



Community, Work & Independence, Inc.

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November 30, 2021

Dear CWI Friends & Families,

We find ourselves at the close of another extraordinary year. We cannot emphasize enough the amazing resilience, dedication, compassion and diligence we have witnessed from our staff during the continuing pandemic to keep the people we support safe; physically and emotionally. It is an understatement to say that Direct Support Professionals make a difference. They are everyday heroes.

We want to share some of the impact made by our staff in the lives of the people we support:

"I had a great time (joining my staff's family vacation) and cannot wait to go back next year!"



"Everyone is doing a wonderful job especially during this stressful COVID time-thanks to all."

You can also click control on your keyboard and then click your mouse on this link: <https://www.wevideo.com/view/2456888934> to see firsthand the connections and the effect we strive for every day.

Our gratitude for our staff is enormous. With the support of some of our business associates we have been able to provide our staff with tokens of appreciation such as CWI apparel. Gift cards and pay differentials have been provided for particularly hard hit service areas. These tokens are not only to incentivize, but to in a small way demonstrate how much we value our staff. COVID-19 has significantly impacted our finances and many of our revenue streams have been reduced while our expenses have skyrocketed. To date in 2021, CWI has directed \$310,852 of additional compensation to our staff for these incentives to fill open shifts.

CWI staff are dedicated to our mission of enriching lives, one story at a time. We would like to count on you to assist us with continuing this mission by making a one-time or sustainable donation. Every dollar donated helps toward our efforts to provide high quality supports and services that transform people's lives.

Won't you please go to our website to make a donation - <https://cwinc.org/support/donate/>. We thank you for your generosity and making a difference in the lives of others.

Yours truly,

Harriet Busch
Harriet Busch
CWI Board of Directors Chairperson

Deb Rowell
Debra Rowell
Acting CEO

Enriching lives one story at a time.
www.cwinc.org