



empowering lives. shaping futures.

2014-2015 Annual Report



CONTENTS

LETTER FROM THE CEO & PRESIDENT/CHAIRMAN OF THE BOARD

PILLARS

ADULT SERVICES

CHILDREN'S THERAPY & SERVICES

CONTRACT & BUSINESS SERVICES

SCHEDULE OF FINDINGS & RESPONSES

FINANCIAL HIGHLIGHTS

DONORS & CONTRIBUTORS

WAYS TO GIVE

LEADERSHIP

OUR MISSION

Providing people with disabilities and their families the resources and support they need to empower their lives and shape their futures.

LIFEROOTS HAS ADOPTED A NEW VISION STATEMENT

LifeROOTS enriches the entire community by nurturing individuals to grow, strengthen and flourish.

This Vision Statement reaffirms LifeROOTS commitment to the community. It has encouraged the Division to look for and create new partnerships. These partnerships will enhance services but more importantly it will enhance our community.

LETTER FROM THE CEO & PRESIDENT/ CHAIRMAN OF THE BOARD

Fiscal Year 2014-15 was an important year for LifeROOTS, as well as for all those working to serve the needs of those with disabilities. As our economy begins to recover, LifeROOTS is poised to continue to not only work towards further enhancing many of our programs, but has made significant advances in being part of a number of pilot programs and fundraising efforts that will also enable us to best serve our clients, while continuing to grow our organization.

The year saw the growth of our Rio Rancho facility (where we are now one of only two providers of adult day habilitation programs left in the Rio Rancho area and filling a great need in the community) as well as the continued expansion of our Career Readiness/Career Discovery and Literacy programs. Our Business and Contract Services division – which had been impacted by our country's troubled economy over the past few years – not only survived those difficult financial times in our region's business community and retained many long-term contracts, but also forged a number of new partnerships with area businesses which are helping to provide meaningful employment for so many adults with disabilities throughout the region.

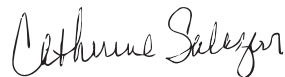
LifeROOTS also was involved in a number of exciting programs and new initiatives during the year, as well. In January 2015, we were honored to be part of the KOB-TV Health Fair (the largest and most comprehensive health and wellness fair in New Mexico) where we were able to reach many families directly about our programs and services. The year saw the creation and launch of the first "Pie Day/Throw a Pie in the Face of Management" Fundraiser – where we successfully raised both funds, and awareness, for LifeROOTS raising important funds for LifeROOTS.

FY 2014-15 was a busy, and exciting, time for LifeROOTS as we saw the growth in many of our programs and embarked on a number of new initiatives. As always, we thank you for your continued support of LifeROOTS, and look forward to continuing this exciting momentum as we work to "empower the lives" and "shape the futures" of all those we serve.

Respectfully submitted,



Kathleen Holmes Cates, CEO & President



Catherine Salazar, Chairman of the Board



PILLARS

ORGANIZATION'S PURPOSE

- To **Support** individuals with disabilities from birth throughout life
- To **Self-Direct** their goals and expectations
- To Increase their **Independence** through **Integrated/Inclusive** opportunities in a **Safe Environment**

KEY COMPONENTS ON HOW WE SUPPORT OUR PURPOSE

- Team approach
- Therapeutic life skills
- Inclusive/integrated environments

- Employment training, opportunities, placement and support
- Creating and maintaining a safe environment for clients and employees
- Continuous and adequate revenue stream that covers costs, contingency and strategic planning

CORE COMPETENCIES

Evolving Since 1958 this organization has evolved with the needs of our clients and the changing expectations our community sets for the contributions individuals with disabilities can provide.

Flexibility Able to customize most services to the client's needs

- Expand opportunities and services through Community Partnerships
- Able to take risks and create innovative solutions to specific needs

CORE VALUES

Teamwork We work together internally and externally in a team approach to provide comprehensive services to our clients and their families and strive for a seamless approach.

Accountability We are accountable for, and accepting of the consequences of our behavior. We can be relied on to perform our job duties honestly, efficiently, effectively and in a manner that consistently demonstrates our professional competencies. We understand that we serve the community that supports us; thus we provide transparency in our processes, finances and governances. We manage our company's financial resources in a responsible manner in order to carry out our mission and corporate goals.

Quality We meet all regulatory requirements at the local, State and Federal levels while continuously improving to exceed industry standards.

Safe Environment Safety is a priority for everyone. The safety of our employees and the individuals we serve is continuously being improved by leadership, training, rewards and accountability.

FACTS & FIGURES

Adult Community Services serve over 140 participants every month in their Community Integration programs and Employment programs.

ADULT SERVICES



DESPITE GROWING CONCERNS OVER SHRINKING GOVERNMENT DOLLARS AND INCREASED STANDARDS, LIFEROOTS IS BUILDING TRUST AND REFERRALS THROUGH INNOVATIVE APPROACHES

Rio Rancho is growing!!! LifeROOTS has been serving Sandoval County and the City of Rio Rancho before Rio Rancho was a city. As the economy crashed so did social services in the Rio Rancho area. In fiscal year 2014-15 the few providers of Community Integrated (Day Hab) services in the city of Rio Rancho left for Albuquerque and Corrales. LifeROOTS Rio Rancho Center for Independence is one of two providers of day services left in Rio Rancho. This is a concern for the citizens of Rio Rancho. As the economy strengthens and focus is on increasing business opportunities, it is imperative that social services grow as well. Corporations will hesitate to invest in municipalities that cannot support its employees. LifeROOTS has increased the square footage of the space offered to provide Adult Services. Building trust in the community is essential for growth.

LifeROOTS Career Readiness programs (Career Discovery and Literacy) are filling the gap for participants to discover their own abilities on their own time frames. These programs are created to serve each individual's academic, employment and social goals. Small paid work opportunities that are well supervised, steady committed volunteer opportunities and a daily employment and academic exposure allow participants to find their own path toward independence.

FACTS & FIGURES

LifeROOTS Children's Therapy and Services division serves over 200 children and their families every month.

CHILDREN'S THERAPY & SERVICES



LIFEROOTS SELECTED FOR TWO EARLY INTERVENTION PILOT PROGRAMS

The LifeROOTS Children's Therapy and Services division continued to grow throughout 2014-15. In addition to providing a growing number of important programs and services to children with developmental delays, we were also recognized by the State for our quality work in our Early Intervention program, and were selected to be part of two exciting pilot programs over the next three years that can have a significant benefit on both our EI program and the children and families we serve.

The first Pilot Program that we were excited to be selected for centered on our Early Intervention personnel being taught ways to use video to enhance our early intervention practices. The project, the FIT FOCUS Video Demonstration Project, selected only five programs in the area to participate, and we were thrilled that our Early Intervention division was selected by the Family Infant Toddler (FIT) program to participate. Through the FIT FOCUS Video Demonstration Program, members of our Early Intervention team have received video equipment and are participating in a number of training sessions, ongoing support and on-the-job application to learn how to best use video in our early intervention practice and practical strategies for working with families. The second Pilot Program that we were honored to be selected for during fiscal year 2014-15 is the SSIP/IFSP Pilot Project. We were thrilled to be one of only 8 agencies selected (from 38 in the State) for this project, which centers on IFSP (Individual Family Services Plan) development. The IFSP Pilot Program is underway during the current fiscal year.

In addition to our important involvement in these two Pilot Programs, our Educational Playgroups program, led by Grace Coca, continues to grow and offers playgroups every day of the week and provides an important and unique inclusive learning and social environment for 2 and 3 years olds with and without special needs. In addition, during 2014-15 LifeROOTS also concentrated on speaking at pediatrician's offices to provide information on the benefits of Early Intervention services – helping to ensure that anyone who needs Early Intervention services can get the help they need.

FACTS & FIGURES

The Contracts Division along employees 60+ employees every month.

CONTRACT & BUSINESS SERVICES



AS THE ECONOMY SLOWLY RECOVERS, LIFEROOTS INCREASES SERVICES ON EXISTING CONTRACTS

Throughout the year, we have continued to grow our Business and Contract Services division –and have continued to serve above the required ratio and exceed the standards when it comes to our contracts. The required ratio states that contracts must have 75% of their total direct labor performed by individuals who are severely disabled. As an Ability One contractor for the Federal government, we must comply with the 1971 JWOD Act in terms of ratios – and during 2014-15 we not only complied, but went above the ratio. During the first quarter, our ratio was 76.34%; during Q2 the ratio was 76.51%; and both third and fourth quarters had even higher ratios – coming in at 79.66% and 78.74%. In addition, for our AbilityOne contract (which are all Federal contracts) our ratios were even higher, as follows: Q1- 88.74% ; Q2- 88.44%; Q3- 91.69% and Q4-88%.

Having survived the financial storm of 2009-2012 and as our economy continues to recover, we are happy to have so many long-term contracts and to have forged new partnerships in supported employment, as well -- and look forward to the continued growth of our Contracts and Business Services division.

Partial List of Contracts Monthly Receivables FY 2014-15	FY2014-15	FY2013-14
Kirtland Airforce Base	\$220,093.00	\$202,105.00
General Services	\$38,387.00	\$35,424
State Use Program	\$26,004.00	\$23,585.00

This slow but steady climb in receivables while holding expenses down has created a stronger fiscal picture.

For the year ended June 30, 2015

I. SUMMARY OF AUDITOR'S RESULTS

A. An unmodified opinion was issued on the financial statements of LifeROOTS, Inc.

B. No instances of noncompliance with laws and regulations or the provisions of contracts and grant agreements that are material to the financial statements were disclosed during the audit.

C. Internal control over financial reporting:

- Material weaknesses identified: No
- Significant deficiencies identified: None Reported

II. FINANCIAL STATEMENT AUDIT FINDINGS

None

III. FINANCIAL STATEMENT AUDIT FINDINGS – PRIOR YEAR

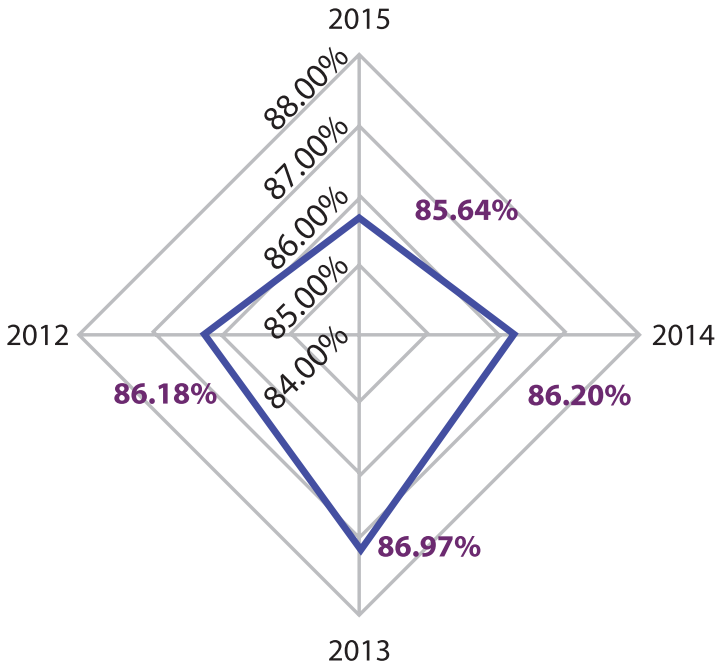
None

FINANCIALS

HIGHLIGHTS

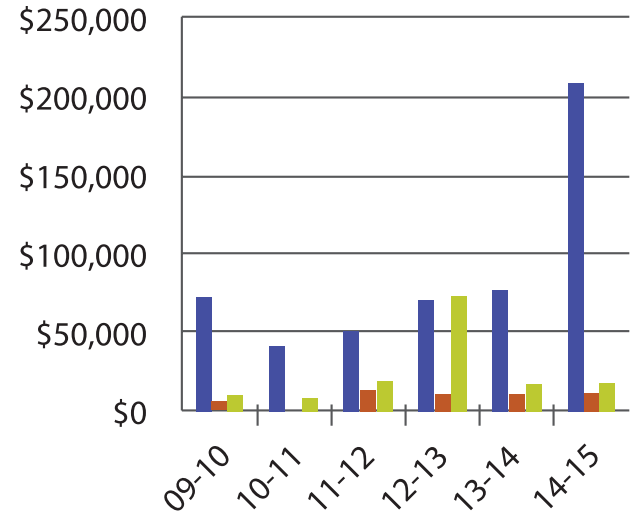
- **Total Assets:** \$3,607,443
- **Total Liabilities:** \$ 2,157,616
- **Total Net Assets:** \$1,449,827
- **Total Revenue:** \$6,451,910
- **Total Expenses:** \$ 6,755,592
- **Change in Net Assets:** \$(303,592)

PROGRAM EFFICIENCY



For every \$1.00 we earn , LifeROOTS spends over \$0.85 cents on direct program expenses.

LIFEROOTS DONATIONS



■ Grant ■ In-Kind ■ Donations & Contributions

The community's trust, support and commitment can be demonstrated in many ways, but one of them is through grants, donations and contributions. LifeROOTS tracks the number of clients served to demonstrate a strong word of mouth recommendation. But the service rate (every service –every rate) is very lean and can barely (sometimes not) cover the cost of the service. If a nonprofit wants to replace carpet, provide uniforms, create employee recognition events...there are no funds available. This is because the funds we receive for the services are supposed ONLY to cover the services. This is referred to as Restricted Funds in the accounting world. Unrestricted Funds (donations, contributions and some grants) can be used to enhance or support services, infrastructure and our staff. They are essential for developing relationships in the community, providing quality services for our participants and supporting our dedicated staff.

DONORS & CONTRIBUTORS

Kara Toohey
Irma Rivera
Paul DiPaola
Andrea Blea
Riley Cockreham
GE Foundation
Kroger (Smith's)
Chris Porter
Ron Kemper
Brett Eddington
Mr. and Mrs. Lionel Hutkoff
Carol Epstein
Amazon Smile
Matthew Baker
Kathleen Holmes Cates
Trudy Eberhardt
Sylvia Padilla
Kevin Stamber
Teresa Torres
Joanne Wright
Barbara Hitch
FCE Insurance
Delta Dental of New Mexico
Superior Vision
All-Star Insurance
The Solutions Group
Rio Metro Regional Transit
District
Village Inn
AFLAC
SourceAmerica
Duke City Civitan

Sandoval County Civitan
Christine Hastings
Priscilla Singer
Daniel Gossein
Steven Meilleur
Alyssa Velasquez
Janie Anderson
Sandia Kiwanis
Linda Geiszler
Karen Gikas
Dian Candelaria
Wells Fargo Community
Support
Sandia Kiwanis
City of Vision Civitan
Cate Sitton
Diva D'Luxe
Margaret Gates
Mr. and Mrs. Alfred Guerra
Michael Sei
Jillian Oaks
Sandra Silverman
Robert Diefenbaugh
Maria Garcia
Joan Schofield
Cathy Salazar
Myron Saldyt
Orville Johnson
Mark Stanger
Harold Pound
Mr. and Mrs. Lewis Reade
Catherine Thompkins

Dan March
Jeff Marxhall
Denise Wheeler
Mary Lucero
Deborah Elam
Dorothy McCurley
Elaine Fiber
Mr. and Mrs. Jim Warner
Lee Butler
Teresa Vigil, MD
US Bank
Lucy Rosen
Colleen Berger
Kelly Miller
Dr. Leslie Strickler
Mr. and Mrs. William Clithero
Steven Swerdlow
Charlene Duran
Juan Monarrez
Jackson & Tull
Cathleen Corlew
Craig Shaw
Just Give
Beverly Simons
Brad Vaughn
Lori Alarid
Gwendolyn Kiwanuka
Mary Becker
Stephanie Hurd
Andrea Baca
Beverly Martinez
Frank Chandler

Grace Coca
Lily Duran
Sarah Lancaster
Matthew Molina
Fay Pepin
Charles Salazar
John Sena
Gloria Silva
Nicholas Trujillo
United Way of Central New
Mexico Community Fund
PNM
Carl C. and Marie Jo Charitable
Foundation

WAYS TO GIVE

LifeROOTS can't achieve its mission without your help. Please consider making a gift that will have a real impact on the lives of people with disabilities. If you want your gift to go to a specific program or service, please let us know when you make your donation. Or you can make a gift of your time and show your support for the center by volunteering.

IN-KIND DONATIONS

Your donations of office equipment, children's toys, art supplies, professional services, event tickets, dinner coupons, store gift cards and other items allow LifeROOTS to utilize more of its financial resources in support of the programs and services we provide to the disabled community.

PLANNED GIVING

Leave a lasting legacy that will help LifeROOTS fulfill its mission into the future. Planned giving allows you to plan your estate resources to serve your family and the charitable organizations you care about most after your death. Although there are literally hundreds of ways to plan gifts, the most common is to stipulate a bequest in your will. Bequests are perhaps the simplest manner in which to leave your legacy with LifeROOTS.

MAKE A DONATION ONLINE

Visit LifeROOTSnm.org

Click on the Donate link at the top of the page

Select how you would like to contribute

Make your donation by Visa or MasterCard

MAKE YOUR DONATION IN PERSON OR ON THE PHONE

Call 505-255-5501 to find out how

Executive Team



Kathleen Cates
CEO



Gwen Kiwanuka
Director of Adult
Services



Trudy Eberhardt
Director of Finance



Matthew Molina
Director of Contracts



Thomas Denslow
Director of Human
Resources



Sylvia Padilla
Director of Quality
Assurance



Grace Coca Director of
Children's Therapy and
Services and



Robert Diefenbaugh
Director of Safety, Facilities
and Fleet

LEADERSHIP

Board of Directors

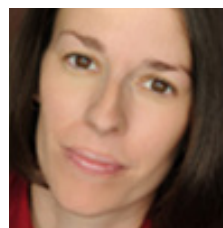
Officers:



Catherine Salazar
Board Chair



Carol Guerra
Vice Chair



Dr. Leslie Strickler
Secretary



Myron Saldyt
Treasurer

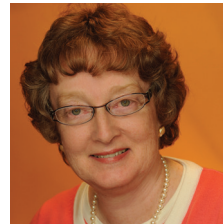
Board Members:



Jeannie Vigil



Amy Clithero



Linda Geiszler



Brad Vaughn



Joan Schofield, MBA



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