



empowering lives. shaping futures.

2016-2017 Annual Report



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OUR MISSION

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

OUR VISION

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

LETTER FROM THE CEO & PRESIDENT/ CHAIRMAN OF THE BOARD

2016-17 was a time of important growth for us as we launched our larger new Rio Rancho location to enable us to provide expanded services for our clients. We began providing services at our new west side location at 1909 29th Street in Rio Rancho in November of 2016 – generating widespread attention about LifeROOTS throughout the community and increasing awareness about our organization.

The launch of our new Rio Rancho location was significant for a number of reasons. As the first building capital outlay LifeROOTS has made since the 2005 purchase of the building on Menaul (LifeROOTS/RCI had previously operated at rented sites through UNM), owning a building in Rio Rancho enables LifeROOTS to expand and enhance services because we can adjust the layout of the building. The expanded new facility also offers many important benefits for our members, including a secure setting with outdoor environments for gardening and art activities for our Adult Community Services Day Program. In addition, the Contracts division is able to secure equipment indoors and outside that is easily accessible for the expansion of employment opportunities. The new energy-efficient building is fully equipped with security cameras, a fire suppression system, and ADA compliant access.

The opening of our expanded new facility in Rio Rancho was officially kicked-off to the community at a Ribbon Cutting Ceremony in April 2017 – which was attended by Mayor Gregg Hull and other local community leaders. In addition to presentations and proclamations by the Mayor and other dignitaries, the LifeROOTS Rio Rancho Ribbon Cutting/Open House offered the community a “first look” into the many resources for those with disabilities that are now available at the Rio Rancho location – as well as provided a springboard for publicity about LifeROOTS and its services. We secured interviews and major stories in both the Albuquerque Journal and the Rio Rancho Observer, as well as numerous radio interviews, in conjunction with the launch of the new Rio Rancho location that helped to spread the word about LifeROOTS.

2016-17 also saw the continued development and growth of many of our other programs. We once again partnered with Builders Source Appliance Gallery for LifeROOTS’ 3rd Annual Pi(e) Day Event, featuring a number of New Mexico’s top business leaders. We were able to communicate important messages about LifeROOTS in appearances on KRQE This Morning and Good Day New Mexico, as well as having news about the event appearing in print outlets such as Albuquerque the Magazine, New Mexico Kids and others. Most importantly, we brought the community together on behalf of LifeROOTS for a day of fun and fundraising for a great cause — raising money to purchase accessible tables and chairs for our members.

With our successful expansion in Rio Rancho, and our steady growth at our Menaul location, we are excited to continue to “empower the lives” and “shape the future” of all those we serve, and thank you for your continued support of our mission.



A handwritten signature in black ink that reads "Kathleen Holmes Cates".

Kathleen Holmes Cates, CEO & President

Dr. Leslie Strickler, DO, FAAP, 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

We served an average of 190 adults every month with over 800 unduplicated adults served in the fiscal year of 2016-17

ADULT SERVICES



THE PURCHASE OF OUR OWN BUILDING IN RIO RANCHO ALLOWS US TO EXPAND OUR SERVICES AND BEST SERVE THE NEEDS OF THE WEST SIDE

LifeROOTS has served Rio Rancho since the late 1970's but had always been operating out of a rented space. In November of 2016 LifeROOTS opened its doors on a building located at 1909 29th street in Rio Rancho, NM, and are now property owners and fully vested in serving the west side. We are one of only two-day programs for adults with disabilities located in the city of Vision (Rio Rancho), and the purchase of our own building was an important step in helping us to continue to serve the needs of the Rio Rancho community. Upon its opening, our new building was embraced by both local families as well as the business community. Hewett Packard donated 2 HP Sprout machines to the Rio Rancho facility, with this high-tech learning aid making a wonderful addition to our program.

We served an average of 190 adults every month with over 800 unduplicated adults served in the fiscal year of 2016-17.

FACTS & FIGURES

Our Children's Therapy and Services division grew to serving 288 children in May 2017. The average number of children served for fiscal year 2016-17 is 260 children per month.

CHILDREN'S THERAPY & SERVICES



DURING FY 2016-17, OUR CHILDREN'S THERAPY AND SERVICES DIVISION MADE A POSITIVE IMPACT ON THE LIVES OF MORE THAN 1,000 FAMILIES IN THE CENTRAL NEW MEXICO AREA

Our Children's Therapy and Services division grew to serving 288 children in May 2017. The average number of children served for fiscal year 2016-17 is 260 children per month. Throughout the year, LifeROOTS made a positive impact on the lives of more than 1000 families in the central New Mexico area, through our Early Intervention services, parenting classes and classroom for 2-year olds. The CTS staff increased their training opportunities (Circle of Security and Reflective Supervision), as well as educational outreach (Tocqueville & Boo Zoo) and community service (Habitat for Humanity and the distribution of holiday presents to families.)

FACTS & FIGURES

The Contracts Division employees
65+ employees every month.

CONTRACT & BUSINESS SERVICES



OUR CONTRACTS DIVISION CONTINUED TO GROW, PROVIDING JOBS FOR MORE THAN 69 EMPLOYEES IN THE COMMUNITY, WITH EMPLOYERS PRAISING BOTH THE WORK BEING DONE AND THE LIFEROOTS PROGRAM

In FY 2016-17, our contracts division grew to employ over 69 employees who are employed by LifeROOTS to meet the needs of businesses and organizations throughout the area and in conjunction with our Federal, State Use, Residential Grounds and Exclusive contracts. LifeROOTS provides custodial, grounds keeping and packaging and assembly services with private businesses, governments and municipalities – with 75 % of our direct labor being individuals with disabilities who could not maintain a job without our support. FY 2016-17 was marked with many successes, including LifeROOTS achieving two consecutive work years without a lost day work accident.

In addition to the growth of our Contracts division during FY 2016-17, the work of our employees was also recognized throughout the year by numerous highly satisfied employers. Customers from both the Air Force Operational Test and Evaluation Center and the Air force Chapel took the time to send official letters of recognition for the great work LifeROOTS custodians were providing to their facilities, praising their work and the LifeROOTS program.

For the year ended June 30, 2017

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

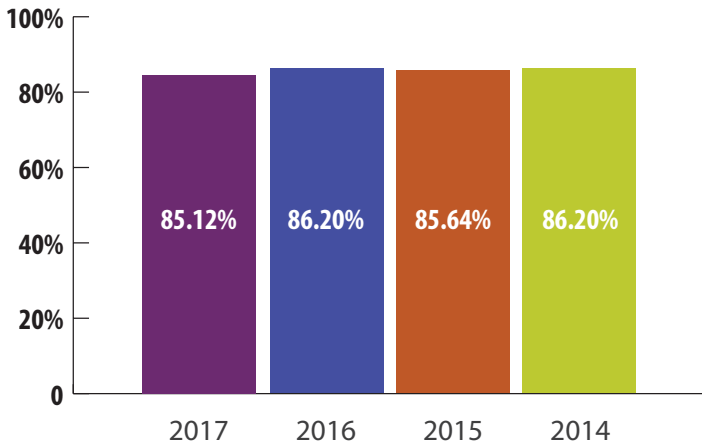
None

FINANCIALS

HIGHLIGHTS

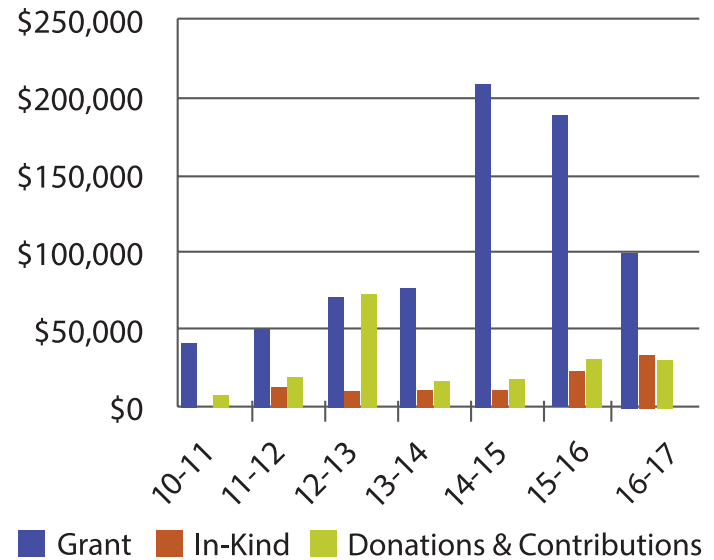
	2017	2016
Total Assets	\$5,110,609.00	\$4,440,404.00
Total Liabilities	\$2,695,467.00	\$1,934,212.00
Total Net Assets	\$2,415,142.00	\$2,506,192.00
Total Revenue	\$7,080,670.00	\$7,039,754.00
Total Expenses	\$6,813,360.00	\$6,813,360.00
Change in Net Assets	\$(91,050).00	\$226,394.00

PROGRAM EFFICIENCY



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

LIFEROOTS DONATIONS



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

Amazon Smile
Big Brothers/Big Sisters
Blake's LotaBurger
Builders Source
Bradbury Stamm
Builders Source
Joe Bustamante
Lee Butler
Susan Butterfield
Dian Candelaria
Kathleen Holmes Cates
Fran Clark
Charmaine Cordova
Bob & Linda Diefenbaugh
Lindsay Doyle
Trudy Eberhardt
Brett Eddington
Carol Epstein
Donna Fastle
Susan Fox
Frank "Corky" Frederick
Frost Mortgage
Jim Gates
Linda Geiszler
Mr. & Mrs Alfred Guerra
Carol Guerra - All Star Insurance
Kathleen Harvey
Christine Hastings
Jennifer Hobbs
Stephanie Jaeger
Judy Johnston
Just Give (American Express
Nancy Kreutzer
Nancy Lunsford
Dr. Halkard Mackey Jr.
Dan March
David Martinez
Midway Office Supply
Sylvia Padilla
PNM Grant Foundation (Courtesy of Ms.
Padilla and Ms. Candelaria)
Powers, Shirley
Radolinski, Steve
Reade, Lewis & Peggy
Rider, Regner
Rio Rancho Sunrise Rotary Club
Mr. & Mrs. Robert Rogers
Myron Saldyt
Sandia Kiwanis Club
Joan Schofield
Glenda Simon
Smith's Community Rewards
SourceAmerica
Elizabeth Speaker
The Sprout Committee
Curvin Strausbaugh
Leslie & Brent Strickler
Jill Tatz
Natalia Torres
UBS Financial
United Way
US Bank
Brad Vaughn
Anna Marie Velasquez
Debbie Vigil
Jeanne Vigil
Jeffrey Zeter, Jeffrey (Creative Content LLC)

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.

ANNUAL EVENT

Our annual Pi(e) Day Event fundraiser, held each year on 3.14 (National Pi Day), is a great opportunity for you to get involved in helping to "give back" to LifeROOTS through this unique "pies with a purpose" event. There are a number of different ways to get involved -- from high-visibility event sponsorships, to being a "Leader" in our "Throw a Pi(e) in the Face of Management" festivities to being part of the action and attending our next Pi(e) Day Event.

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



Angela Ortega
Director of Adult
Services



Trudy Eberhardt
Director of Finance



Matthew Molina
Director of Contracts



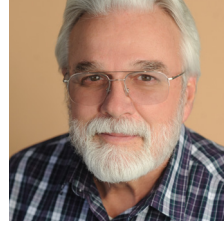
Rakotoarijaona Mino
Director of Human
Resources



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:



Dr. Leslie Strickler
Chair



Linda Geiszler
Head of Personnel
Committee & Secretary



Jeannie Vigil
Head of Finance Committee
& Treasurer

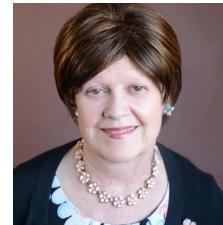
Board Members:



Leticia Bernal



Dawn Dal Porto



Ellen Costilla



Carol Guerra



Catherine Salazar



Myron Saldyt



Maggie Silva



Joan Schofield, MBA



Brad Vaughn



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