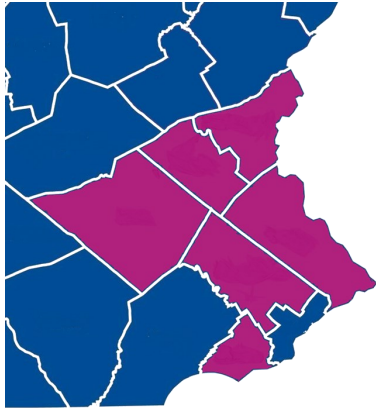


LifePath™
 COMPASSIONATE CARE WITH DIGNITY AND RESPECT

2023 Looking to the Future

Our Mission

LifePath provides the highest quality of services to people needing specialized supports through the blending of professional knowledge, arts and skills in an environment of unconditional respect and dignity.



Areas Served

LifePath is proud to work with these counties directly, and we welcome individuals from across eastern Pennsylvania in our day and residential programs. LifePath serves individuals in Lehigh, Northampton, Berks, Bucks, Montgomery, and Delaware Counties in Pennsylvania with a continuum of programs and services.

Services Provided

Residential Homes

Homes are designed to meet the individual needs of each person. Trained staff provide individual - centered care. Homes vary in size from 1 to 8 individuals.



Lifesharing

Lifesharing is a living situation where individuals with special needs are matched with local families or individuals and live with them in their homes long-term, becoming a member of their household.



Supported Living

Our supported living program assists individuals who are able to live independently in an apartment, but need an established foundation of support for some tasks.



Vocational Services

Vocational Training programs aim to enable our individuals to experience the fulfillment that comes from productive and gainful employment at our community based laundry business.



Day Services



Our facility and community based services offer the opportunity and support for individuals to learn and grow, share experiences with their peers, and to be active participants in the community.

Early Intervention

Early Intervention provides services and support to young children experiencing developmental challenges and helps their families to foster growth & development.



Ridge Crest



Ridge Crest is a LifePath program located in Sellersville, Pennsylvania that is specifically dedicated to serving children and young adults with medical needs, intellectual and developmental disabilities. Ridge Crest provides a warm, home-like atmosphere for these medically-fragile and technology-dependent individuals, while helping each of them to reach his or her fullest potential: physically, cognitively, socially, and emotionally.

Home and Community Habilitation

Home and Community based programs assist individuals with skills necessary to successfully reside at home in family or community based settings .



2022-2023 Year in Review

Our 2023 Fiscal Year, which began July 1 2022 and concluded on June 30 2023, had LifePath continuing the long road back from COVID, even though there remained complications from the pandemic. It was a year that had the entire organization working closely together to find solutions to challenges that the organization and our community faced, and we did it with compassionate care with dignity and respect:

- ◆ COVID continued to be a factor in the operations of our programs, both in terms of vacancies and staffing issues. LifePath used its resources to conduct staff recognition and intensive retention/recruitment campaigns to stabilize its workforce and increase staffing needs across the organization.
- ◆ The Delaware Day Program in Drexel Hill re-opened and welcomed back 16 program participants.
- ◆ To help meet the demands and challenges of providing quality programs and services to the individuals we serve, LifePath updated its strategic plans to include:
 - Allocate resources to be an employer of choice.
 - Promote staff engagement initiatives and stabilize staff retention.
 - Provide access to meaningful communication to all LifePath stakeholders through a staff-driven communications committee.
 - Diversify revenue streams
 - Improve Information technology throughout the organization
- ◆ We focused advocacy efforts with government agencies and community organizations to work to effectively increase compensation rates for programs and services, particularly through PAR (Pennsylvania Advocacy And Resources For Autism And Intellectual Disability), and MAX (human services providers in the counties of Bucks, Chester, Delaware and Montgomery in Pennsylvania).
- ◆ The organization invested time and resources into increasing charitable revenue through government and private grants. Of special note is an \$88,200 grant received from PHARE (Pennsylvania Housing Affordability and Rehabilitation Enhancement Fund) for five wheelchair accessible ramps for LifePath residential programs.
- ◆ The 36th Annual LifePath Golf Outing took place on August 1, 2022, and had the participation and support of more than 100 golfers. One of the many highlights of the day was the presentation of the Ed Zablocki Award to longtime LifePath Foundation Board member, Ken Margraff, as appropriate recognition for his many contributions to LifePath, and to his commitment to the annual golf outing.
- ◆ The 25th Annual LifePath * PICPA Thanksgiving Luncheon welcomed a capacity audience back to the Delta Hotel by Marriott in Breinigsville for a day of celebration of LifePath's mission, and to enjoy our 2022 Keynote Speaker, Former Philadelphia Eagles quarterback Donovan McNabb. Receiving the Community Service Award were the original members of the PICPA Planning Committee who started the luncheon 25 years ago – Tony Deutsch, Sam Jones, Mike Krajsa, Tom Kwiatek, Jack Morrone and the late Dr. David Austin. Receiving the LifePath Family of the Year Award was Rick and Bob Frederick. And finally, LifePath presented the first annual Employee Compass Award to Christine Finkler, DSP at LifePath's Jean Drive Program.
- ◆ The 2023 Highmark Walk was also a high note of the year, as a small army of LifePath supporters raised more than \$50,000 for the organization along with increased community awareness of LifePath's mission. The efforts of our friends and supporters earned LifePath the #1 Highmark Walk team in the State of Pennsylvania!

LifePath has earned a reputation of delivering quality programs and services with compassion, dignity and respect to our family members, friends, and neighbors with intellectual and developmental disabilities and autism, and it has never been more evident than it was this year. We worked hard, we worked smart, we worked with care and kindness, and were tireless in our commitment to doing all we can for the individuals we serve. Thank you for your continued trust and support – we are truly grateful to our amazing, generous and thoughtful friends and contributors from across our diverse community.

As one of many staff members or volunteers who have been with LifePath over the years, I feel a sense of inspiration and comfort to know that in good times and when there are challenges, we live by the phrase “compassionate care with dignity and respect” as we go about our important work of providing programs and services to individuals with intellectual and developmental disabilities and autism. It’s a job we love, and there is nothing more exciting or satisfying than watching the folks in our care flourish, even during challenging times.



Sue having some fun with Cheryl and some bubbles at our Lehigh Residential Picnic

While the darkest days of Covid have passed, we continued to see the impact that the pandemic brought about – decreased number of individuals served, decreased numbers of staff, and continued complications with vendor/supply chain issues. It’s a challenging reality to navigate when the number of individuals in our programs decreased during the pandemic, which forced LifePath to have fewer workers to serve those who remained in our care. And with fewer individuals attending programs, our revenue decreased as well. LifePath joined providers from across our community and state to advocate for increased government funding, and thanks to our involvement with PAR (Pennsylvania Advocacy and Resources for Autism and Intellectual Disability), TPA Provider Association and MAX (Moving Agencies Toward Excellence), helped persuade our lawmakers to provide some stop-gap dollars for staffing. To further complicate matters, the vendors/contractors who do work on projects at our group homes experienced worker shortages and supply chain frustrations, which delayed work that needed to be done. It was a difficult time that had us working hard to welcome back more individuals to our programs, and at the same time, recruit staff during a time when there was a real shortage of workers across our community. We met the challenges we faced with purpose, creativity, financial stewardship, and with the best interests of the individuals we proudly serve. Even during these challenges, our constant commitment to providing “compassionate care with dignity and respect” was never more evident and helped drive the organization forward, with lots of truly remarkable outcomes that came along the way.

LifePath welcomed back 16 individuals to the Delaware Day Services Program in Drexel Hill, which was a monumental achievement that enhanced the lives of the individuals. We celebrated the most precious resources we have – our staff – and continued our tradition of recognizing their achievements. LifePath staff started a Communications Committee, with a goal of better communications across the organization at a time when some staff were still working remotely. Ridge Crest Nursing Assistant Kormasa Mulbah was presented with the Scott Wagner Award, as recognition of excellence in providing care. And thanks to the generosity of Mike Krajsa who provided seed money for an award to recognize DSP’s, we presented the first annual LifePath Employee Compass Award to Christine Finkler of our Jean Drive Program.

It was an especially good year for our fundraising efforts, as we gathered for a day of fun, food and camaraderie at the sold-out 36th Annual Golf Outing. The 25th Annual PICPA Thanksgiving Luncheon was spectacular as we welcomed former Philadelphia Eagles quarterback Donovan McNabb as our keynote speaker to a capacity audience. Bob and Rick Frederick received the Outstanding Family Award, while the original members of the PICPA Thanksgiving Luncheon Planning Committee were honored with the Community Service Award. The event raised more than \$175,000 for LifePath. Finally, the 2023 Highmark Walk saw Team LifePath become the #1 walk team in the Lehigh Valley, and throughout the entire state! LifePath has made grant funding a priority in our fundraising program, with 2023 being a very successful year in securing community grant awards, including an \$88,200 grant from PHARE for five wheelchair accessible ramps for group homes in need. What a year!

With gratitude for an organization that continues to make an indelible difference in the lives of so many people in our community, I proudly invite you to read the pages of this annual report for Fiscal Year 2023. We are indeed fortunate to have a staff of so many caring individuals who give of themselves to better serve our individuals. The members of our Board of Directors for both LifePath Inc. and the LifePath Foundation are among the finest and most dedicated people we could hope to lead the organization. Our community partners have stood shoulder to shoulder with us as we worked hard to do more good for our friends and neighbors with disabilities. And the generous donors who open their hearts, minds and resources continue to help make our mission possible deserve our heartfelt appreciation.

Thank you for believing in LifePath, our mission, and for caring about the important work we do.

Sue Leyburn
LifePath Executive Director/ CEO

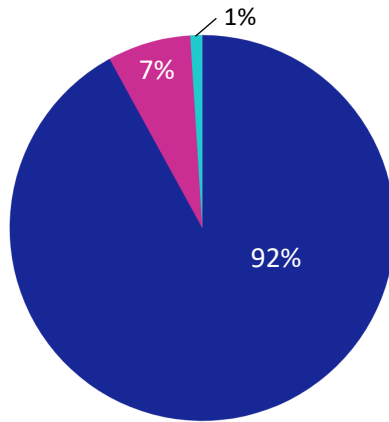
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Doug Fox Operations Coordinator
August Fucci Director, MIS
Susan Giachetti Chief Operating Officer
Mary Beth Horner Chief Financial Officer
Charles Goldstein Director, Outpatient Services
Nancy Ingram Director, Lehigh and Northampton County Residential Services
Sue Leyburn Chief Executive Officer
Tim Moyer Director, Ridge Crest
Angie Rothrock Director, Risk Management and Compliance
Bruce Seidel Director, Development and Communications
Karen Werkheiser Director, Human Resources

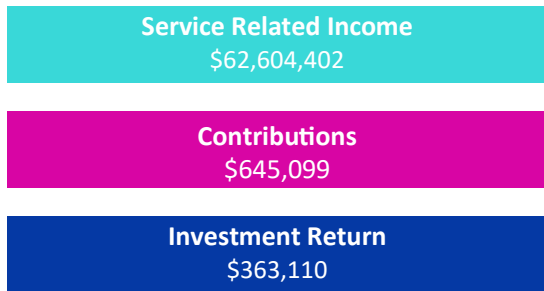
LifePath Inc. Performance

Expenses

- **Direct Services**
\$59,169,486
- **Administrative**
\$4,569,992
- **Training & Supports**
\$922,697



Revenue



Total Revenue \$63,612,611

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Retired Capmark Finance ,Inc.
- Xavier Faura, DVM, MBA** - 2nd Vice President
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One Financial Services
- Kathy Schreiner**
Montgomery County Community College
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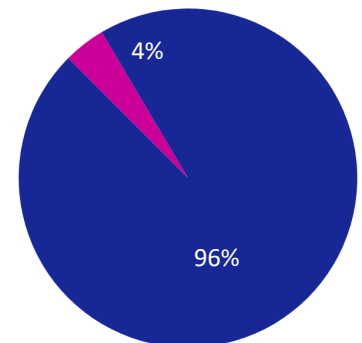
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One Financial Services
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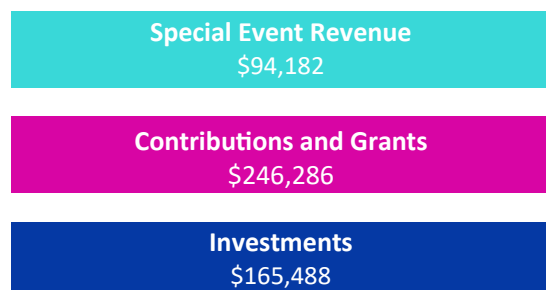
LifePath Foundation Performance

Expenses

- **Charitable Giving**
\$639,834
- **Management and General**
\$27,870



Revenue



Total Revenue \$505,956

2022-2023 LifePath, Inc. and LifePath Foundation Donors

July 1, 2022-June 30, 2023

Major Donors

\$10,000 or greater

Boyle Construction, Inc.
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Bill Sugra Memorial Fund
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- Caitlyn Bixler
- Christine & Frank Digiovanni
- Nell & James Jameson
- Patricia & David Williams
- Diane & William Riley
- Virginia & Phillip Scott
- Constance & Durelle Scott

Ann Bruh

- Sandra & Robert Osifchin

David Cressman

- Manfred Steiner

Kathryn Ketterer

- Anonymous
- Cathleen Applegate
- Christine Belejo
- Michael Conti
- Charles Gehris
- Sue Giachetti
- Jody Henry
- Mary Beth Horner
- Susan Leyburn
- Richele Lynn
- Cam & Fred Nomie
- Michelle Poehler
- Andrea Pysner
- Sally Raver
- Bruce Seidel
- Diane Shamp

Shawn Lash

- Wayne & Brenda Dauber
- Timothy & Brenda Dauber

Teresa Leckner

- Richard Adamsky
- Cathryn Busovsky
- Eileen & George Conroy
- Charles & Mary Cunningham
- Linda Delp
- Patricia Graeber
- Vincent Panullo
- Edward & Margaret Pool
- Paul & Kathleen Speaker
- Patricia Stillwell
- Dara Wilson

Diana Long

- Erla Loebsack
- Gail & Donald Long

Tom Mellors

- Sandra & Robert Osifchin
- Craig & Mary Parsons

Robert Mulhern

- Anonymous
- Thomas & Caroline Brennan
- Michael & April Capuder
- John & Sandra Day
- Carl & Nancy Solano
- Robin Young
- Lorraine Smallwood
- Wetzel Gagliardi Fetter & Lavin

Joseph Puc

- Mary Ann Hodges
- Mary Koziara
- Donna & Charles Pennypacker
- Sharyn Stricker
- Sharon & Paul Ulicny

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Debra Wehry

- Anonymous
- Connell Funeral Home

Honorariums

Brenton Alberts

- Anonymous

Ronald Matan

- Anonymous





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 COMPASSIONATE CARE WITH DIGNITY AND RESPECT



LifePath
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