



empowering lives. shaping futures.

2017-2018 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.

During 2017-18, we began our celebration for our 60th year of serving the Central New Mexico area. We kicked off our celebratory year with a new 60th Anniversary logo and branding – used on all of our communications to highlight our longstanding role in helping individuals with disabilities and the impact we have had on the community for the past six decades.

Throughout the year, our programs continued to thrive, with our Children’s Services seeing growth of our Early Intervention services, as well as continued strong interest in our Educational Playgroups and the “Love and Logic” national parenting program we offer at LifeROOTS. In addition, our Business Contracts division continued to provide important jobs throughout the community to adults with disabilities, with an increase in our Federal Contracts providing even more job opportunities than ever for our members. Our Adult Services division also experienced important growth during 2017-18 – spearheaded by the success of the first full year of operation at our new Rio Rancho location and the 40+ adults now served at this growing location.

In addition to it being the year of our 60th anniversary, 2017-18 was also a year where LifeROOTS was recognized through a number of important community and industry awards – including being named by the *Albuquerque Journal* as one of “New Mexico’s Top Workplaces of 2018.” In addition to this important award, we were also excited to have been named “Best Local Nonprofit Brand” in the Exhib-IT B2B Awards, where we were honored for building a distinctive and successful consistent branding campaign to communicate LifeROOTS messages throughout the community. As winner of “Best Local Nonprofit Brand” LifeROOTS received approximately \$6,800 in advertising and signage to help us continue to get the word out about our services. We also helped to create new opportunities for growth through a number of additional awards and recognitions, including being honored by *Albuquerque Business First* as a 2018 “Woman of Influence” (more than 500 women were nominated for the award with 27 honorees selected) – as well as the honor of being one of 56 community and business leaders inducted as an Honorary Commander in the Kirtland Air Force Base Honorary Commanders Program.

Our 4th Annual Pi(e) Day Event featured a number of New Mexico’s top business leaders and was highly successful – attracting more than 200 people and raising double the amount of funds as the previous year. In addition, the 4th Annual Pi(e) Day Event featured a record number of local restaurants, sponsors and business leaders participating in the festivities, gathering together to raise money to support LifeROOTS in our mission. Our Pi(e) Day Event continues to be an important way for us to build and nurture relationships with both the community and local business leaders.

As we commemorate our 60th Anniversary year at LifeROOTS, we remain proud of our past for all that we have accomplished, and excited about the future. Thank you as always for your continuing support of LifeROOTS as we continue to “empower the lives” and “shape the futures” of our clients and their families for the next 60 years – and beyond.

Respectfully submitted,



Kathleen Holmes Cates, CEO & President



Dr. Leslie Strickler, DO, FAAP, Chairman of the

LETTER FROM THE CEO & PRESIDENT/ 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 division serves over 280 participants every month in their Community Integration programs and Employment programs.

ADULT SERVICES



LIFEROOTS HAS BEEN SERVING THE NEEDS OF ADULTS WITH DISABILITIES IN THE RIO RANCHO AREA SINCE 1978 – SINCE BEFORE RIO RANCHO WAS A CITY.

In 2012, we faced possible closure of our Rio Rancho facility when the Board of Directors voted to close the location due to low attendance. If the LifeROOTS Rio Rancho location closed, it would have left only one organization in Rio Rancho providing services for people with disabilities. However, we were able to stay open -- and, by the end of 2016, had grown enough to purchase our own permanent space at our newly purchased building at 1909 29th Street SE.

Fiscal year 17-18 was our first full year of service from this new Rio Rancho location – which was created as a fully integrated space for our adult day program, as well as a space for our contracts division and houses employment services for our Rio Rancho members. By the end of FY 17-18, the Rio Rancho building is thriving -- serving more than 40 adults in our day program, as well as increasing employment opportunities for adults with disabilities-- and has added an additional six new contracts on the west side.

FACTS & FIGURES

LifeROOTS Children's Therapy and Services division serves over 240 children and their families every month.

CHILDREN'S THERAPY & SERVICES



DURING FISCAL YEAR 2017-18, LIFEROOTS CONTINUED TO PROVIDE A WIDE VARIETY OF CHILDREN'S SERVICES AND PROGRAMS FOR CHILDREN THROUGHOUT CENTRAL NEW MEXICO AND THEIR FAMILIES.

We were able to create many success stories through our Early Intervention services in both Albuquerque and Rio Rancho – helping children and toddlers from birth through age three develop both learning skills as well as social and emotional development. For each of our Early Intervention clients, we provided a personalized plan of physical, occupational, speech and language therapy, and worked with both children and their families to help them transition into school or other services upon graduating from the program at age 3.

In addition to the continued role that our LifeROOTS Early Intervention program played in the community during FY 2017-18, the year also saw the continuation of a number of our other programs that positively impact children and families throughout Central NM. LifeROOTS continued to offer the “Love and Logic” program – providing innovative parenting techniques through this national program. We also continued to offer our Educational Playgroups – a licensed program specifically designed to integrate typical children and children with developmental delays, providing an opportunity for them to play together, interact and practice school skills in a classroom-like setting. We also began offering the Circle of Security® Parenting™ program – a parent-reflection program offering the core components of the evidence-based and internationally acclaimed COS protocol – further providing parents with an important resource through LifeROOTS.

FACTS & FIGURES

The Contracts Division along employees 72+ employees every month.

CONTRACT & BUSINESS SERVICES



LIFEROOTS CONTINUES TO PROVIDE INTEGRATED EMPLOYMENT OPPORTUNITIES IN THE COMMUNITY AT ALBUQUERQUE'S MINIMUM WAGE OR HIGHER.

During Fiscal Year 2017-18, Federal contracts increased – and now include KAFB, MDA, DTRA, and the the Federal Courthouse. Our State Use contracts grew to include the City of Albuquerque, the Housing Authority, Albuquerque libraries, the Water Authority, the NM State Game and Fish , SCAFCA – as well as securing many residential grounds contracts. Our exclusive contracts also continued to grow, and include Ethicon, Southern Wine & Spirits, Supply One and Sunset Memorial Park.

For the year ended June 30, 2018

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

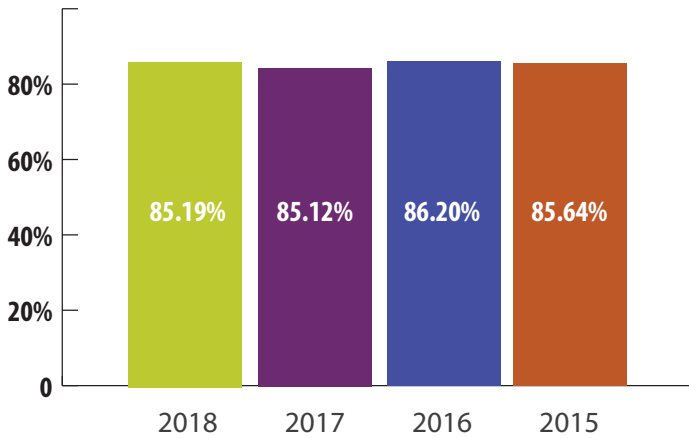
III. FINANCIAL STATEMENT AUDIT FINDINGS – PRIOR YEAR

None

FINANCIALS

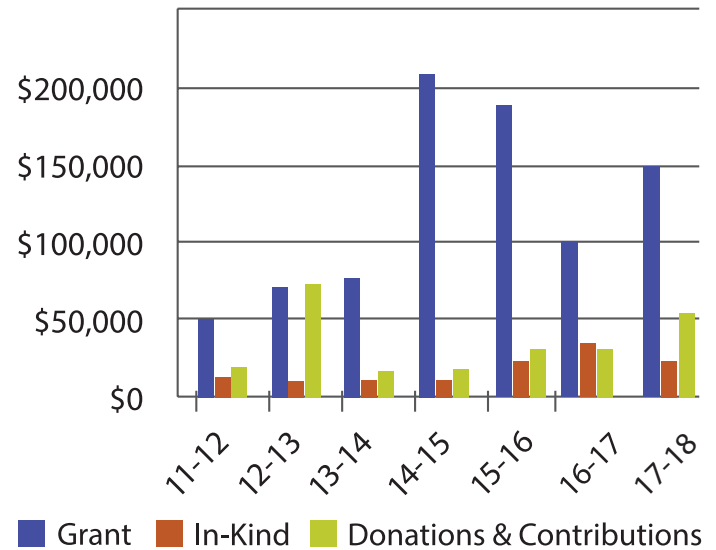
HIGHLIGHTS	2018	2017
Total Assets	\$4,997,228	\$5,110,609
Total Liabilities	\$2,619,337	\$2,695,467
Total Net Assets	\$2,377,891	\$2,415,142
Total Revenue	\$7,398,294	\$7,080,670
Total Expenses	\$7,435,545	\$6,813,360
Change in Net Assets	\$(37,251)	\$(91,050)

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.

Charles R. Akins
Carol Alarid,
All-Star Insurance
AmazonSmile Foundation
AmericaExpress
Anderson Foundation
Robert Apodaca
Johanna Arias
Mary Becker
Mary Bevoni
Blakes Lotaburger
Blue River Productions LLC
Boeing Laser & Electro Optical System
Bradbury Stamm
Brady Industries
Paul Cassel
Kathleen Holmes Cates
Ann Chabai
Karl Chavez
Hongik Cheong
Mary Ann Cinowalt
Fran Clark
Grace Coca
Brian Colon
Cathleen Corlew
Dawn Dal Porto
Maxine Donat
Lindsay Doyle
Trudy Eberhardt
Brett Eddington
Rachel Elder
Carol Epstein
"Corkly" Frank Frederick
Gallant, Deb/ The Solution Group
Andreas Garcia
Jenniger Garcia

Linda Geiszler
Carol Guerra
Michelle Hayden
Paul Hartenberger
Jennifer Hobbs
Bonita Horn
Stephanie Hurd
Jaynes Corporation
Sheryl Johnson
Judy Johnston - Legal Shield
Terri Ketelsen
General Malloy
Paul Mares
Daniel McKinney
Raymond McKinney
Midway Office Supply
Matthew Molina
Rakotoarijaona Mino
Chavela Montano
MRWM Landscape Architects
Musical Theatre Southwest
Mutual of America
Angela Ortega
Sylvia Padilla
Alec Reinhardt
Susan Roman
Rio Rancho Community Foundation
Cathy Salazar
Mary Salazar
Sandia Kiwanis Club, Inc.
Joan Schofield
M'Lis Scott
Smith's Inspiring Donations
Scott Stafford
Kevin Stamber
Leslie & Brent Strickler

DONORS & CONTRIBUTORS

Jill Tatz
Natalia Torres
Albert Trujillo
US Bank
Maria & Val Valencia
Brad Vaughn
Jeanne Vigil
Washington Federal
Wallace Wendell
Nancy Williams
Joanne Wright
Network for Good
Puesta Del Sol Elementary Sch.

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



Jeannie Vigil
Vice Chair/Head of Finance
Committee & Treasurer



Leticia Bernal



Dawn Dal Porto



Carol Guerra

Board Members:



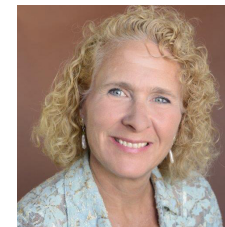
Linda Geiszler
Head of Personnel
Committee & Secretary



Catherine Salazar



Myron Saldyt



Maggie Silva



P: 505.255.5501
F: 505.255.9971
www.lifeROOTSnm.org

Menaul Center for Independence
1111 Menaul NE
Albuquerque, New Mexico 87107

Rio Rancho Center for Independence
1909 29th Street SE
Rio Rancho, New Mexico 87124