



*Helping Individuals Reach Life's Aspirations*

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## HOPE ■ PEOPLE ■ POSSIBILITIES

Before Lifespire was formally organized back in 1951 through the efforts of Ida Rappaport and Harry Kamish, the solution that they heroically pursued came down to one word – hope! In some ways hope sounds like an intangible – but that is what Ida and Harry were able to do. They defined hope into outcomes and results that just didn't exist at the time.

And that is what it has felt like for the nearly 900 Lifespire professionals – delivering outcomes and results that just didn't seem possible following the pandemic. If I were going to recap 2023, it would be characterized as a year hope was reborn – emerging from the ashes of loss and deep pain. The year was a transitional year from what we knew to what and who we were becoming. This period of time, which disrupted our lives, our resources, and for many of us, our families, forced Lifespire to recalibrate in many ways. And yet despite the trauma, trouble and tribulation of it all, over 800 Lifespire team members – and we are a team – showed up daily because the anthem of hope was what carried us from where we were into who we are today.

What Lifespire was able to accomplish over the course of 2023 was nothing short of miraculous:

- We served more than 3,000 individuals with intellectual and developmental disabilities with a minimum amount of disruption
- We were able to increase the base pay for direct support professionals by 10%, and we continue to work assiduously to see those wages increased in the near future
- We were able to develop an infrastructure where nearly 30 Lifespire team members were able to “onboard” personal colleagues and to join Lifespire's career opportunities
- These employees were paid referral bonuses, enabling them to earn significant additional income as a result of their introductions
- Lifespire continues to operate over 121 certified locations
- Lifespire is also the subject of a documentary that recognizes nonprofits and others that make a difference within their communities

We still are looking to fill a significant number of open positions, but Lifespire has clearly entered into a new season where it will be better able to respond to the needs of its staff and those it is committed to serving.

While we may not know exactly what 2024 holds for Lifespire and those we are serving, we do know that we have an indefatigable passion to make every family and every person we serve know that when a Lifespire team member is present, there is hope, there is a real person, and there are real possibilities for breakthrough.

I would like to thank every single Lifespire team member for what they sacrificed and did in 2023 and want them to know that Lifespire is making headway in order to adapt to the challenges we all face every single day.

Thank you for all that you have done, and all that you are doing, because in 2024 each of us are going to be given an opportunity to do something that has never been done, as a result of the hope that we bear in our hearts, in our hands and in our feet. Every single person at Lifespire represents a possibility in the life of someone else, and that is what I call inspiration.