

IMPACT REPORT

July 2020–June 2021



MESSAGE FROM LEADERSHIP

The legend of Jorge Soler's titanic home run in the third inning of the Game 6 of the 2021 World series is one for the record books.

The minute the swinging bat connects with the moving ball is the instant of impact. In that instant, a huge force is exerted on the ball causing it to, not only change directions but gain speed as it makes its new trajectory. That's impact.

LIFESPAN Services is fulfilling its mission and daily impacting the lives of hundreds of individuals across more than 20 North Carolina Counties.

But the full extent of the impact cannot be measured. We cannot quantify the joy someone experiences on their first day of work; the triumph someone feels when they feed themselves for the first time; or the impact of creating a work of art through hands with limited dexterity. There is no measuring the impact these transformations make in the lives of our ambassadors or the impact the work we do has on the lives of the parents and guardians of the individuals we are entrusted to care for.

LIFESPAN Services delivers impact! Every day our more than 300 ambassadors step up to the plate, put the full force of their talent and training into making a better and richer future for the individuals we serve with intellectual and developmental disabilities and their families. I get to stand in the stadiums of our work and watch in wonder as they valiantly hit it out of the park every single day! LIFESPAN Services is hitting home runs and we are honored you have chosen to support us.



Ken



KEN D. FUQUAY

President & CEO



ABOUT LIFESPAN

History & Mission

LIFESPAN Services was founded in 1973, in response to five children with disabilities being excluded from attending public schools in Charlotte, NC. Recognizing the needs and potential of these children, a group of concerned parents and citizens joined forces and created an educational day program at St. Mark's Lutheran Church.

Word of the program and its positive impact spread, and with it the need for additional space and resources. In 1980, what had become St. Mark's Center moved to its own facility, expanded its programming to include adults with disabilities and started outreach beyond Charlotte.

In 2000, the organization was renamed LIFESPAN Services to better reflect its offering of support and opportunities for people with intellectual or developmental disabilities throughout their lives. LIFESPAN's mission and passion is to illuminate the abilities of children and adults with disabilities by providing education, employment and enrichment opportunities to live, work and play in their communities throughout their lifetimes.

Currently LIFESPAN works everyday with more than 1,500 individuals of all ages, helping them experience the precious ordinary the rest of us take for granted. LIFESPAN is a "first-time" organization, helping individuals experience many firsts, such as first steps, first jobs, first independent bus rides and more, through more than 100 programs and services in 20+ counties in North Carolina.

Vision

Our vision is that every individual we serve, regardless of their abilities and every LIFESPAN ambassador has the resources they need to flourish and be the best version of themselves.



WHO WE SERVE

TOTAL SERVED
1,570



Summary of IDD

Intellectual & Developmental Disabilities (IDDs) are differences that are usually present at birth and that uniquely affect the trajectory of the individual's physical, intellectual, and/or emotional development. Many of these conditions affect multiple body parts or systems. Intellectual disability starts any time before a child turns 18 and is characterized by differences with both:

- Intellectual functioning or intelligence, which include the ability to learn, reason, problem solve, and other skills;
- and*
- Adaptive behavior, which includes everyday social and life skills.

100%
of individuals served by LIFESPAN have been diagnosed with IDD

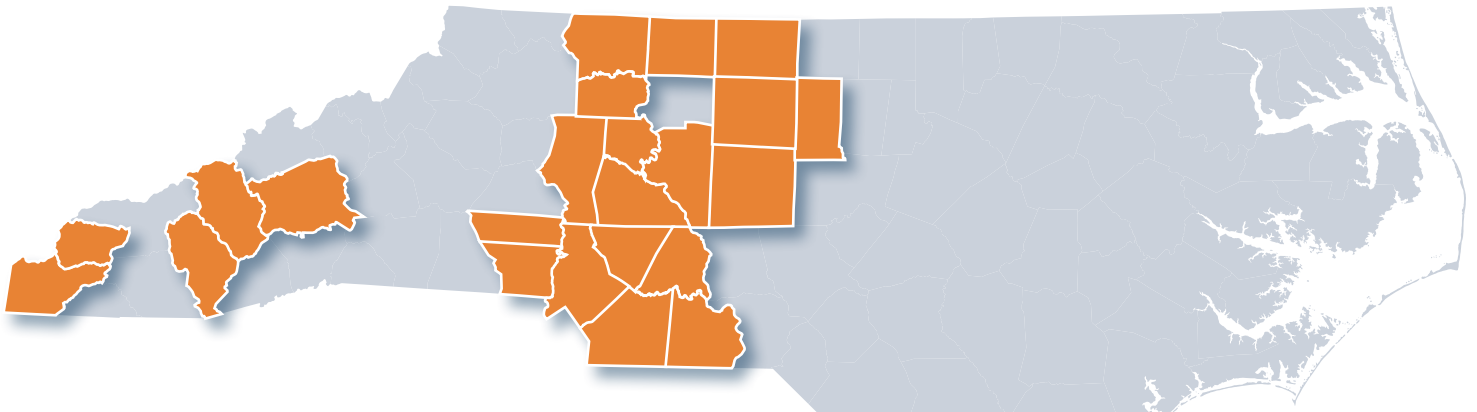
Most common conditions that are considered IDD, and percent of LIFESPAN individuals with that diagnosis:






- Autism Spectrum Disorder** - 20.9%
- Down Syndrome** - 3.4%
- Cerebral Palsy** - 4.2%
- Other Genetic or Chromosomal Disorder** - 4.4%
- General Intellectual or Developmental Disorder** - 63.3%













Many LIFESPAN individuals face challenges in addition to IDD:











- Mental Health**
- Anxiety**
- Depression**
- Attention Deficit Disorder**

SERVICES BY COUNTY



- Alamance   
- Anson 
- Buncombe
- Cabarrus 
- Cherokee
- Davidson 
- Davie 
- Gaston  

- Graham 
- Guilford  
- Haywood 
- Iredell   
- Jackson 
- Lincoln  
- Mecklenburg  
- Randolph 

- Rockingham 
- Rowan 
- Stanly  
- Stokes 
- Surry 
- Union  
- Yadkin  

 Employment

 Education

 Enrichment

“LIFESPAN is such an amazing place because they take each individual person and work with them where they are. They don’t try to force anyone into a mold. They guide and challenge each person individually.”

DOANA HUMPHREYS,
MOTHER



WHAT WE DO EDUCATION

At our inclusive Early Learning Centers and Special Instruction program, teachers and staff work daily to enrich the lives of children ages 6 weeks to 12 years, by offering a variety of activities and services to meet the developmental needs of each child. Each day accomplishments such as first word or first steps are celebrated in our Children's Programs.

Education Programs & Services

LIFESPAN Early Learning Centers - Serving children of all abilities from 6 weeks to 12 years in an inclusive child care setting.

School Age - An inclusive summer enrichment program for children ages 5 to 12 years.

Special Instruction Services - Developmentally appropriate activities to children ages 6 weeks to 3 years of age.

Speech Therapy - Evaluation and treatment by a licensed therapist for children from birth to 12 years of age.

Trauma Informed Care - Specialized educational services for children ages 3 and 4, who have experienced significant trauma.



BRYSON'S STORY

Bryson came to the Early Education Center when he was 10 months old. He was, at that time, in a Foster Home. The Foster Parent contacted us because he was being asked to leave the Child Care Program due to his visual impairment. Due to LIFESPAN's inclusive Early Education program, he was welcomed with open arms and Bryson's family was able to work. During his time with LIFESPAN, he receive specialized therapies

and progressed through the other classrooms according to his age, not his developmental level. Bryson was allowed to participate in all activities at the learning center and left as a happy, well-adjusted 5-year-old ready to attend Kindergarten.



WHAT WE DO **EMPLOYMENT**



Our teams help individuals discover talents they were unaware they had by securing meaningful employment and promoting economic self-sufficiency.

Employment Programs & Services

Community Activities & Employment Transitions - Providing transitional employment services for adults

Employment Services - Assisting LIFESPAN individuals with finding and keeping jobs.

LIFEWORKS - Providing programs designed to integrate adults with disabilities into their communities

Vocational Rehabilitation Services - Providing periodic on-site job monitoring to ensure adequate performance and long-term success of LIFESPAN individuals on the job.

TYRONE'S STORY

Leon has been Tyrone's Employment Specialist for over 2 years now. He was happily working at Applebee's when the pandemic struck in March of 2020, but unfortunately, he got laid off. Tyrone didn't understand why he was no longer allowed to work. He thought maybe he had done something wrong and was very upset, but he was not alone. Leon met with him weekly to encourage him and create goals with Tyrone.

They applied for multiple jobs a week, and though Tyrone had many offers, his heart was set on Applebee's. Once the restaurant opened again, Tyrone was there with a huge smile on his face.

“Tyrone is one of the most positive people I have met. He is always willing to try anything and help you accomplish your dreams. I've learned a lot from him.”

LEON DILLIGARD,
JOB COACH



WHAT WE DO ENRICHMENT



LIFESPAN enriches the lives of individuals by allowing them to participate in opportunities that improve their quality of life. Our Creative Campuses and our community services offer a variety of enriching opportunities by providing an individualized array of classes, both virtually and in person, as well as integrating individuals into the community where they live, work and play.



Enrichment Programs & Services

Alternative Family Living -

Enabling individuals to receive residential support with credentialed supervision and care within a family home

Creative Campuses Adult Day Programs -

Offering an array of classes and activities for adults with Intellectual and Developmental Disabilities (IDD)

Mosaic: A LIFESPAN Studio -

Offering an inclusive art studio environment

Peer Support - Empowering individuals to manage their own recovery

Residential Services - Providing community living in a group home setting

Respite Care - Providing short-term relief for primary caregivers

GERALD'S STORY

Gerald has lived with his Dad, Chester, while attending LIFESPAN's Day Program in Troutman since 1998. As Chester got older, he was worried about what would happen to Gerald when he wasn't around anymore. After expressing his concerns and working with our team, Gerald moved to one of our residential homes in Mecklenburg county and started attending LIFESPAN's Center City Day Programs. Gerald has enjoyed in living in a house with his own room, and Chester is at ease knowing that Gerald will always be cared for.



HOW WE
MAKE AN IMPACT



69,000

hours of inclusive
childcare are provided
by LIFESPAN'S Early
Learning Centers annually

683

individuals
participate in
community
programming

97.2%

satisfaction in
annual survey

200

families can go back to
work or attend school
thanks to our Early
Learning Centers

132

Individuals
started a new job
with assistance
from LIFESPAN
job coaches

153

individuals were
able to retain
their job for
another year

12.42

years is the
average time
that individuals
in our Residential
programs have
been with
LIFESPAN



92%

of individuals
met skill and
development
goals

FINANCIAL SUMMARIES 2020-2021

Public Support

REVENUE	TOTAL	% OF TOTAL
Donations	\$190,255	--
Grants	\$164,599	--
Events	\$17,654	--
Total Public Support	\$372,508	1.8%
Program Revenue	\$17,393,261	83.6%
PPP Loan	\$2,562,125	12.3%
Investments	\$193,421	0.9%
Rental Income	\$138,512	0.7%
Other Income	\$155,683	0.7%
Total Revenue	\$20,815,510	100%



Program Services

EXPENSES	TOTAL	% OF TOTAL
Employment & Enrichment	\$14,159,386	
Education	\$1,997,102	
Total Program Services	\$16,156,488	89.0%
Management & General Services	\$1,762,056	9.7%
Fundraising	\$232,708	1.3%
Total Expenses	\$18,151,252	100%

WAYS TO GIVE

Meaningful collaborations bring us together to meet children and adults we serve where they are and give each of them the support they need to live fulfilling lives as members of our community. Our partners support LIFESPAN in a variety of ways, to ensure that everyone can support the individuals we serve in the way that works best for them.



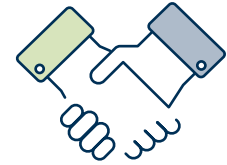
ONLINE

Visit [LIFESPANServices.org](https://lifespanservices.org) to learn how your gift makes a lasting impact on the lives of individuals in our community. LIFESPAN is a not-for-profit organization under Internal Revenue Code Section 501(c)3. Tax ID 56-1142969



MONTHLY GIVING

With monthly and recurring giving you can provide year-round support and make a bigger impact for the individuals served. Monthly giving can be set up by going Online to lifespanservices.org/give-now or email cwienecke@lifespanservices.org



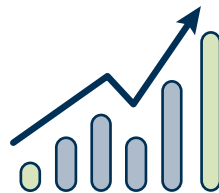
SPONSOR RECOGNITION

We offer companies opportunities to directly support the individuals we serve by supporting our signature events. Support of these events provides positive and measurable programs that enrich the lives of the individuals we serve.



RETIREMENT ASSETS

Properly structured retirement assets grow tax-free and for some community members, actually exceed actual needs. By designating LIFESPAN Services as a full or partial beneficiary, funds pass between accounts free of taxes.



STOCKS

Appreciated assets, such as common stock or mutual fund shares, can generate capital gains tax if sold. By giving them as a charitable gift, you avoid capital gains tax and receive a charitable tax deduction based on current market value.



CHARITABLE REMAINDER TRUST

A Charitable Remainder Trust establishes income for you and/or your beneficiaries. The income period can be a specified period of time under 20 years, or for the life of the income beneficiaries. The charity would then receive the remaining balance in the trust.



DONOR ADVISED FUND

A Donor Advised Fund (DAF) allows donors to make a charitable contribution, receive immediate tax deduction and then recommend grants from the fund over time.



WILLS/BEQUESTS

A bequest is a gift of assets or property to a beneficiary. It is the easiest gift to make with no or minimal out of pocket expense to establish and is revocable if you change your will prior to your death. Because a charitable bequest can reduce estate taxes, it often results in long-term tax benefits.



LIFE INSURANCE

By making a charitable organization the beneficiary of your life insurance, you retain lifetime ownership of the policy and also have the right to cash it in, borrow against it and make any policy changes over the lifetime of your policy.

Please reach out to the LIFESPAN Services Development Team to initiate your donation or for any questions:

Sara Trexler, Chief Philanthropy Officer, strexler@lifespanservices.org, (704) 634-6904

Caroline Wienecke, Assistant Director of Development, cwienecke@lifespanservices.org



“20 years ago, my wife and I desperately looked for answers for our perfect daughter, who had IDD. LIFESPAN Services gave us that first glimpse of hope to have an ordinary life. I am forever indebted to this group and pledge my time and resources to multiply the tremendous gift they provided my family.”

BOB SPENCE,
PARENT & LIFESPAN
BOARD CHAIR

OUR AMAZING DONORS

To all of our amazing donors, thank you for providing the resources that empower LIFESPAN continue our mission of providing the resources that empower children and adults with disabilities by providing education, employment and enrichment opportunities to live, work, and play in their communities. We appreciate every individual and organization listed, because of these donations, we were able to accomplish amazing things this year.

\$10,000 +

Bill and Sharon Allen Family Foundation
City of Statesville
Evergreen Foundation
Restore Global
United Way of Iredell County
Weslacova, Corp.
Gerald M. White

UP TO \$4,999

820, LLC
A & A Mechanical, Inc. DBA Heating & Air
Autobell Car Wash Inc.
Jan G. Beatty-Hendley, CTFA
Carolina Sporting Arms
Charlotte Area Liaison Group
Crosstalkers Sunday School-Providence UMC
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HFCB
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Home Trust

Integrity Community Church, Inc.
Jordan Lumber & Supply
David Lombardo
David Lutz
Kevin A. Lutz
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Primax Properties, LLC
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T.W. Ammons Septic Service, Inc.
Thrivent Financial - Greater Carolinas Group
Ward Vessel
Ashley Welkley
Wells Fargo Clearing Services, LLC
Gerald M. White
Russell Zusi

\$5,000-\$9,999

Atrium Health
Dan and Linda Gordon Family Foundation
Joseph B. Grady
High Point Civitan Club Foundation
The Mary E. Carnrick Foundation
Pinnacle Bank
United Way of Central Carolinas

LIFESPAN Stewardship Team



Ken Fuquay
President/Chief
Ambassador of
Empowerment



Donella Brown
Treasurer &
Chief Financial
Officer



Robin Devore
Chief
Compliance
Officer



Sara Trexler
Chief
Philanthropy
Officer



Barbara Wilson
Secretary &
Chief HR Officer



**Christopher
White**
Chief Operating
Officer

LIFESPAN Stewardship Team Senior Directors



Barbara Burke
Senior Director
Residential Services



**Dawn Ashby
Caldwell**
Senior Director Arts
& MOSAIC Studios



Lynn Crabtree
Senior Director
Education



Cindy Lowe
Senior Director
Facilities &
Programs



Alisha Tatum
Senior Director
Community
Programs

“Harris Teeter has employed approximately 29 individuals with disabilities through LIFESPAN Services in the past few years. Because of the support of their job coaches, individuals like Sharice have become a reliable and effective team member, who not only do their jobs well, but benefit Harris Teeter by being dependable, eager to learn and an inspiration to customers and fellow associates.”

DAVID PARDUE,
VICE PRESIDENT, HARRIS TEETER
& LIFESPAN BOARD MEMBER

LIFESPAN Board of Directors

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Social Media

[#AbilitiesIlluminated](#)

