics.

To support whole-person wellness, L.I.F.E. partnered with **EmpowerMe**, an organization specializing in mindful movement sessions. These sessions were designed to support individuals with disabilities in enhancing their physical, emotional, and spiritual well-being through intentional and accessible movement practices.

L.I.F.E. also continued its partnership with **Early Childhood Oral Health**, providing free dental screenings for children ages 0–5, while actively working to expand similar services for older children. Vision and hearing screenings were conducted on-site through **Arizona Vision and Hearing**, reinforcing L.I.F.E.'s commitment to identifying visual and auditory needs early in order to best support each individual's development and success.

Through intentional partnerships and collaborative efforts, L.I.F.E. continues to strengthen community connections, expand access to vital services, and advance inclusive practices that support individuals with developmental disabilities and their families.

ACADEMY

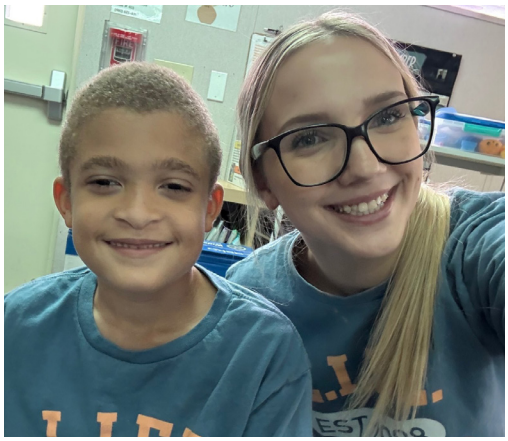
2025 by the Numbers

3,490
Sessions

260
Learners

54
Staff

Monthly average over 2025



L.I.F.E.'s Academy continued to experience growth in 2025, operating 25 classrooms across campus and serving 260 students during the 2024–2025 school year. We sustained and expanded **family engagement opportunities** while also adding a stronger focus on homework completion and reading logs, which helped to increase parent participation and collaboration in student learning. These efforts were designed to strengthen the home–school connection and support student progress beyond the classroom.

Our classroom programs also experienced continued growth and success in 2025, with an ongoing emphasis on **preparing students for adulthood**. Instruction targeted essential life skills including money management, vocational readiness, social interaction, and peer communication. Students demonstrated increased confidence, independence, and engagement as they built skills that will support them well beyond the classroom.

The Academy also hosted **multiple field trips**, including visits to the Arizona Science Center, Funbox and Kid's Empire, the Children's Museum of Phoenix, and the Museum of Illusions.

Additionally, we expanded curriculum by including *The Autism Helper* in more classrooms. We continued with Karate and Social Emotional Learning (SEL) lessons as a focus for our students. We were able to expand our student teacher program to having three student teachers.

We also had **three graduates in the Class of 2025**!

PATHWAYS

2025 was another outstanding year for the Pathways Department, marked by **continued growth, meaningful progress, and exciting achievements across all programs**. As our department continues to evolve, we have seen growth not only in the number of individuals served, but also in the skills, confidence, and independence demonstrated by our learners.

Throughout the year, our adult programs remained focused on developing practical, real life skills that **support greater independence**. Individuals continued to strengthen self help and daily living skills such as food preparation, meal management, dressing, leisure engagement, bathroom routines, and personal hygiene. These skills were practiced consistently in environments designed to mirror real world home settings, allowing for meaningful learning and skill generalization.

2025 by the Numbers

5,289
Sessions

60
Learners

42
Staff

Monthly average over 2025

The **Group Supported Employment** program continued to thrive and expand throughout the year, providing individuals with valuable on campus work experiences while maintaining necessary supports. Participants gained hands on job skills, developed responsibility, and built confidence as they worked toward increased independence and vocational success. The positive outcomes seen within this program continue to highlight the importance of supported employment opportunities for our population.

Overall, 2025 was a year full of growth, progress, and celebration for the Pathways Department. We are incredibly proud of the individuals we serve and grateful for the opportunity to continue growing our programs in both size and skill development. As we look ahead, we remain committed to **supporting independence**, **lifelong learning**, and **meaningful experiences** for every individual in our care.

ABA

2025 by the Numbers

5,769
Sessions

63
Learners

58
Staff

Monthly average over 2025

Our Applied Behavior Analysis (ABA) program has continued to expand to ensure we are **serving as many learners as possible**. The quality of service we provide has allowed the department to move many learners to a less intensive treatment model while still ensuring positive changes in quality of life measures.

The learners in the more intensive program continue to utilize natural teaching opportunities in environments that mimic those they would find at home or in the community to teach skills directly as they would be utilized. **Social skills** continue to be a focus for this program, with learners working on appropriate interactions with peers through organized games, structured and unstructured activities, as well as group objectives like cooking and gardening activities.

In addition to the growth of the services provided, L.I.F.E.'s ABA department also added a **Mentor BCBA position**, allowing for professional development within the department. The addition of this position has allowed for greater oversight of clinical aspects as well as offering resources and support for more difficult cases within the department.

COMMUNITY

Throughout the year, the Community Department remained dedicated to strengthening community connections while fostering environments where families feel safe, supported, and empowered to engage alongside others who share similar lived experiences. By intentionally creating inclusive opportunities for connection and collaboration, the department helped families **build meaningful peer support networks** within the developmental disabilities community.

The Community Department hosted a wide range of inclusive and experience-based events designed to promote belonging, education, and joy. Some events included a **sustainability-focused thrifting event**, an evening of connection at **Organ Stop Pizza**, a **movie in the park**, **splash pad and pool parties**, and a unique community outing at **Carl's Damaged Pet Warehouse**. During this event, families were invited to engage with a local animal rescue that supports farm animals who have experienced abuse or require additional care. Participants were encouraged to bring produce donations to feed the animals and were able to interact with cows, donkeys, goats, and pigs—whether feeding, observing, or simply enjoying time in a calming, sensory-friendly environment. This experience offered families a meaningful opportunity to build empathy, connect with nature, and engage in purposeful community service.

2025 by the Numbers

10,317
Sessions

100
Learners

114
Staff

Monthly average over 2025

Beyond hosting events, the Community Department consistently participated in planning and support meetings, providing families with advocacy guidance, individualized support, and the tools needed to confidently **advocate for their loved ones**.

The Community Department also remained actively engaged in statewide advocacy efforts related to the **Parents as Paid Caregivers legislation**. Serving as a trusted resource, the department provided education to families regarding their rights and responsibilities as paid caregivers, while offering recommendations for policy updates and system improvements. Through ongoing communication, advocacy, and education, the Community Department continued to empower families to navigate services with confidence and clarity.

THERAPY

2025 by the Numbers

1,493
Sessions

247
Learners

21
Staff

Monthly average over 2025

The Therapy team continued with the hybrid model for treatment to serve in the natural and clinical settings, allowing clinicians to **focus intensely on skills** while also being able to apply them directly in the **learner's natural environment**.

We had a few individuals that **graduated** from our therapy services for meeting age-appropriate goals and maintaining previously mastered goals. This milestone shows the dedication of the Therapy team, the individuals striving to achieve, and the family's commitment to providing the best care possible.

Therapy continued our focus on **generalization of skills** across environments to ensure that each individual is able to meet their needs in any environment encountered. This may look like advocating skills, independent skills and the ability to navigate the different environments fluently. This helps add to a **higher quality of life** for the individual served, as well as the family structure as a whole.

The L.I.F.E. Therapy team continues to focus on treatment that brings quality of life changes to the learners while incorporating parents/caregivers into treatment. This focus will help **bridge the gap** between onsite services and the carry over into the learners natural environments, specifically home and the community.

VOICES OF L.I.F.E.

Testimonials from Our Families

"Exceptional Staff & Culture" | "Strong Community Feel" | "Gratitude for L.I.F.E.'s Mission"

"L.I.F.E. is an amazing academy and I am very grateful my kid goes here."

"Coming to L.I.F.E. has been the single best decision I have made for my son! He is absolutely thriving in ways he never has before! He feels loved, valued, and accepted which is everything a mom of a special needs child could ask for."

"Lauren's has provided the support we needed that we could not get ANYWHERE else."

"I love L.I.F.E and recommend them any chance I get. Fell in love with the facility when I took a tour and they have held all their promises up. It is a judgment-free campus! Perfect fit for my family and son! I thank every single staff member for their patience and kindness! We always feel welcomed and never judged."

"I think it goes without saying, just how much we LOVE Lauren's Institute For Education. I tell every person I meet to come and take a tour."

"I cannot begin to come close to expressing my gratitude for the support and care from the teachers and all the staff at Lauren's Institute for Education. My son has been part of the Pathways to Independence program for the past two years. The social and emotional growth I have seen in my son over the past two years is more than I could have imagined possible. The staff have created a safe and nurturing environment that has allowed my son to flourish while encouraging him to be his authentic self. The support doesn't end at the students either. I have felt nothing but care and a desire to see us grow as a family as well. Bottom line, I cannot imagine a better place for my son to be, and I am honored and blessed that we can call L.I.F.E. home!"

Testimonials from Our Employees

"What motivates me is the compassion at the core of the organization. Everyone is here because they want to help consumers and their families, and that shared commitment creates a strong sense of community. Even when things feel chaotic, the mission remains clear and knowing that the work directly impacts people's lives keeps me moving forward." **- Administration**

"I recommend working at L.I.F.E. because it may be a challenging job somedays but the rewards and the smiles on the consumer's faces makes it so rewarding because you know that you are making a difference in their lives. Also we are one big family." **- Pathways**

"L.I.F.E. provides great opportunities to learn new skills, participate in training, and continue growing in the work we do each day." **- Academy**

FUNDRAISERS

ANNUAL GOLF CLASSIC

$67k
Raised

124
Attendees

17
Sponsorships

CASINO NIGHT GALA

$72k
Raised

140
Attendees

12
Sponsorships

ARIZONA GIVES DAY
APRIL 1, 2025

$3,550
Raised

PLEDGESTAR

$10,283
Raised

FINANCIALS

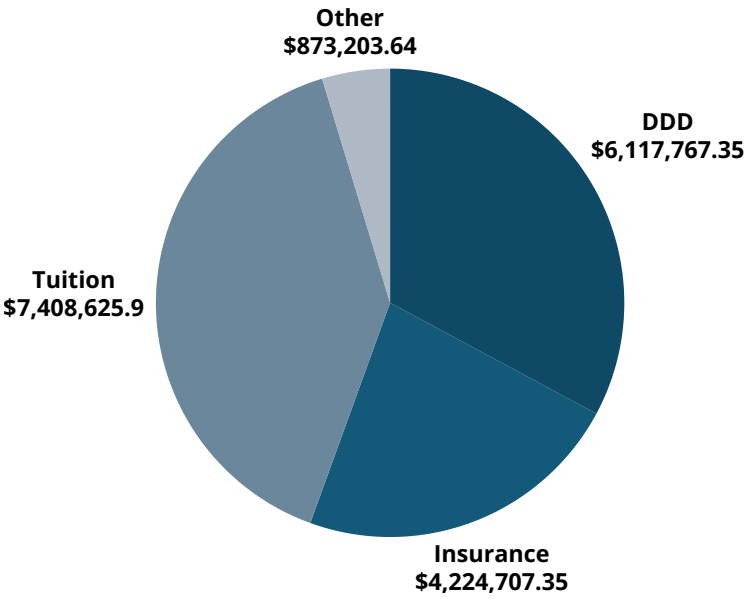
Candid Platinum Rating 2025

L.I.F.E. has once again received the Platinum Seal of Transparency on Candid, the largest source of comprehensive information on non-profit organizations. This is the highest level of recognition, signifying that we demonstrate a high degree of transparency and commitment to sharing data about our mission, programs, finances, leadership, and our impact.

Platinum Transparency 2025

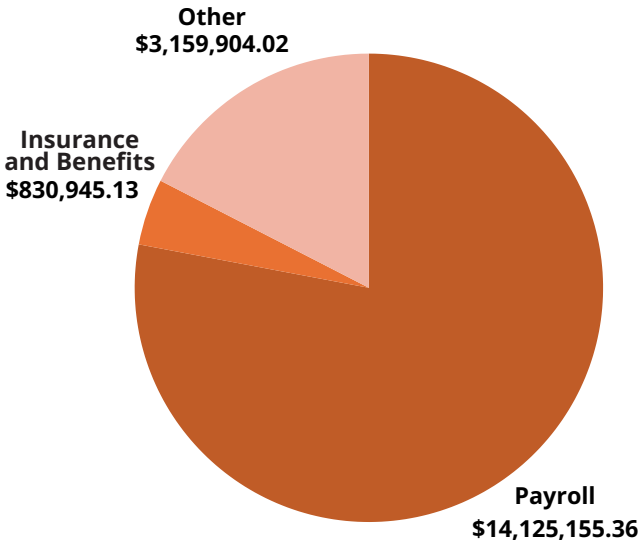
Candid.

Income



Total: $18,624,304.24

Expenses



Total: $18,116,004.51

Payroll, insurance, and benefits make up **83%** of the organization's expenses.

*Data provided is based on unaudited cash basis financials.

GOALS FOR 2026

Specialty Environment Improvements

Classroom Technology Improvements

Transition Meetings for Teen Future Planning

Expanded Community Partnerships

Parent Engagement Initiatives

Campus Safety Improvement

Improved Staff Mentor Program

Student Interns

L.I.F.E.
LAUREN'S INSTITUTE FOR EDUCATION

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