

LIFT

ANNUAL REPORT

2021 + 2022



No Mud, No Lotus

A LETTER FROM OUR CEO AND BOARD CHAIR

This concept, introduced to many of us by Thich Nhat Hanh, contemplates the relationship between suffering, compassion, and growth. To us at LIFT, it's a way of contextualizing the challenges embedded in our work and reclaiming strength from those hardships.

“ **Here is the mud and there is the lotus that grows out of the mud.**
We need the mud in order to make the lotus. -Thich Nhat Hanh ”

After nearly 25 years of LIFT, families continue to prove that no matter how much mud must be pushed through, nothing will stop them from achieving their goals. You'll soon meet parents like Artemis in New York, who achieved multiple job certifications and secured livable employment; Andrea in Chicago, who built up her small business and wrote a book; Martha in Los Angeles, who improved her credit, learned to drive, and has dreams of opening a coffee shop; and Elizabeth in DC, who graduated from the University of the District of Columbia and secured a full-time job. These four powerful women, much like every parent that steps foot through LIFT's doors, have suffered at the hands of systems designed to keep their dreams from blossoming. The fact that our parents persevere through unprecedented challenges is truly remarkable.

The past two years of political and public health uncertainty have also taken LIFT on an unprecedented journey: Reckoning with race inequity impacting the livelihoods of the communities we serve, riding the highs and lows of child tax credits being given and then taken away, dreams of guaranteed income pilot programs coming to life, the end of mask mandates and the return to in-person gatherings. We've combined the past two years into one report to tell the full story of our emergence into the “new normal” reflecting how we have pushed through the proverbial mud to grow LIFT's impact and reach.

Throughout the pandemic, racial violence, and political volatility, LIFT's vision for humanitarian approaches to meet the needs of families living in poverty made radical sense— no mud, no lotus. From this historically difficult moment, LIFT's four-year strategic plan germinated. One that takes a three-pronged approach to systems change for families living in poverty by 1) building our direct service model, 2) expanding our reach through technical assistance programs and 3) amplifying parents' voices to influence policy. We've also committed to putting Race, Equity and Inclusion at the center of this work and vowed to continue to hold ourselves accountable as we address the root causes of structural racism.

This report is dedicated wholly to our LIFT families, who teach us every day to keep fighting, keep growing, and keep pushing through the mud. Thank you for your continued support of our mission to break the cycle of poverty and to create a future where all families' dreams can bloom.



MICHELLE RHONE-COLLINS
LIFT CEO



GINA COBURN
LIFT NATIONAL BOARD CHAIR



MEET OUR FAMILIES

STORIES AND IMPACT FROM
OUR LIFT MEMBERS



*You are built not to shrink down to less
but to blossom into more.*
-Oprah Winfrey



Meet Artemis, LIFT-NY

Resilient, powerful, hardworking, kind, strong – there are hundreds of ways to describe parents in LIFT’s program. Artemis is all these things and more, but what comes across most when you meet the young mother of one is her unflinching joy. When we sat down to speak with Artemis for this interview, her positivity radiated; we wanted to spend as much time as possible with her to soak up her charm, hoping that she would impart wisdom on how she faces the world with so much optimism.

“I love to adapt to new challenges, even if it’s a new environment. I try to look on the brighter side of things. We could be sad and complain or we could find another option and do what needs to get it done.”

Artemis moved to New York in 2014 from the Dominican Republic with no immediate family nearby and adopted her husband’s family as her own. She joined LIFT to gain a community and “feel that sense of belonging.” Since then, Artemis has completed a master of ceremony communication certificate, a small business association certificate, and secured a new job. We caught up with her to learn more about her journey with LIFT.

What was your first impression of LIFT?

I joined LIFT on the recommendation of some other Moms that I knew from a “tea group.” We never actually drank any tea, we would just get together to share our stories, anything we were feeling on the roller coaster ride of parenting. I was impressed during my first meeting at LIFT how they took that spirit and added an extra element of goal setting. We joined together as a group and talked about goals and objectives as one. It was a great moment because we felt like we were being heard and that we were active participants, involved in creating something a little better.

What was it like working with your Coach?

It was a great opportunity to have a coach. I believe that sometimes as moms, we are very hard on ourselves. A coach can help encourage us, be our cheerleader, remind us that we are doing a good job, that we don’t need to be perfect. It’s good to have someone to call you on a regular basis to help you believe in ourselves again. The coach keeps track of our goals, because sometimes we forget and don’t celebrate the small victories. We think that just because we’re supposed to do it, that it is something that is expected of us that we don’t get to celebrate it. My LIFT coach does a great job of reminding me what I am achieving. Everyone is on their own, sometimes you don’t speak with anybody on a regular basis, but I know that I can count on my LIFT coach to tell me how I am doing. It’s so good to hear, it’s good to receive that feedback that you are moving forward towards your goals.

What dreams do you have for yourself?

I don't like to limit myself; I think I'm multi-passionate. I love to write and have always dreamed of writing my own book. I love any form of communication where I have the chance to send a positive message to others. I really want to continue that cycle that my coach has started and be an inspiration to another person, I really believe that little push helps.

And what dreams do you have for your daughter?

At four years old, Eva is already fulfilling so many of the hopes I have for her. She's amazing, she's outgoing and describes things with so much personality and expression. I want to start a podcast with her just so people can hear how she describes things, and how she navigates her life. As an adult I have a problem with indecision, but my daughter knows EXACTLY what she wants. When I'm faced with many options I'm racked with indecision, but Eva KNOWS with no hesitation. I'm jealous of that skill. In the future I just want her to be happy. I want her to be healthy and independent. I want her to have empathy for others.

Was there ever a time when you thought you weren't going to be able to achieve your goals? And how did you overcome that fear?

When I was looking for a job, I had a lot of specific requirements. I wanted something that was remote and part-time that allowed flexibility to take care of Eva and everything I was finding didn't fit. I felt that I wasn't going to find anything, but I just kept looking and kept applying...and kept looking...and kept applying and I finally found the perfect job. I applied 50 minutes before the deadline, and I GOT IT! That is my proudest accomplishment and biggest strength. I always keep going, I don't give up easily and it paid off!

What advice would you give other parents about joining LIFT?

Every parent out there needs a support group with a sense of belonging. The coaches are amazing. They are so lovely and helpful and very professional. As a parent and as an immigrant, sometimes you need that help. Even if you believe, 'No, I can do this alone,' it's good to have another person to remind you that you are doing a good job no matter what. That you've gone beyond your goals and expectations and to help you recognize your value. To help you celebrate the small victories. Everybody should join LIFT, they won't regret it.

“We felt like we were being heard and that we were active participants, involved in creating something a little better.”

WHEN **FAMILIES** FIRST COME TO LIFT

73%

HAVE A BANK ACCOUNT

43%

KNOW THEIR CREDIT SCORE

\$15K

AVERAGE DEBT

\$16K

AVERAGE HOUSEHOLD INCOME

GET TO KNOW A **LIFT PARENT MEMBER**

34

AVERAGE AGE OF
A LIFT PARENT

9

AVERAGE AGE OF
A LITTLE LIFTER

99%

PEOPLE OF COLOR

95%

WOMEN

43%

EMPLOYED FULL
OR PART-TIME

61%

HAVE A HIGH SCHOOL
DIPLOMA OR HIGHER

THE AVERAGE ANNUAL INCOME FOR A LIFT FAMILY IS JUST \$16,416

THE AVERAGE ANNUAL INCREASE WAS
~~\$21,324~~ FOR LIFT FAMILIES WHO
IMPROVED THEIR INCOME

*That's a 30%
increase in
income!*

PARENTS WHO IMPROVED THEIR SAVINGS &
DEBT REDUCTION REPORTED ON AVERAGE

\$4,761

INCREASED SAVINGS

\$2,310

DECREASED DEBT

LIFT PARENTS MADE
MAJOR PROGRESS ON
THEIR GOALS...

91%

OF PARENTS IMPROVED
THEIR FINANCES

88%

OF PARENTS MADE PROGRESS
ON THEIR EDUCATION OR
INCOME GOALS

80%

OF PARENTS COMPLETED A
GOAL OR ACTION STEP

...AND INCREASED
THEIR **WELL-BEING**
ALONG THE WAY

71%

OF PARENTS MADE PROGRESS ON
THEIR CAREER GOALS

74%

OF PARENTS MADE PROGRESS
ON THEIR WELL BEING GOALS

IT PAYS TO LIFT

**\$385,000 PAID DIRECTLY
TO LIFT FAMILIES**

THANKS TO THE FY21 AND FY22 LIFT FAMILY GOAL FUND



IT PAYS TO LIFT

**\$1.2 MILLION PROVIDED TO
800 FAMILIES**

FOR EMERGENCY COVID RELIEF



Meet Elizabeth, LIFT-DC

Juggling midterms with bedtimes routines is chaotic in the best of times, adding in lockdown restrictions of COVID19 can make the challenges of being a student parent seem insurmountable. Yet that's exactly what mother of two Elizabeth did, scaling each obstacle in her way.

Oftentimes when we get the chance to sit down with our parent-members, our hope is that we gain a little more insight into their journey with LIFT.



We use the word journey because working with LIFT is a process where success doesn't happen overnight. LIFT coaches encourage parents to practice patience and grace on the path to achieving their goals, a fact that Elizabeth took great comfort in when she first joined LIFT. "I don't have to fix everything overnight. It's about taking steps rather than trying to fix everything at once."

Elizabeth moved from South Africa where she had originally studied art. She settled quickly into life in Washington D.C., but after her youngest daughter started PreK she wanted to try something new. She enrolled in medical administration classes at the University of the District of Columbia (UDC) where she heard about LIFT through a presentation in one of her lectures. The presentation really spoke to her, and she thought LIFT's program could be something she could really benefit from. "Hearing directly from the parents was really impactful, I was on the path towards working full time and becoming financially independent and it seemed like a great opportunity to learn how to manage my finances."

Before meeting with her coach for the first time, Elizabeth recalls feeling what all of us feel we think of the task of tackling our finances, apprehension. "I was so unsure about my financial situation, and it felt overwhelming, but my coach and I talked about where I was and they helped me get a clear picture of what needed work. It was a really positive experience, even though it was difficult, it was so helpful to me."

When we asked her to reflect on the most challenging aspect of her journey with LIFT, Elizabeth's mind immediately went to her experiences during the COVID19 lockdowns. Having two kids at home 24/7 and trying to cope with her own remote schoolwork was sometimes chaotic. But the check-ins with her LIFT coach really helped "provide structure to help plan next steps."

The next step for Elizabeth was to search for a job in her chosen field, but first her coach encouraged her to take a moment to celebrate her accomplishment of finishing her classes and graduating from UDC. Celebrating big wins is an important part of the LIFT journey, especially as LIFT parents receive long term support and their goals are always shifting. "Having that encouragement was incredibly helpful. If you keep hearing that you are doing well, you start to believe it. Having someone from the outside see and celebrate all your accomplishments really gives you that inner confidence."

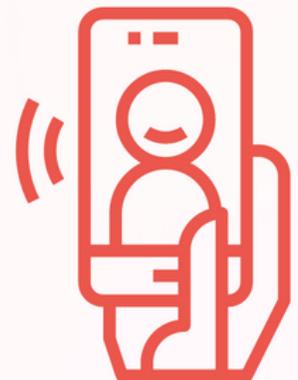
At first, Elizabeth worried that she wouldn't succeed in her job search and was overwhelmed by the options in front of her but again her coach encouraged her to take it one step at a time and focus on the manageable task of submitting five applications a week. "Having someone who was open to listening to, accepting, and validating my feelings really helped me overcome my fears and I felt encouraged to try and suddenly my goals start to seem possible." Elizabeth's hard work and dedication paid off and she landed an internship in her chosen field of medical administration, which soon turned into a full-time position at a healthcare office.

Elizabeth's story reminds us that sometimes our most enduring accomplishments come from our biggest challenges. We were struck how Elizabeth's description of motherhood as "something beautiful within something difficult" mirrored her own LIFT journey. "Seeing someone grow from the beginning, growing more independent and following the things they love is really beautiful. The difficult part is that sometimes you come face to face with your limitations and facing them and overcoming them can be hard. But I hope my kids learn what's important to them, what is worth fighting for and that every little step helps them work toward their goal."

PARENTS LOVE OUR FLEXIBLE COACHING PROGRAM

**4,781 VIRTUAL
COACHING MEETINGS**

17% INCREASE IN MEETING ATTENDANCE





HOW DO PARENTS FEEL ABOUT LIFT?

91%

BELIEVE THEY CAN TURN
TO LIFT IN A TIME OF NEED

100%

FEEL THEY ARE TREATED WITH
COURTESY, DIGNITY, AND
RESPECT AT LIFT

100%

GET NEW AND USEFUL
INFORMATION AT LIFT

96%

WOULD RECOMMEND LIFT
TO A FRIEND OR RELATIVE



GROWING ROOTS

*HOW LIFT IS REACHING MORE
FAMILIES THROUGH TECHNICAL
ASSISTANCE*

*Love is the flower
you've got to let grow.
-John Lennon*



To disrupt systemic racial and gender-based disparities and expand the reach of LIFT's direct service model additional interventions are needed. Through LIFT's Technical Assistance (TA) Services, we aim to equip like-minded human services organizations with the training, support, and resources needed to integrate transformational coaching practices into their day-to-day interventions and accelerate their impact. Leveraging our years of organizational expertise and an intentionally designed approach, our Technical Assistance Services are tailored to fit the needs and context of partners across sectors.

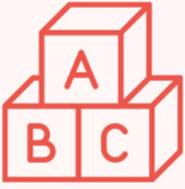
Our technical assistance (TA) work expands the reach of LIFT's model beyond our brick-and-mortar sites and builds on lessons learned from early pilot programs that suggest TA is a viable way to influence systems.



Health Care: There is an intrinsic connection between financial health, well-being and the social determinants of health. Preliminary results of LIFT's medical-financial partnerships in LA, with services embedded into well child and prenatal visits, showed the rate of missed well child preventive health care visits for the financial coaching group dropped to half that of the control group in our randomized clinical trial. Families in coaching saved substantially more money and had greater income gains than the control group.



Community Colleges: Access to post-secondary experiences can meaningfully change the earning potential for families, with an associate degree adding 256K more income over a lifetime. Due to life stressors that make it challenging to maintain the schedule of a student parent, completion rates are low, with only 8% obtaining a degree within six years. To assist student-parents in completing their degree en route to their career aspirations, LIFT partners with community college systems. In New York, we train Bronx Community College advisors to provide wrap-around support to low-income students.



Early Childhood Education: Parent engagement has been a longstanding metric for childcare agencies, but sites rarely include families' economic stability and mobility as a key measure of successful development. Through a five-year federal grant with the Office of Head Start, LIFT serves as the Family Economic Mobility and Community Engagement expert for the National Center for Parent, Family, and Community Engagement. We build the capacity of Head Start staff nationwide to support parents to achieve their personal, financial, and social wellness goals.



Government & Social Services: LIFT is encouraging governments to consider delivering services in addition to cash so that their investments will be more impactful. Building from recent work with the Washington, D.C. Department of Human Services' Division of Workforce Development on overhauling their compliance-based case management model for TANF recipients, we will soon work with the D.C. SNAP office to shift away from their transactional case management towards a holistic coaching model.



Meet Andrea, LIFT-Chicago

The one thing that unites all LIFT parents, is their desire to create a better future for their children. But the reasons that LIFTers keep coming back to LIFT's programs and what they gain from their experience differs from parent to parent. Some gain valuable skills, some make connections with other parents that can be lifelines, and others start to believe in their dreams. For Andrea it was all three. Enrolling in LIFT showed her that by investing in herself and advocating for the life she envisioned for herself and her child, a better future for her family was within reach.

Andrea first encountered LIFT at a community building event at Oakwood Shores Apartments. She had recently moved back to Chicago after leaving law school due to financial challenges and was looking for after-school programs for her then six-year-old son, Aric Jeremiah. She attended a few LIFT back-to-school events and was excited by the networking opportunities.



"When I first began with LIFT, I thought this would be really good for my son. I didn't see that it would be something that I would necessarily benefit from. But during that first meeting with my coach budget and money management was on the agenda so I knew there was something in it for me too. It was like a breath of fresh air as I knew I needed financial literacy tools and resources to become a better business owner."

As a longtime LIFT member, Andrea has a wealth of knowledge of what it means to succeed. With LIFT's support she was able to finish writing and publish her book and grow her entrepreneurial business. We caught up with her to learn more about her achievements.

What was your favorite part about participating in LIFT's program?

My coach Sasha helped me proofread the final chapters of my book *The Audacity of Overcoming*, which I was really grateful for. I think other programs that are similar to LIFT, focus exclusively on job skill development but there is not a lot of support for entrepreneurial endeavors. But at LIFT the support for entrepreneurs is there, especially by the individual coaches. I was able to gain useful tools for growing my business and building my personal credit.

Can you tell me a little bit about what it's like being a parent?

My son is very creative, which he gets from his father, and very hyperactive, which he gets from me. He's always busy! I have so many dreams for him, it's overwhelming. I just want him to be happy.

I take a lot of joy in being his mom and I want the very best for his future, but I also recognize that there is much required of me and there are a lot of difficulties in being a mom, particularly a Black single mom. Sometimes it can feel like a solo endeavor, but programs like LIFT give a sense of community that help mothers on the journey to success.

I've been on calls with other LIFT parents who talked about the stresses of having children and advocating for our kids in school, trying to find quality after school activities and educational summer programs. I think sometimes you join an organization like LIFT because you realize that your environment is not the best, but you can only change yourself, you can't change the environment. You have to cultivate your own village. It sounds cliché, but it really does take a village and I'm happy to have had the LIFT program and its members a part of my village.

What has been the most rewarding part of LIFT's program?

I think it would be advocating for myself in getting that 201-level support. People need all levels of help, and the basic stuff is wonderful, but I wanted a more in-depth dive into building my wealth. The Wealth Building Series I attended talked about building wealth from an investment standpoint, with money smart activities like the types of insurances and trusts to set up to protect our kids. Lots of organizations manage the situation but don't really give us the tools to overcome.

The pandemic was extremely challenging for my son and I and it was helpful to get mental health resources and referrals to affordable services during such a challenging and sometimes very overwhelming time.

I'm also proud that a lot of the funding that I got every quarter from LIFT I was able to invest back into my business. That extra help was purposefully used. I used it for something that would actually move my business forward. I'm proud of that.

What makes you feel beautiful inside and out?

Success! Achieving something you know sounds crazy to some people or achieving something that was not in the realm of reality before, conquering those obstacles just makes me feel incredibly strong and beautiful. I feel kind of like a superwoman and supermom while still having the ability to rest my cape sometimes. There is strength in self-care, and I feel most beautiful when I take great care of myself so that I can be my best self for my son and all those connected to my wellness and success.

Any advice you would give to parents that are just starting on their LIFT journey?

I would advise them to use all the resources that are available to them even if they don't think it will be directly applicable because it could be at a later time. I'd also tell them to pass it forward. Chat with LIFT parent-members, maybe form a book club, chat about motherhood, or just share ways to overcome things in different areas of your life. Create that village.

“Pass it forward...share ways to overcome things in different areas of your life. Create that village.”

POWER TO THE PARENTS

*HOW LIFT IS INFLUENCING POLICY
TO CENTER PARENT VOICES*

*When a flower does not bloom,
you fix the environment in which
it grows, not the flower.*

-Alexander Den Heijer



LIFT'S advocacy goals stem from the humanity that underpins our direct service model and hopes to close the gap between parents and policy by shifting narratives, educating policymakers, and advocating for policies that reduce poverty and eliminate barriers to economic mobility for working families. To bridge the gap between parents and policy, our policy work focuses on harnessing program data and parent input to inform policy papers, training parents to serve as advocates in policy discussions and publishing parent stories in a wide range of media, including print and televised news, podcasts, infographics, and public testimony.

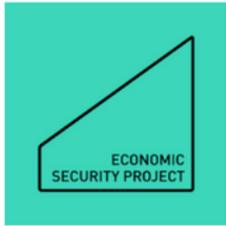


Direct Cash: Our evidence shows families reinvest in themselves, their families, and their goals. Parents know their needs better than any program ever will and direct cash payments are the best way to invest in families. Several LIFT-Chicago parents provided testimony on the importance of guaranteed income, as part of a broader advocacy push with the Economic Security Project. This collaborative effort resulted in the City of Chicago launching a new guaranteed income program. We have also worked in close partnership with the Center on Budget and Policy Priorities to reinstate the Child Tax Credit.



Student Parents: Student parents make up a quarter of all community college students nationally and struggle the most when it comes to finishing post-secondary programs. LIFT partners with community college systems in Chicago, DC, NY and LA to provide wrap-around support to low-income students. In addition to our technical assistance partnerships, we also bring the learnings from our program model and insights from our parents to related policy forums. Our staff and parents shared their reflections at Ascend at the Aspen Institute's Student Parent Ecosystem Convention, discussing the challenges of pursuing higher education as a parent and how to provide better support for student parents.

Policy Partnerships:





Meet Martha, LIFT-LA

Martha has always wanted to be a mom. She remembers having a happy childhood, with hardworking parents, and a big family where her six siblings helped raise one another. This hectic but fulfilling upbringing taught her that parenting comes with lots of ups and downs and as she reflects on what first drew her to join LIFT, Martha describes what every first-time parent feels – “I had no idea what I was doing.”

When asked to describe her initial thoughts on those first few meetings with LIFT, Martha retells a story of her first coach Jennifer, who helped her navigate transportation schedules and costs in Los Angeles, being supportive and understanding when she brought her daughter to their coaching sessions, recalling a fond memory of laughing together as young Samantha, who’s now seven, crawled between their legs under the table.

When we asked Martha about the most challenging aspect of her journey with LIFT, she touched upon navigating postpartum depression after the birth of her second child, Yua, during a global pandemic. She eloquently captured what most of the country has been feeling these last two years in a single sentence: “I felt alone even when I wasn't alone, and it was really hard to actually find any kind of motivation to do anything.”

With her answers, however unintentional, Martha captures the essence of what LIFT is trying to accomplish. Goals vary from parent to parent and moment to moment. Short term action steps lead to accomplishing long-term goals. Martha’s first coach helped her secure tokens for public transportation and now she has passed her learner’s permit test and is on her way to getting a license and purchasing her first car. Seeking mental health resources led her to vocalize a long-term goal of opening her own coffee shop which led to her taking business classes, raising her credit score by 166 points, and receiving financing consultations in pursuit of that dream. These accomplishments have led to even bigger dreams for her children “to find the thing that makes them feel like who they really are, what they are really passionate about and pursue it.”

Though LIFT provided her with guidance, support, and financial slack – and in her own words, showed her the “light at the end of the tunnel” – it was really Martha’s unbreakable perseverance that got her through those early days of parenting and the challenges of the pandemic. “No matter what, I still try to be optimistic about things. There's always a little voice in my head that says, ‘just keep doing —keep going, there's two kids waiting for you.’”

Martha’s compassion and resilience inspires us all to take things one step at a time, and to stick to our goals despite the obstacles. “Everyone has a story, everyone is struggling. Being human is hard; being a parent is harder. But I hope everyone can get excited to work hard, to look forward to doing something new every day.”

RACE, EQUITY & INCLUSION

*LIFT'S COMMITMENT TO
ADDRESSING THE RACIAL
INEQUITY THAT CONTRIBUTES TO
THE CYCLE OF POVERTY*



ACCOUNTABILITY WITH LOVE: LIFT'S EQUITY STATEMENT

The cycle of poverty is rooted in a long and painful history of injustices – from slavery to Jim Crow to redlining – built into systems and policies that have effectively marginalized and stripped access to wealth building for communities of color. As LIFT seeks to reduce barriers to success for families, we are compelled to address these root causes of structural racism and the growing racial wealth gap. LIFT's work to break generational cycles of poverty is rooted in a long and painful history of injustices that have effectively marginalized and stripped access to wealth building for communities of color (Black, Indigenous, Latinx/a/o/e and AAPI). As we seek to reduce barriers to success for the parents we partner with, we are compelled to address these root causes of structural racism and the growing racial wealth gap.

LIFT has intentionally chosen to put a Race, Equity, and Inclusion (REI) lens at the center of our work. Our evolution is over a decade long including an equity audit, board and staff trainings and retreats, analysis of talent practices, organizational assessments, thought leadership and publications on our learnings, and the formation of our Race, Equity, and Inclusion Committee. With a strong foundation in place, we also acknowledge that the more progress is made, the more we uncover the work still need.

We promise to continue learning to bring healing and justice as a necessary function of our efforts to bring economic mobility to LIFT members. Externally, we will elevate LIFT members' voices and experiences to dismantle economic systems rooted in racist practices and ideologies that perpetuate poverty. To advance racial equity within the organization, we are dedicated to becoming more introspective about implicit biases and white dominant cultural norms that impact the lives of our staff—especially the staff of color – and the members with whom we work, and prioritizing changes to improve as we learn.

We recognize that other forms of oppression in this country have been patterned after racial oppression, and that there is intersectionality among our identities that impact power dynamics in a significant way. As such, while we focus on race, our work will include learnings and discussions representing other identity groups while establishing the foundational understanding of race inequity.

We will apply a race equity lens to overall business operations.

Finance, Technology and Talent: We use an REI lens in our work to support LIFT staff in disrupting white dominant systems that perpetuate the cycle of poverty and contribute to persistent inequity. We do this by providing services that are kind, flexible, equitable, and ensure that LIFT's partners, vendors, and employees reflect LIFT's REI expectations. Our goals highlight the foremost importance of REI work in our daily activities.

Development and Communications: Using community-centric fundraising principles, we intentionally create opportunities for equitable exchange and mutually beneficial experiences between LIFT families and external supporters. In addition, we are committed to sharing the stories of our member families with dignity and integrity. By centering our storytelling in the strength and self-efficacy of our members, we disrupt harmful narratives that frame low-income families as weak and non-profits as saviors.

Program: we approach our programming with parents and caregivers holistically and with humility. We understand that trust is an earned privilege, and building strong relationships helps us work alongside parents and caregivers as experts on what is best for themselves and their families. We elevate their strengths while we partner with them in defining and achieving their goals to disrupt generational cycles of poverty. We recognize that historical systems have unjustly worked against the economic mobility of Black, Indigenous People of Color (BIPOC) and thus, we are intentional in building our internal team as well as external partnerships; we are committed to ensuring the people and organizations we collaborate with are representative of and invested in supporting our members. We celebrate our dedicated coaches, who are the foundation of our program, for their investment in disrupting systems to create transformative change.

National and Regional board: We understand that LIFT's REI work is integral to strengthening our mission and overall business operations. We acknowledge the privilege we bring and will engage in active learning on how to lend that privilege to dismantle structures of inequity in support of leadership, to better serve LIFT members, and in strategic decisions regarding LIFT's impact and growth.

MAKING MEMORIES

*TWO YEARS OF ADVENTURES WITH
OUR LIFT FAMILIES*

*Clay can be dirt in the wrong hands,
but clay can be art in the right hands.
-Lupita Nyong'o*





LIFT-LA Moms Featured in the New York Times



LIFT -DC Back-to-School Bash with Amazon Books



LIFT Featured in Aspen Ascend's The State of the Field Report



LIFT-NY Celebrates Day of the Girl on the Today Show



LIFT-Chicago Advocates for Guaranteed Income



LIFT-DC Joins the Advancing Early Education Collaborative



CEO Michelle Rhone-Collins Celebrates 10 years at LIFT



Celebrating National Social Work Month with LIFT-DC Coach



LIFT-LA Casino Night at the San Vicente Bungalows



LIFT CEO named to the Care Guild



Partnership with World Central Kitchen



LIFT-NY LIFT & Learn: Conversation with Student Parents



Celebrating the Coaches of LIFT-LA



LIFT-Chicago Executive Director featured in the Chicago Tribune



LIFT-Chicago Family Field Day



Virtual LIFTopolis



THANK YOU FOR LIFTING

*RECOGNIZING THE LIFTERS THAT
MAKE OUR WORK POSSIBLE*

LIFT ANNUAL REPORT

We are grateful to all in the LIFT community who donated their time and money to LIFT families. Your support provided LIFT families with the resources and social support they need to continue their journey toward economic mobility and well-being.

Gifts to LIFT are rooted in philanthropy and are given with the intention of furthering our mission to end the cycle of poverty. At LIFT we seek to honor and promote the core values of LIFT as the primary motivation for giving – equity, diversity, relationships, excellence, and hope. We know that together, the dreams our LIFT parents have for their families—and our dreams for a more equitable future—are within our reach.

Thank you for your continued support to our mission to break the cycle of poverty and to create a future where all families- no matter race, ethnicity, or zip code- can prosper.

[FY21 Audited Report](#)

[FY22 Audited Report](#)



999 N Capitol St NE
Washington, DC 20002
whywelift.org