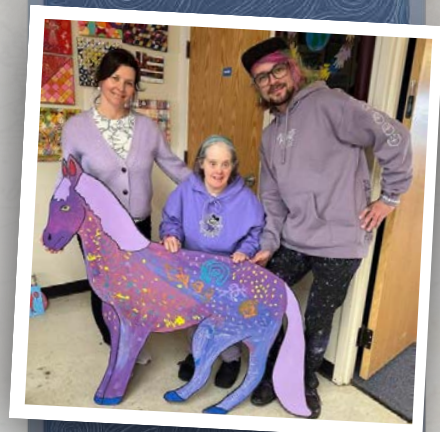
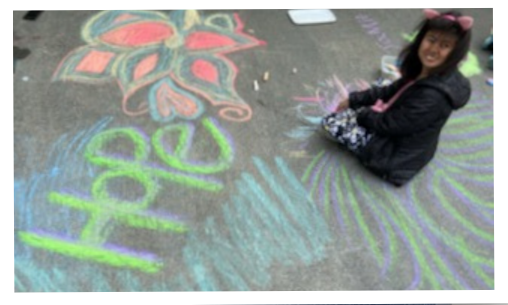




# Gratitude Report

July 1, 2022 - June 30, 2023



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## Our Board of Directors

Kendra Sticka, President  
John Dittrich, Vice President  
Robert Owens, Secretary  
Parry Grover, Treasurer  
Mary Bolin, Director  
Kathy Fitzgerald, Director  
Petter Jahnsen, Director  
Jeannette Levine, Director  
Avalon Rachelle-Kraft, Director  
Tamara Russell, Director  
Joseph Sonnier, Director  
Jo Ann Stromberg, Director

## Our Leadership Team

Michele Girault, Executive Director  
Michael Bailey, Deputy Executive Director  
Tom Hiratsuka, Chief Financial Officer  
Dr. William Browner, Medical Director  
Sharayah Talarovich, Chief Workforce & Risk Officer  
Raymond Collins III, Program Administrator  
Paul Ingram, Clinical Director  
Caitlyn Scott, Director of Human Resources  
Anthony Patarini, Director of Information Technology  
Jared Davis, Director of Properties & Maintenance  
Robin Siverson, Corporate Culture Director



Dear Friends,

Every day we are each given countless opportunities to choose. Selecting the path that offers abundance and opportunity rather than lack and adversity, a path that leads toward innovation and collaboration rather than stagnation and division, a path that leads to hope rather than to despair impacts the journey in compelling ways. For those in the non-profit sector, the choices we make have a significant impact on our progress and ability to move mission forward.



This fall I began my 40th year at Hope, and the daily demand to "choose wisely" has only intensified as we continued to operate in a world that for many feels dark and irreparable. Our organizational values and alignment with the Developmental Disabilities Shared Vision have been the "north star," guiding us forward and resulting in steps of progress.



During this season of Thanksgiving, we love sharing with each of you the highlights of our journey throughout the past year, and our deep appreciation for your support of our efforts. The path has not been without challenges, but choosing to view adversity from a lens of blessing gives us an opportunity to frame the year with gratitude.



With heartfelt thanks,

*Michele Girault*

Hope's footprint spans across six regions of Alaska – Anchorage, the MatSu valley, Kenai, Seward, Kodiak, and Utqiagvik. Embracing the diversity of these communities, we tailor our offerings based on each region's unique culture, needs and aspirations. From hosting cooking classes, community dances, and holiday festivities to offering safe and affordable housing, celebrating diversity and observing native traditions, our services are crafted to encourage belonging, empowerment, and joy. With your support, we're able to create meaningful opportunities that enrich the lives of the people we support and the Alaskan communities we serve.

# The communities you're enriching

## The Lesko Discovery Center

Our Lesko Discovery Center offers accessible opportunities for people of all ages and abilities. The Center is extremely involved in the community, offering regular events and activities that engage people in arts and recreation. Within the Center, our Community Engagement program offers recreational and skill-building activities. Our outstanding team works with individuals who experience disabilities to pursue personal growth, new social and personal discoveries, and a sense of accomplishment. Also within the Center, the Hope Studios art program walks alongside artists to uncover their unique skills and explore self-expression through different mediums. We welcome all members to participate in the Center's year-round array of activities, classes, and events so they can imagine, explore, and create together.



In recognition of their achievements, Hope received the 2023 Governor's Arts and Humanities Award for Arts Business Leadership for the substantial impact Hope Studios has made on the arts across the state of Alaska.

Community members are welcome to visit our Lesko Discovery Center, including Hope Studios and Gallery, during operating hours at 650 West International Airport Road in Anchorage. The Gallery is open Monday through Friday from 10:00am - 4:00pm for members of the public to support our artists by shopping for one-of-a-kind wall art, greeting cards, jewelry, clothing, furniture, garden art, stickers, and more.



## Kodiak

Our Kodiak region's 'Emerald Island Recreation Center' has been actively engaging with the community since its grand opening in August 2022, offering a variety of recreational opportunities for everyone in their tight-knit community. They have facilitated culinary classes using produce from their own garden, organized activities such as swimming, bowling, quilting and sewing sessions, cooking workshops, aerobics and stretching classes, and art and photography classes. They also opened up their recreational equipment to community members to check-out, including kayaks, paddle boards, bicycles, tricycles, and fishing poles.

Generous grant funding from Kodiak Island Borough and the City of Kodiak supports our Kodiak region's respite, afterschool, and recreational programs, as well as maintaining and updating the Center's equipment. The Center's programming emphasizes teaching skills in community inclusion, safety, and health, directly addressing essential community needs that might otherwise go unmet.



## New Partnerships Made for a Memorable Summer Camp

This year's Discovery Center Summer Camp marked its first return to full swing since 2019. With generous grant funding from The Alaska Community Foundation in partnership with Rasmuson Foundation, we were able to offer scholarships to families, resulting in an exciting increase in participants. Out of 30 campers served, 23 experienced the camp for the first time. The campers headed out in the Anchorage community for 10 weeks of engaging activities, including art, music, wildlife, cultural traditions, outdoor adventures, and a week-long hands-on ceramics class with Turnagain Ceramics.

A partnership with Colorado State University (CSU) resulted in a life-changing experience for one student, Abbey Ladegaard, who was hired by Hope for the summer as an Inclusion Camp Counselor. Abbey is a Junior studying Sociology with a concentration in Criminology/Criminal Justice, and she has always been drawn to Alaska. "My overall experience working with Hope Community Resources at the Discovery Center Summer Camp was one of the best experiences of my life," Abbey said. She has worked for the past five years as a personal care assistant for a woman who experiences disabilities, and with that experience combined with her time at our Summer Camp, she recently obtained an internship at a sexual assault victim advocacy group, providing educational curriculums for people with disabilities. Her experience with Hope's Summer Camp has influenced her future aspirations, and she recommends the experience to anyone who is interested or passionate about

working with people with disabilities or who may be interested in signing up for Hope's Summer Camp program in the future. "The bond I made with the children and young adults at that camp and how they made me feel is what resonates with me the most. These campers changed my life and I will reminisce on Summer Camp for the rest of my life."





## Utqiagvik

The support recipients and staff that live and work in our assisted living home in Utqiagvik providing mental health services regularly enjoy rich cultural events rooted in the customs of the Inupiat community. Nalukataq, a traditional celebration, marks the beginning of whale-hunting season and featured singing, dancing, and a blanket toss, where a dancer is tossed high into the air from a blanket made of seal skins. Another celebration, Kiviaq, brought together villages within the North Slope region to showcase art, dance, and crafts from the Inupiaq culture's perspective. Our team also participated in a 4th of July parade featuring cookouts, traditional and modern native games, native dances, and a display from the local fire department. Piuraagiaqta, celebrated in April, was designed to assist whaling crews in their hunting preparations; the event featured contests showcasing the traditional skills necessary for erecting camps on the ice and harpooning and processing the bowhead whales. These events underscore the rich cultural heritage and communal spirit that characterizes life in our northern-most region.



## Intentional Communities

Decades ago, Hope was influential in transitioning Alaska away from institutions, and we are continuously on the lookout for innovative and meaningful living situations for the people we serve. One approach that Hope has actively pursued is the concept of an 'intentional community,' a purposefully designed residential neighborhood that emphasizes supportive and inclusive environments tailored to the specific needs and preferences of the residents. Our Kenai Intentional Neighborhood and its residents have thrived since its inception in 2018, with accessible housing, shared community spaces, and opportunities for social support.



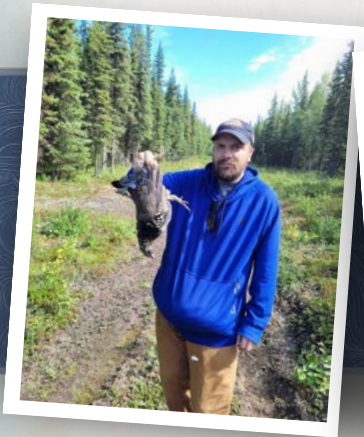
Our Willow Ranch allows the residents and staff alike to engage in a rural, subsistence lifestyle. The men have continued to build meaningful relationships within their community and are always willing to lend a hand with various tasks. This spirit of camaraderie and support further solidifies their place within the community, emphasizing the positive impact and engagement fostered by the intentional community approach.



During the winter of 2021, the roof of our Willow Ranch barn was badly damaged by heavy snow load. Thanks to grant funding from the Mat-Su Health Foundation, we were able to repair it before the next major snow accumulation. The Mat-Su Health Foundation also funded the purchase of a high-quality wedge snowplow so our Ranch staff can safely and efficiently clear snow from the property and roads.

# The programs you're sustaining

While Medicaid serves as our primary funding source, we could not do all that we do without our community's commitment to philanthropy. Your generous contributions—whether through donations, volunteering your time, or participating in our events—sustain and enhance our initiatives and serve unmet needs in the disability community. You empower us to not only maintain our impact but also expand it. We are grateful for the many collaborative relationships we have with community members, organizations and legislators that make a path for us to develop innovative programs, supports, and solutions that go beyond conventional boundaries.



## Behavioral & Mental Health Clinic

Hope's behavioral and mental health program offers a comprehensive range of outpatient treatments and services, including individual and family psychotherapy, case management, community recovery support services, and Autism services directed by a Board Certified Behavior Analyst. Approximately 100 individuals are regularly served in the Clinic, and in the past year, our Clinic staff have successfully supported patients in navigating various social systems. Through our case management services, we have facilitated access to Alaska Medicaid, activated social security disability insurance, secured stable housing, connected individuals with adequate medical care, and assisted in finding and maintaining employment.

Our collaboration with the State of Alaska is expanding, and we are at the table to explore innovative ways to provide care for high-needs individuals and the development of a treatment environment for this purpose. Through our advocacy efforts and in collaboration with Alaska Behavioral Health Association (AHBA)—on whose Board our Clinical Director, Paul Ingram, serves—the State of Alaska has suspended and is considering terminating service authorizations for outpatient services; this will ease a major burden on our clinicians, streamline services, and allow more time for patient care.

Looking ahead, the State of Alaska has approved a significant increase in grant funding for our Behavioral Health program. These essential resources will directly impact the continuation and expansion of our services.

## Deaf Supports

Hope's Deaf Supports team is the definition of innovation. Year-round, they empower and support the Deaf and Hard of Hearing community, organizing social events such as community excursions, ASL meetups, and Deaf Awareness Week. They have forged a tight bond with the community while also promoting Deaf awareness. In collaboration with the Southern Region EMS Council, the team developed a resource designed to facilitate communication between Deaf or Hard of Hearing individuals and emergency medical personnel. Throughout the year, they traveled to Fire Departments, EMS, and hospitals in multiple towns, including Fairbanks, North Pole, Dillingham, Unalaska, Kenai, Soldotna, Homer, Bethel, and Ketchikan, to distribute and introduce the EMS Communication Card. The team also celebrated major achievements with members of the Deaf and Hard of Hearing community. One individual completed a year of college at NTID in New York, while another celebrated their one-year employment anniversary and maintained sobriety for three years. Another client secured full-time employment as a Teacher's Assistant at a local elementary school, and another relocated to Seattle to access Deafblind services and support for herself and her child.



## Accessible Housing & Transportation

Thanks to a continued partnership with Rasmuson Foundation, our hardworking Maintenance team was able to facilitate additional improvements and renovations in our assisted living homes, including new flooring and baseboards, interior painting and drywall repairs, new sprinkler systems, and a full bathroom remodel.



Rasmuson Foundation also provided grant funding that allowed us to buy out the leases of two of our fleet vehicles, which our staff and support recipients rely on for transportation. These vehicles are essential to the daily support and transportation of residents to medical appointments, grocery shopping, errands, community events, and more. Both vehicles have features that are specifically suited to meet the residents' needs, and we are grateful to be able to continue using what we know are well-maintained and accessible vehicles.



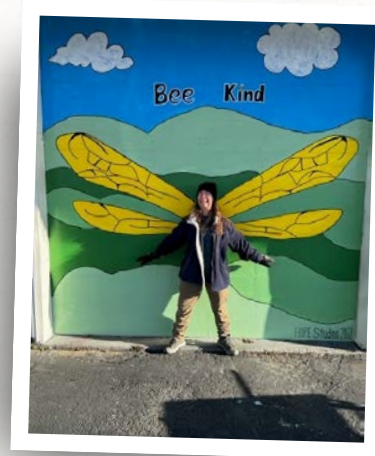


# Travel DSP Program

In response to the challenges faced during and after the COVID-19 pandemic, Hope developed our Travel Direct Support Professional (DSP) program — a flexible staffing solution that addresses high-need areas and consistent relief for our Resident Managers. Hope recruits Travel DSPs from out-of-state, and they bring an average of 10-15 years of experience in the field, and they work in various homes and environments. The Travel DSPs fill critical staffing gaps, including temporarily replacing Resident Managers for vacations, scheduled days off, or emergencies.

The program has proven to be innovative and highly effective, allowing for consistent scheduling and coverage. The Travel DSPs contribute significantly to maintaining continuity in service provision. Some Travel DSPs have even decided to make Alaska their permanent home and transitioned to becoming full-time Resident Managers.

As we approach the one-year anniversary of our Travel DSP program, we're looking forward to its continued growth. If you or someone you know is interested in our Travel DSP program, contact our Recruiter, Kojin Tranberg, at 907-561-5335 or [dtranberg@hopealaska.org](mailto:dtranberg@hopealaska.org).



# The bridges you're building

Advocacy lies at the heart of our calling. By raising a collective voice every chance we get, we not only amplify the needs and wants of those we serve but also promote awareness. Our advocacy sparks conversations and drives positive change at local, national, and global levels. It's through our shared commitment to positive change that we can build bridges that connect people with meaningful opportunities, generate a system of real progress, and build a community of unity. We witness this on a daily basis at Hope. These bridges serve as powerful symbols of the impact our community can have when we work together towards a common goal.

## 54th Annual Walk & Roll for Hope

A tradition started by Bob Halcrow way back in 1970, the philanthropic partnership of Alaskans who participate in our annual Walk & Roll for Hope still echoes across the state every first Saturday of May. The participation and funds raised by community members creates a direct investment in the lives of individuals and families who choose our supports. This has been one of the cornerstone events of Hope for five decades and continues to raise awareness about disability services, promote inclusivity and community engagement, and reap long-term support for Alaskans with disabilities. Every step taken by each participant represents a shared vision of creating a world where all people have opportunities to lead full, meaningful lives.



## Key Coalition of Alaska's Key Campaign

In our pursuit of activism aligned with Shared Vision outcomes, members of Hope participated in the Key Campaign both in Juneau and in the Senate Chambers. We were grateful to have representation from trust beneficiaries, family members, Direct Support Professionals, staff, and board members. Recognizing the critical role advocacy plays, especially in the current climate, our emphasis was on the need to ensure the continuance of community-based services. Virtual legislative visits and in-person meetings took place in Juneau, where Coalition members gathered on the Capitol steps, rallying for the implementation of a waitlist eradication plan, adequate funds for reimbursement rate restructuring to support a valued workforce, and the promotion of self-determined services.

## Class of 2023 Top 40 Under 40



Jena Crafton (far right) was a recipient of the 'Top 40 Under 40' award! Jena's profession is disability advocacy, and her lived experience as a person having an intellectual disability gives a perspective that has helped shape policy and direction in our state and beyond. The list of her contributions, achievements and community involvement is boundless. She holds leadership positions in two statewide organizations focused on elevating the voice of Alaskans with disabilities – The Governor's Council on Disabilities and Special Education, where she is the current vice-chair, and Peer Power Alaska. She is a member and artist of Hope Studios where she participates in collaborative community art projects, she volunteers with Key

Coalition, Project ECHO (Extension for Community Healthcare Outcomes) and the Sleeping Lady Lions Club, and was awarded the NACDD's 2021 'April Dunn Start Your Journey Award.' She has facilitated a monthly 'Empower Hour' to elevate the voice of Alaskans with disabilities, has shared her story and perspective on both a local and national level, and serves as a mentor to others beginning their journey as a self-advocate. A true leader in Alaska's disability community, Jena's passion and commitment to advocacy and education make her more than worthy of this award and recognition.

## A Night of Hope

Hope hosted our annual 'Night of Hope' auction in October 2022, where with the help of our supporters, we raised much-needed funds for vital initiatives, including the maintenance of accessible housing, support for after-school programs, and emergency assistance for stakeholders facing critical needs.

We were privileged to present the Outstanding Community Partnership Award to Dr. Phil and Annie Mabry and their daughter, Dr. Lara Mabry for their commitment to enhancing the lives of Alaskans with disabilities, specifically through providing access to essential dental care and their roles in the Rainbow Connection Therapeutic Riding Program. Dr. Lara Mabry, in addition to continuing her family's legacy, serves as the chair of the Board of Directors of Special Olympics Alaska.

Wayne Bodfish was honored with the Journey Award. Born in Wainwright, Alaska, Wayne experienced a childhood removed from his family and culture, receiving minimal support for his disability. Supported by Hope since the early 1970s, he played a role in the development of various housing models and support systems. He has defied societal limitations, embracing a life filled with purpose, impact, and joy.



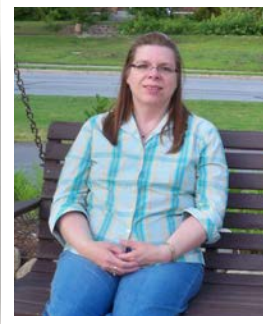
## SHINE Exhibit

In October 2022, in honor of Down Syndrome Awareness Month, Hope Community Resources and David Jensen Photography partnered to create a photography exhibit called SHINE, showcasing Alaskans with Down syndrome. The exhibit was displayed at the Anchorage Loussac Library and open to the public throughout October and November and featured wonderful photographs of accomplished people in our community.



# The workforce you're backing

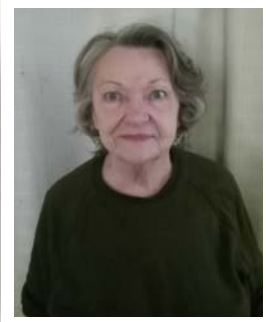
We love every opportunity we get to shine a spotlight on our employees. Of our nearly 500 employees, the average tenure at Hope is 8.59 years, and we think that's incredible. It speaks volumes to our commitment to providing a stable, supportive work environment, but even more so, it reflects the value of the relationships built between staff, support recipients, and families. Each role is pivotal in shaping an inclusive world for people of all ages and abilities. Their resilience and compassion are an inspiration and a testament to the power of connections, and the work they do exemplifies the true spirit of Hope's mission.



## Leslie Davis

*Regional Office Manager  
Hope Employee since 1989*

Leslie's career at Hope spans various networks and roles, and the passion she carries for helping the most vulnerable shows through in all she does. Not only is she the friendly voice answering calls in the MatSu office, she also collaborates with supervisors and directors to ensure the smooth functioning of the Kodiak and Seward teams. Leslie participated in the Key Campaign that pushed for Autism insurance legislation, she was on the initial steering committee for the Shared Vision which is now in law with the State of Alaska, and she has served on several committees within Hope. "Looking outside the box on how we can help folks is something Hope has been really good at over the years," she said. Leslie finds the most fulfillment in supporting direct support staff excel, from their onboarding to guiding them once in the field. "It really is special to me to be able to help others and hopefully be a blessing to the folks that cross my path."



## Terry Sullivan

*Relief Direct Support Professional  
Hope Employee since 2003*

With a compassionate and generous heart, Terry has devoted 20 years to supporting people at Hope, 18 of which were at the same assisted living home. She seamlessly integrated her children and grandchildren's lives with those she supported into one big family, and two of her children have also worked at Hope, exhibiting the same caring, supportive sentiment. Her leadership style has promoted longevity with other staff, and she has always shown a commitment to inclusion, security, and joy. Terry said, "My lifelong goal is to enrich the lives of others. Hope's culture and values of community and inclusion offer the opportunity to do this for the individuals of whom I support."

477

number of Hope employees

49%

employees with 5+ years of employment

3,651

collective years served by current employees

## 2023 Lifetime Achievement Award for Outstanding Direct Support Professional



Ann Baxter (center) was awarded the Lifetime Achievement Award for Outstanding Direct Service Professional of the Year in the category of 'Spirit of Full Lives.' She is a Licensed Professional Nurse and Lead supervisor of a group home. Recognized for her decades of service, Ann's 40-year career as a nurse, with 33 dedicated years at Hope, has been nothing short of extraordinary. Serving as a Licensed Professional Nurse and Lead supervisor of a group home, Ann's work extends across nearly every department at Hope, including spending time in Utqiagvik, Alaska overseeing the operations of an elder home. She has stated many times that she loves the opportunity to jump into various roles to support and has worn so many different hats throughout her years. Throughout her career, Ann has not only witnessed individuals achieve their greatest dreams but has also compassionately walked alongside them during their final days. Ann's commitment to people with disabilities reflects the true spirit of service and is a decades-long legacy of honor, privilege, and impact.

### Nicholai Hoefflerle

*Professional Development and Wellness Coordinator  
Hope Employee since 2016*

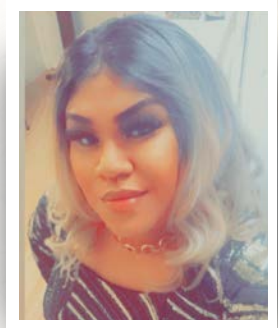
Nicholai "Nick" has been an Employee Education Specialist with Hope for many years, helping new hires integrate into the organization; his role recently expanded to also include organizational wellness. He approaches his work with the daily objective of providing knowledge and resources for the physical, emotional, and psychological well-being of individuals. "Not only do I get to empower people to be safe with themselves and others, but my role is one of the few where, eventually, I get to see and interact with every single employee," Nick said. A key element of Hope's culture that resonates with Nick is the emphasis on safety and security. Nick values the broader definition of safety, recognizing its psychological and emotional dimensions, which, for him, involve consistency and predictability to build trust.

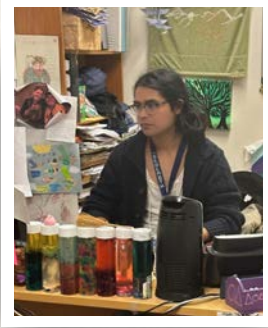


### Ramona Solomona

*Lead Direct Support Professional  
Hope Employee since 2021*

During her time with Hope, Ramona "Mona" has stepped into a variety of roles and has always been willing to provide coverage for her peers. She started as a Certified Nursing Assistant and is now one of our Lead DSPs. When asked about what she finds most rewarding about the work she does at Hope, she said, "The most fulfilling thing about my work is being able to show my compassion towards our residents and other staff . . . knowing that I have helped someone out in a way to make a difference makes me feel happy."





## Deiniol Avery Ballais

*Community Engagement Specialist  
Hope Employee since 2020*

Deiniol “Avery” joined Hope as a UAA student undertaking his Practicum for a BAS in Psychology and was later offered the role of Behavioral Health Technician. He now serves the artists in Hope Studios, where he commits to memory the goals and preferences of more than 50 artists, understands their strengths, coordinates their schedules, and encourages both individual and collaborative work. He also manages the art gallery, helping his team with art shows and running event booths. He said, “When I was still new to working at the Art Studio, we went to do an event in Talkeetna doing painting activities with one of the schools. The joy the kids had with painting made me so happy.” Amidst daily demands and challenges, he finds fulfillment by witnessing the growth, confidence, and achievements of the artists.



## Susan Emmal

*Resident Manager  
Hope Employee since July 2023*

Originally trained in economics and business administration, Susan (pictured with Mychelle Rayburn and Kelly Haynie) transitioned into special education after her daughter was born with a disability. As her daughter grew up, Susan became very involved in her school and eventually got a degree in special education. This journey led her to Hope and to our Discovery Bay home, where the work is productive yet joyful. She finds fulfillment in making a positive impact in the lives of the residents, and she appreciates how Hope encourages them to be actively involved in their own goals and dreams. “I am having a lot of fun with the residents I work with. Every day, they work hard to find happiness, purpose, and joy within our community. Every direct service provider or supervisor I have met has really listened and cared about the residents’ actual happiness.” she said. (Pictured: Mychelle Rayburn, Susan Emmal, Kelly Haynie)

## ANCOR’s 2023 Alaska DSP of the Year

Congratulations abound for Masaneh “Mas” Jatta (center, with other attendees from Alaska), Intensive Supports Resident Manager, employee of Hope since 2012 and proud recipient of ANCOR’s Alaska 2023 DSP of the Year award! Chosen from a record-breaking 350 nominees, Mas was selected for his exemplary dedication, creativity, and innovation in the field of disability services. For almost 12 years, Mas has provided direct support services and mentoring to incoming staff with dedication, humility, creativity, and joy. His ability to listen closely to both the verbal and visual gestural communication of the people he supports helps him to advocate for the wishes of the people he supports. In response to receiving the award, Mas said, “It was surprising and unexpected, but I was honored and humbled to be a recipient of such a prestigious award.” We celebrate Mas’ well-deserved recognition and are grateful for the work he does every day to make a positive impact in the lives of those we serve.



We like to follow the journeys our former employees embark on after their time with Hope and the diverse ways they carry out their next endeavors. Each alumni's journey is unique, shaped in part by the experiences, skills, and values developed during their time with us. Whether pursuing advanced degrees, contributing to their communities, or excelling in different professions, our alumni carry the impact of Hope's mission on wherever they go. Their accomplishments contribute to a legacy that extends beyond our walls, creating the potential for positive change across the globe.

# The legacy you're preserving

55 years of  
employees

3  
generations

Endless  
impact!

## Caroline Hogan

*Hope alumna, employed 2001 - 2008*

*Current Chief of Programs at Senior and Disabilities Services*

Caroline, whose first experiences with Hope as a student inspired her to change her career focus to social services, went on to work in roles ranging from Care Coordinator to Director of Community Support. She developed deep connections with the people she served and took every opportunity she could to understand their goals and preferences. Her experiences as Director took her to the North Slope Borough and Bristol Bay regions, where she enjoyed immersing herself in Alaska Native culture and traditions. Inspired by Hope's mission and values, she enjoyed leading teams to provide the best services and supports possible.

When asked about her experience at Hope and how it has been valuable in current endeavors, Caroline said, "I got wonderful practical training at Hope on providing direct care but also learned a lot about the importance of culture and the value of each person's story. I honor choices that people make in their own lives."

She now serves as the Chief of Programs at Senior and Disabilities Services (SDS) and has been with the organization for almost 16 years. "The mission and values of Hope are ones I believe in holistically in how we treat all people. In my current position, I listen to stakeholders, provide mentoring and leadership to SDS staff and try to continually make improvements to our system."



## Dr. Herb Bischoff

*Hope alumnus, employed 1981 - 2016*

During his 35-year tenure with Hope, primarily in the roles of Psychologist and Coordinator of Research and Development, Dr. Herb Bischoff was involved in many initiatives that shaped both his approach to certain societal issues and the landscape of disability services in the state of Alaska. He was involved in establishing and expanding autism, behavioral, and mental health services, and he made significant contributions to 'Project Roadmaps,' which led to Alaska becoming institution-free. He participated in subsistence programs across the state, hosted topical discussions through the 'Soup Sessions' program, and helped create Hope's Ethics and Human Rights Committee.

Through his involvements, he gained an understanding of the importance of proactively providing social support for individuals who experience developmental disabilities, mental illness, and aging, and the need for more advocates in these areas. "I learned to 'see' people. I saw what can be accomplished with vision, talented people, and persistence . . . I learned to not limit my thinking of what is possible," Dr. Bischoff said. When asked what lessons he acquired at Hope that he found especially valuable, he said that "making a difference starts with one person who cares."

Since retiring in 2016 he stays in touch with Hope's activities and friendships. He remains engaged in many community and volunteer activities, including establishing a scholarship program, serving on various Boards, and organizing essay contests in collaboration with a local independent bookstore and Hope's Executive Emeritus, Roy Scheller. He has volunteered to help with salmon stream and wildlife habitat restoration and has even helped build homes and schools internationally. (In the second picture, Dr. Bischoff is having fun during a volunteer project building school playground equipment in Puerto Rico after hurricane Maria.)



## Alicia Miller

*Hope alumna, employed 2010 - 2016*  
*Current Vice President of Human Resources at Alaska Regional Hospital*

Alicia worked on Hope's Human Resources team for just shy of six years. She was involved in many successful initiatives, including the transition to a new HR system and new talent acquisition team, the implementation of the Affordable Care Act, and the healthcare plan's transition from fully insured to self-funded. She started working at Hope just after graduating college. "I was grateful for the leaders and colleagues around me at Hope who helped me learn how to be a professional and take what I learned in school and apply it to a real workplace. Hope was an excellent place to start my career because it was a safe place to learn, full of kind and compassionate people. Hope was also the first time I got the chance to lead a team and learn what it meant to be a leader," she said. She took these experiences, along with lessons about the importance of inclusion and that all people deserve dignity and respect, and carried them forward in her approach to leadership at Alaska Regional Hospital. "I think it is more



important than ever to create an environment where everyone feels welcome, despite their differences." She remains connected to the Hope community, maintaining friendships and advocating for the organization's support services. "I am grateful for the relationships I built while working at Hope. Anytime Hope comes up in conversation, I tell people about my time there with appreciation and gratitude for what I learned and how I grew." Since leaving Hope, she has also gotten married to her husband, Nate, and had two children, Bennett and Lakyn (pictured).



## Ousman Jarju

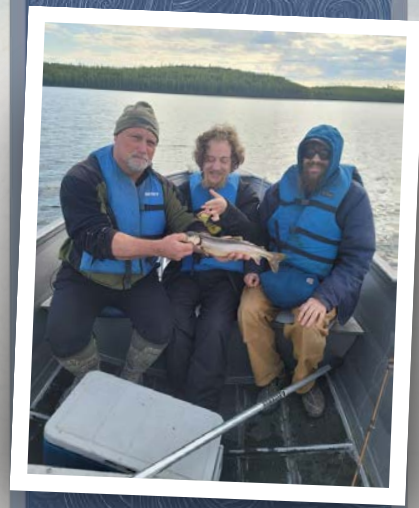
*Hope alumnus, employed 2014 - 2019  
Currently living in Bothell, WA*



Ousman served at Hope as a Direct Support Professional and very talented Media Specialist. He is now a filmmaker and pursuing a degree in Media Arts and 3D Modeling. He also recently completed a rigorous six-month coding bootcamp to complement his studies and add to his technical skills. He has successfully completed two movie projects in The Gambia with themes on human rights and social justice. In his work as a filmmaker, Ousman applies a collaborative and empowering leadership style influenced by his experiences with Hope's culture.

Ousman found Hope to not only be a workplace but a community where his contributions were genuinely valued. He still keeps dozens of thank-you cards he received from colleagues. The acknowledgment of his efforts served as motivation and encouragement, leaving a lasting impact on his journey. "At Hope, I learned the profound value of serving people. The ethos of the organization emphasized the importance of going the extra mile to meet the needs of both clients and colleagues. This mindset instilled in me a deep understanding of the impact of service-oriented work, which has remained a guiding principle in my career." Ousman credits his experience at Hope for shaping his character, instilling empathy, compassion, and humility in his interactions with others.

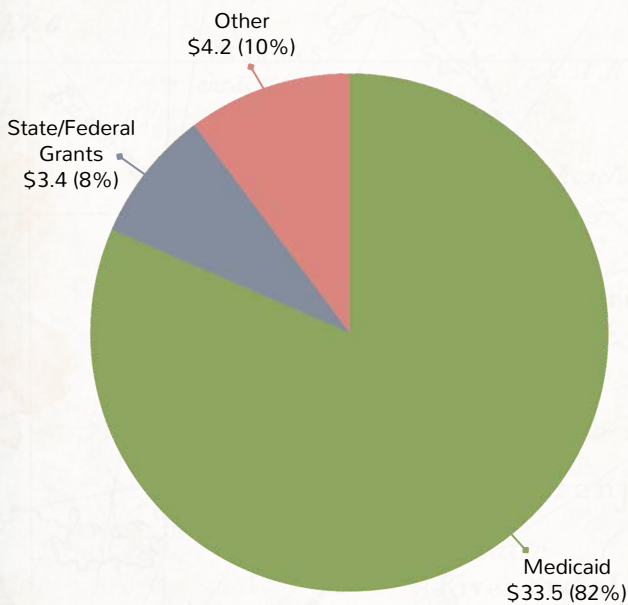
He once had a conversation with former Executive Director Dr. Roy Scheller where he asked him what it takes to excel as the leader of an organization. "His response caught me off guard, as I had anticipated he would say something like your name must be preceded by the letters 'Dr.' or that your name must be a short form for royalty. To my surprise, Dr. Scheller's response was simple yet profound: 'A heart.'" He went on to explain that being a leader at Hope requires a heart deeply rooted in doing the right thing, caring about others' well-being, and consistently recognizing and nurturing the goodness in people. "Dr. Scheller's words continue to resonate with me and have influenced my own approach to my interactions with others, emphasizing the significance of empathy, integrity, and the pursuit of the greater good."



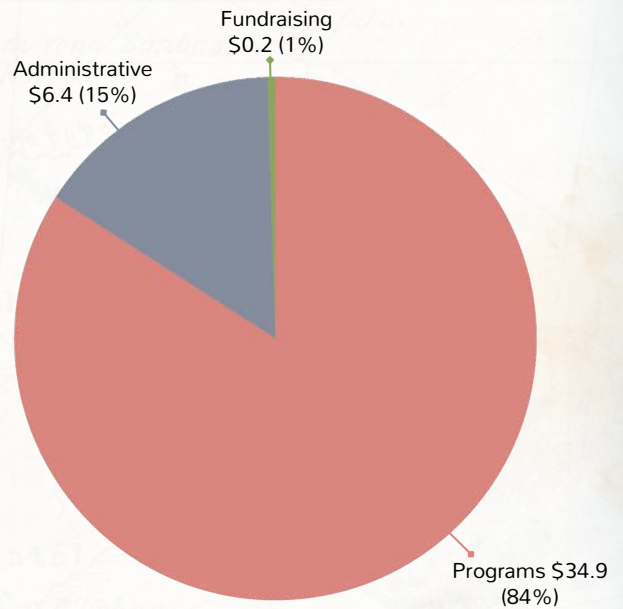
The momentum propelling our mission forward is fueled by our partnership with donors, grant funders, supporters, employees, and community members alike. Donors and grant funders, through their generosity, provide the resources that empower us to meet unserved needs. Supporters amplify our voice and extend our reach. The daily dedication of our staff is the force behind meaningful and transformative experiences for the people who choose our services. It is our collective effort that will propel us into a future where our shared vision of inclusivity, sustainability, and self-directed services is fully realized and celebrated.

# The momentum you're generating

## FY23 Revenue



## FY23 Expenses



Figures are in the millions and are based on internal financials. Audited financials will be finalized by 12/31/2023.

# The donors we're grateful for

Thank you to each and every person in our communities who has donated their time, talents, and financial investment to Hope's mission. Hope is primarily funded by Medicaid, but that funding is just the tip of the iceberg for what people who experience disabilities need to live a full and meaningful life. As we navigate the path of finding continued funding, our donors are the cornerstone of our success. Your support fuels our mission, inspires hope, and creates change in the communities we serve. With each contribution, you make a difference, empower lives, and turn dreams into realities.

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\$15,000 and higher

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GCI Communication Corp.  
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Flow Star  
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Sleeping Lady Mountain Lions

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 The Perch Cabins & Dining  
 Westbrook Media Management



Willie is cheerful, outgoing, and loves to create art; he especially enjoys drawing Pokémon characters.

# Business and Organization Donors/Grantors

## *Friends of Hope* Up to \$100

Akitalinok  
Alaska Aviation Air Museum  
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Cafe Amsterdam  
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City of Aniak, Alaska  
Fromagio's Artisan Cheese

## *Friends of Hope* Up to \$100

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Jens' Restaurant  
King Street Brewery  
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Red Robin  
Scott & Cellar/ Starla Heim  
Skinny Raven Sports  
Subway of Alaska  
Sweet Caribou  
Tastee Freez  
The Mineshaft  
The Spice & Tea Exchange  
Two Fat Chickadees  
Wells Fargo  
Wild Scoops



Nickolas "Nick" participated in the Special Olympics for the first time this past year, playing in the bocce ball and bowling tournaments. He was so excited to be part of these events and never missed a practice. Being the social butterfly that he is, he also made many new friendships.

# Individual Donors

## Platinum

**\$15,000 and higher**

Michele Girault & Chuck Wright  
Petter Jahnsen

## Gold

**\$5,000 - \$14,999**

David Buthman  
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Shane McLeod  
Corbett Mothe  
Jackie VanDaff  
David Wolf

## Silver

**\$2,500 - \$4,999**

Rebecca Allely  
Roger & Kathy Allely  
Carrie Carson

## Bronze

**\$1,000 - \$2,499**

Sandra Anderson  
Sonya Astad  
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Brian Rohn  
Roy Scheller  
Caitlyn Scott  
Kendra & Kerry Sticka  
Kayte Stochmal  
Sharayah Talarovich  
Kristofer A. Turman  
Karen West



Steven is an accomplished artist and has explored a ton of mediums including watercolor, wood burning, xylography, digital art, and pyrography. His business is named MycoZephyr, and he sold more than 500 pieces of art in less than a year!

# Individual Donors

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John Ancil  
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 Amber Becker  
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 Erik Behnke  
 Rick Benjamin  
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 Allison Biss  
 Diane Blas  
 Katherine Bockstiegel  
 Wayne Bodfish  
 Nicholas Braman  
 Julie Branham  
 John Brewer  
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 Elodie Hume  
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 Tatiana Iacovou

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 Charlie Johanson-Adams  
 Aaron Jongenelen  
 Tiffany Karling-Hunt  
 Brandi Kelley  
 Darrin Kerschner  
 Emily King  
 Tom Lake



The talented people we support and direct support staff from our Hope Studios team won the 'Best Costume' award for the beautiful wings they created for the Ski for Women's costume parade.

# Individual Donors

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Aina Lenda  
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 Ray Long  
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 Benjamin Lund  
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 Lara Mabry  
 Charlissa Magen  
 Sandra Manfred  
 Andrew Marchant  
 Carol Marsh  
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 Jorge Martinez  
 Sharon Mattingly  
 Lou Mattison  
 Darline McLaughlin  
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 Alma Nelson  
 John Nelson  
 Jeremy Oaks

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 Jaime Whittle  
 Jim Wickes  
 Michael Wiedmer  
 Greg Wilkinson  
 Krista & Abe Williams  
 Courtney Wise  
 Steve Woodward  
 Tina Worley  
 Anita Youngman  
 Isis Youngman  
 Porter Youngman



Willie loves supporting his friends, helping others, and being out and about in the community. He and other artists in Hope Studios helped create the art mural on FashionPact's building.



# Individual Donors

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Ecaterina Alexandru  
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Katie Bourland  
Scott Bourland  
Edward Brandt  
Andranel Brown  
Kathleen Bugbee  
Kayla Burger  
Sampaguita Calhoun  
Deborah Campbell  
Cheryl Canfield  
Kenneth Caron  
Theresa Carpenter  
Penny Carrero  
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**214**  
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Katherine Pugh  
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Bronwyn Wojcik  
Denice Worley  
Wendy Zumpano



Anthony enjoys spending time with others. For Halloween, he bought a ten-pound bag of candy for Halloween, and he and his roommate enjoyed handing it out.

# Thank *you!*

As we reflect on the last fiscal year and on our mission that has stood the test of time for over half a century now, we are humbled. It is through our partnership with you—our community—that we will continue to have a meaningful impact in the lives of the people and families who choose our supports. We are ready for the next 55 years of Hope, and we invite you to continue walking alongside us for it. Together, we will forge new paths of progress and amplify our impact through advocacy, collaboration, and a shared vision.



Hope Community Resources, Inc. received the platinum award for the 2022 'Best of Alaska' Assisted Living business.

## *Thank you*

to all of our supporters – staff, partners, and communities around Alaska.

Follow Hope on social media by clicking the links or scanning the QR codes with a smartphone camera. You have the power to help others experience Hope as well! Share our events and stories on social media, introduce us to others, and invite your friends and family to get involved.

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