



**2025**

# Annual Report

A year of hope restored, potential realized, and lives uplifted.

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*Dear Friends,*

As I reflect on the past year at Emmaus, I am filled with deep gratitude for the privilege of leading this extraordinary organization. Every day, I witness the unwavering dedication of our team members, volunteers, and advocates—people who make it possible for us to live out our mission: empowering individuals with developmental disabilities to live the lives they choose.

Looking ahead, one word continues to echo in my mind: *uncertainty*.

While the recent passage of the One Big Beautiful Bill Act did not directly cut our services, its implementation leaves many questions unanswered. According to the Kaiser Family Foundation, Missouri could face a potential loss of \$11 to \$18 billion in Medicaid funding over the next decade. This could have far-reaching consequences:

- **Reduced Services** Clients at Emmaus rely on Home and Community-Based Services (HCBS), a Medicaid-funded program that allows people with disabilities to receive care in their homes and communities. Because HCBS is considered “optional” under Medicaid, it may face pressure to scale back or limit future growth.
- **Longer Waitlists** Today many Missourians are waiting for HCBS. Without adequate funding, these waitlists could grow, leaving families in crisis without the support they desperately need.
- **A Shift Toward Institutional Care**

If community-based services become inaccessible, families may be forced to turn to institutional settings like nursing homes, which are mandatory under Medicaid but often lack the personalization and dignity of HCBS.

- **Strain on Providers and Workforce** Budget constraints could lead to rate freezes or cuts, making it harder to recruit and retain the skilled professionals who are essential to delivering high-quality care.

Despite these challenges, our commitment remains unshaken. At Emmaus, we believe that every person, regardless of ability, deserves a stable, compassionate, and empowering support system. We will continue to



**CINDY CLARK**  
President & CEO  
EMMAUS HOMES





advocate fiercely for the dignity, independence, and well-being of those we serve.

To our donors, volunteers, and advocates: thank you. Your support means more now than ever. With you by our side, we will keep pushing forward, toward a future where everyone can live fully and freely.

With heartfelt gratitude and unwavering resolve,



Cindy Clark, President & CEO



## Emmaus Executive Team

**Cindy Clark**  
PRESIDENT & CEO

**Stacy Spradling**  
CHIEF HUMAN RESOURCES OFFICER

**Julie Cubbage**  
CHIEF FINANCIAL OFFICER

**Lisa Key**  
CHIEF DEVELOPMENT OFFICER

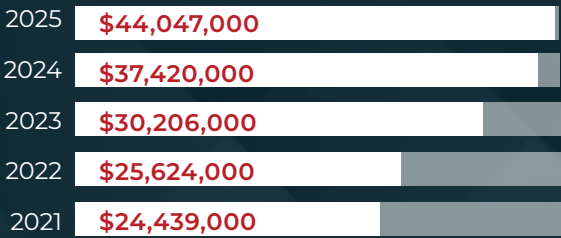
**Erika Rodriguez**  
VICE PRESIDENT, OPERATIONS

**Maria Schneider**  
VICE PRESIDENT, CLIENT SERVICES

**Dawn Edgington**  
EXECUTIVE ASSISTANT

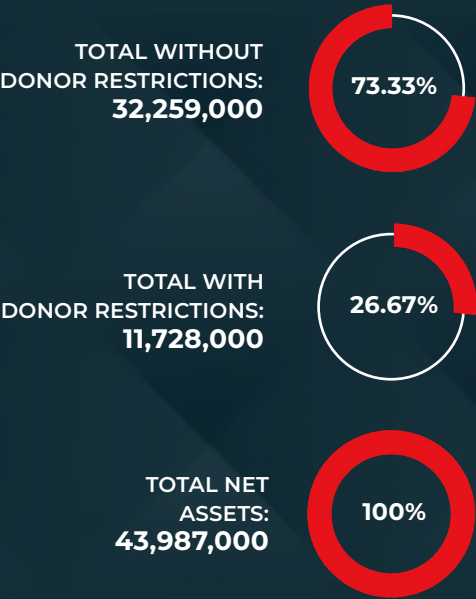
# Financials

## Program Service Growth



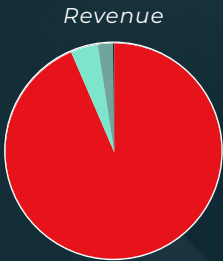
We have shown consistent growth in program service revenue since COVID. In late FY24, we transitioned an additional 41 clients from another provider. The full year impact of these transitions are in FY25.

## Statement of Net Assets



## Revenue

Program Service & Govt. Funding	44,047,000
Fundraising, Grants & Bequests	1,902,000
Investment Income (Loss)	1,053,000
Other Income	95,000
Total Revenue	47,097,000



## Expenses

Residential Care	38,489,000
Management	4,276,000
Fundraising	448,000
Total Expenses	43,204,000



# Emmaus Board of Directors

## Officers

**Ann Ficken**  
CHAIR

**Rev. Karen Eck**  
VICE CHAIR

**Kyle Shell**  
SECRETARY

**Gary Arthur**  
TREASURER

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ANIMESH SHAH  
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# About Us

## Our Mission

Compelled by faith in Jesus Christ, we enrich the lives of individuals of all beliefs, with cognitive and developmental disabilities, by fostering independence, inclusion, and self-advocacy.

## Our Belief

Every person is created in the image and likeness of God, has inherent dignity, and deserves respect.

People with intellectual and developmental disabilities deserve a life that honors their aspirations, desires, choices, and spiritual beliefs.

Individuals with intellectual and developmental disabilities have a right to a stable, reliable, skilled, and engaged support system that empowers them to thrive while preserving their well-being and dignity.

We are called to serve others with compassion, integrity, and purpose.

## Our Services

### Residential Services

Emmaus provides person-centered residential support tailored to each individual's goals, abilities, and dreams.

### Adaptive Solutions

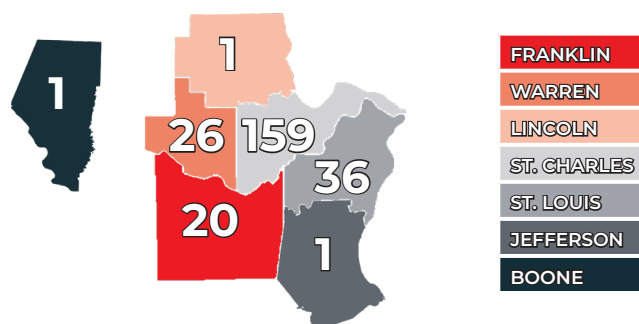
Emmaus provides solutions that empower people to live independently through inclusive home designs and modifications, adaptive tools, and enabling technology.

### Learning Lab at Emmaus

Emmaus' state-of-the-art training center serves as a hub for learning, collaboration, and innovation.



**Total Individuals Served**



**Total Individuals Served per County**

# Residential Services

Our comprehensive, individualized support includes assistance with daily activities such as eating and personal hygiene, connections to stable and long-term housing, transportation, medication assistance and nursing/healthcare oversight, connection to hobbies and community activities, communication, skill development, support in finding or maintaining employment, maintaining familial and social relationships, self-advocacy, and when desired, spiritual care.

Emmaus offers Residential Services in two models, Supported Living and Shared Living – Host Homes.

## Supported Living

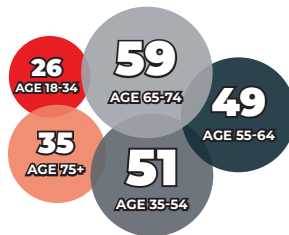
Three or four individuals with developmental disabilities share a home and receive support from trained Direct Support Professionals (DSPs) to live their daily lives. Emmaus provides individualized services to each person, with as much or as little help as needed. Staff do not live in the clients' home but work around the clock in shifts.

## Shared Living – Host Homes

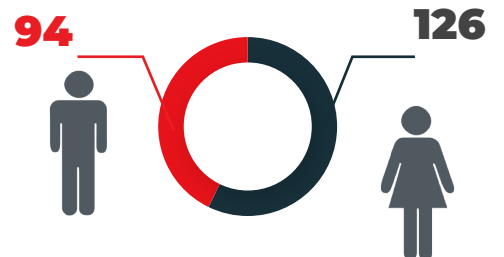
A person with a developmental disability chooses to live with a host provider and receives support from the host provider in their shared home. They become an integral part of the family. Emmaus works with the team to determine the types of support desired.



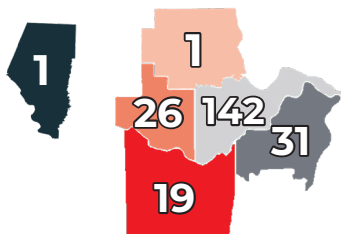
**Individuals Served**



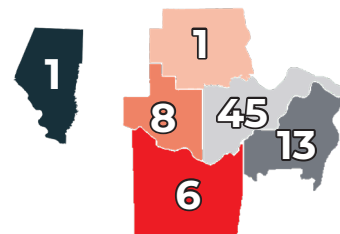
**Clients Served by Age**



**Clients Served by Gender**



**Total Individuals Served per County**



**Homes Served per County**

FRANKLIN

WARREN

LINCOLN

ST. CHARLES

ST. LOUIS

BOONE

## Our Outcomes



**847,621** hours of direct support provided to our clients.



**99%** of clients remain in or transition to a stable living situation.



**92%** of Family and Guardians reported the person's life is better because of Emmaus.



**99%** of clients said they were satisfied with our services.



**94%** of clients gained or maintained independent living/essential life skills.



**99%** of clients maintained or improved their quality of life.



# What sets Emmaus' Residential Services program apart?

## **Unmatched Quality Through Training**

Our direct support professionals (DSPs) receive training that far exceeds industry standards – ensuring exceptional, personalized support for every individual.

## **Faith-Based Mission and Spiritual Care**

As a proud agency of the United Church of Christ's Council for Health and Human Services, our work is grounded in faith. We offer spiritual care to clients who desire it, honoring their holistic well-being.

## **Advocacy at Every Level**

Emmaus works on two fronts; advocating for better policies and funding while empowering the people we serve to become advocates for themselves.

## **Career Growth from Within**

Nearly every department at Emmaus includes team members who began their career as DSPs. We foster internal advancement, offering meaningful career pathways in both client services and corporate roles.

## **Deep Operational Expertise**

Our team includes skilled maintenance technicians who ensure the homes we support remain safe and accessible, a robust team of registered nurses providing healthcare oversight, and IT and data professionals whose innovations are modeled by peer agencies.

## Supporting Spiritual Growth at Emmaus

This year, our Spiritual Care team continued to support the faith journeys of the people we serve. We began a new partnership with St. John's United Church of Christ in Weldon Springs, where clients are welcomed for a monthly in-person Bible study. Our team also walked alongside one client who dreamed of serving in her church, supporting her through the application process. Today, she proudly volunteers with her faith community.

In fiscal year 2025, our chaplain facilitated 40+ Bible studies, prayer times, and worship services, and made more than 280 individual visits, offering encouragement, prayer, and connection.

DURING DSP WEEK (SEPTEMBER 8 – 12), WE CELEBRATED THE DEDICATION AND HEART OF OUR DIRECT SUPPORT PROFESSIONALS – MENTORS, ADVOCATES, AND EVERYDAY STARS. CONGRATULATIONS TO OUR CORE VALUES HONOREES AND 2025 DSP OF THE YEAR!

### 2025 DSP OF THE YEAR



SHELLEY SAALE

### COLLABORATION



GABRIELLE MESSEX

### CUSTOMER-CENTERED



SANDRA ANDERSON

### INTEGRITY



CARMEN SISTRUNK

### INITIATIVE



NADEZDA SAUNDERS

# Adaptive Solutions

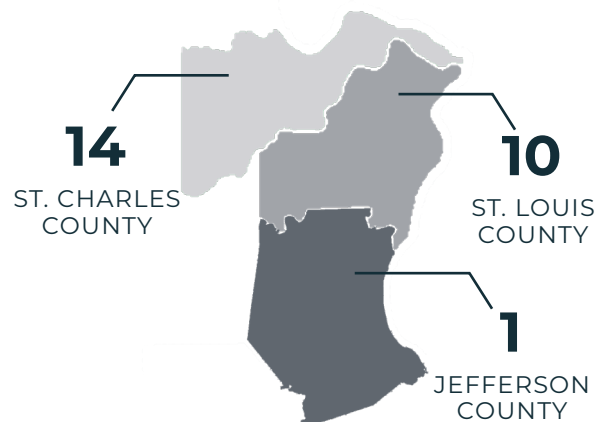
Emmaus is proud to be one of the few providers offering comprehensive home modification services designed to promote safety, accessibility, and independence. We empower individuals to live more independently through inclusive home designs, adaptive tools, and enabling technology – tailored to meet each person's unique needs.

We accept both Medicaid waiver funding and private payment options. If you or someone you know could benefit from these services, we are here to help! Contact us at [AdaptiveSolutions@emmaushomes.org](mailto:AdaptiveSolutions@emmaushomes.org) to learn more.



## **Total Customers Served**

\*INCLUDES 9 EMMAUS CLIENTS



## **Individuals Served per County**

## Home Modifications that Change Lives

This year, our Adaptive Solutions service helped transform a home into a truly accessible space for a family using both Medicaid waiver funding and additional funds they provided.

The project began with replacing the home's flooring and installing a front ramp for easier access. Inside, we addressed a major barrier – steps down from the front foyer into the living areas. Our team lowered the entire foyer, including the front door, eliminating all interior steps and creating a smooth, level entry into every room.

The final phase was a bathroom remodel to improve safety and independence. These changes did not just improve mobility- they

provided greater dignity, comfort, and ability to navigate their home. It is a powerful example of how Adaptive Solutions meets people where they are and helps create homes that work for them.





# Learning Lab at Emmaus

Emmaus offers immersive, hands-on training through our state-of-the-art Learning Lab. Designed to prepare Direct Support Professionals (DSPs) for real-world support roles, the Learning Lab features specialized training rooms, cutting-edge technology, and an Adaptive Equipment Lab – a fully simulated home environment with a bed, bathtub, stairs, and even an accessible van mockup. Trainees gain essential experience with lifts, transfers, and wheelchair tie-downs in a safe, supportive space before working with clients in their home.

In addition to training, the Learning Lab at Emmaus is also available for rental space. With flexible room options and the latest technology, our facility is ideal for meetings, workshops, conferences, and interactive learning experiences. Rent a room or the entire space to suit your needs. Learn more at [www.EmmausHomes.com/LearningLab](http://www.EmmausHomes.com/LearningLab).



# 225

***External Individuals Served  
Through Classes, Meeting  
Space or Training Seminars***



# 19

***Agencies Partnered With  
to Provide Training For or  
Deliver Breakout Sessions***

## Training that Transforms

One of the most meaningful moments this year came during our first external Level 1 Medication Administration class. A learner who had previously struggled with test anxiety, and had not been able to pass with her former employer, finally earned her certification!

With personalized support and encouragement in the Learning Lab, she gained not only the skills she needed, but also the confidence to succeed. She and her trainer celebrated with tears of joy!

This is just one example of how the Learning Lab is making a difference. As we grow this service, we remain committed to providing high-quality training that helps DSPs thrive – because strong,

confident DSPs mean stronger support for the community we serve.



# Audrey's Journey to Independence

At Emmaus, we believe independence looks different for every person, and Audrey is a shining example of how determination and support come together to create life-changing moments. Audrey is nonverbal, yet her strength and body language speak volumes. With the guidance of her Direct Support Professionals (DSPs), a beautiful goal began to emerge; learning to walk without her gait belt.

This was not a dream Audrey could put into words, but her DSPs noticed how she pushed forward with confidence and showed a clear desire for more independence. They recognized the discomfort of the gait belt and understood what it meant when Audrey reached for new challenges. Through their attentive care, they helped her uncover a goal that gave her dignity and pride.

The path was not always easy. New places sometimes makes Audrey nervous, but her staff were there each step of the way to encourage her, celebrate her progress, and provide reassurance when she needed it most. Their ability to interpret her emotions and give her the right support at the right time has been essential in helping Audrey succeed.

Audrey's life is full of joy beyond this achievement. She loves to cook and proudly puts on her chef's hat and apron to prepare favorites like pizza, Chinese food, and hearty soups. Morning coffee is one of her simple pleasures, and she delights in sharing meals and laughter with her housemates. She cherishes one-on-one time with staff and enjoys







the beauty of her home, with flowers blooming on the front porch and bird feeders attracting colorful visitors. Shopping trips, soda, and time with her community round out a life she lives with enthusiasm.

Audrey's story is more than her journey to walk without a gait belt. It is also a story of the incredible dedication of Emmaus staff who take the time to truly know their clients — their wants, their dreams, and their unspoken goals. By listening beyond words, they help people like Audrey reach milestones that once seemed unattainable.

For our supporters, Audrey's progress is a reminder of the work that is made possible through your generosity. Each gift ensures that clients not only receive support with care, but also the understanding and encouragement that turn small steps into lasting independence.



### **Audrey's story**

is more than her journey to walk without a gait belt. It is also a story of the incredible dedication of Emmaus staff who take the time to truly know their clients – their wants, their dreams, and their unspoken goals.

”

# Inspired by Family, Fueled by Compassion

For Betty, Emmaus has always been a part of her story. Her connection to our mission began as a child as her family were active members of the United Church of Christ and would volunteer with Emmaus. She remembers tagging along with her parents, witnessing firsthand the joy and dignity that Emmaus brings to the lives of people with developmental disabilities. Even then, she could sense that something truly meaningful was happening.



As she got older, those early memories stuck with her. What began as a childhood experience turned into a lifelong connection. Inspired by her parents' example, Betty kept showing up. First as a volunteer, then as a donor. Over the years, her love for Emmaus has only grown.

"It is my family's involvement and service to others that is my inspiration and wish for those to help others," Betty says. "Many of us can share our financial or time gifts to make lives happier and easier for others."

Part of what fuels her passion is her relationship with her niece, who has Down syndrome. "She calls me frequently," Betty says. "She also provides inspiration, as I can help those that might need a little more assistance to meet their financial needs, while the joy, smiles, and love she gives me is unmeasurable and provides me with passion every day."

Whether she's lending a hand at an event or making a gift to support the Emmaus mission, Betty's heart is always in the right place. She believes deeply in the power of showing up and helping others—just like her family did all those years ago.

"I express gratitude to each caregiver who loves and supports another," she adds.

Supporters like Betty show us that generosity comes in many forms. It might start with just one moment, one memory, one conversation, but it can grow into something lasting. Her story is a reminder that each of us has the power to make a real difference.

Let Betty's journey inspire yours.

**679** total donors

**\$720** average gift

**23%** first time donors

**25%** increased their giving

**12%** monthly donors

**59%** multi-year donors



# Volunteers at Emmaus

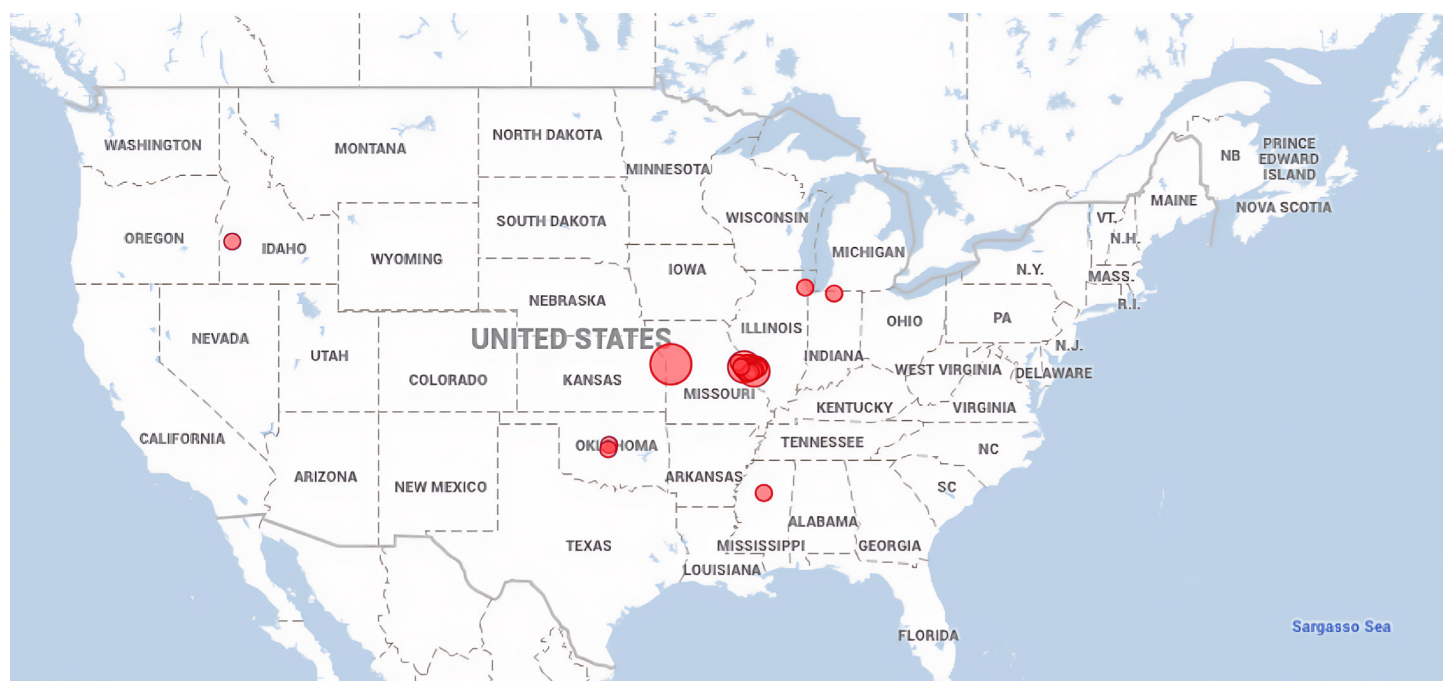
Volunteer at Emmaus through events, community projects, or our Neighbor-to-Neighbor program. We are proud to be certified by the United Way Volunteer Center, recognizing our commitment to meaningful service. Join us in making a difference, learn more and get involved at [emmaushomes.org/volunteer](https://emmaushomes.org/volunteer).

**389** total  
volunteers

**2,052** volunteer  
hours

**\$71,390** yearly value of  
volunteers

## Emmaus' Volunteer Radius



## Longstanding Partnership

St. Peters United Church of Christ (UCC) in Kiel, Wisconsin, led by Pastor Nicole Herda, holds a special place in the heart of Emmaus. For many years, this warm and faithful congregation has partnered with us through Council for Health and Human Service Ministries (CHHSM), which connects UCC churches with ministries like Emmaus to serve others with love and purpose.

Each year, St. Peters brings their 8th grade confirmation class on a trip to Emmaus. These amazing young people roll up their sleeves and spend the day volunteering at one of our client homes, tackling yard work with energy and care. By the time they leave, the home looks incredible and so many smiles have been shared.

Their visits mean more than just a tidy yard. They reflect the deep connection between our organizations and the shared belief in building inclusive communities. We are truly grateful for this meaningful partnership and the heart behind it.



# Acknowledgements

Emmaus relies on the generosity of our community, churches, donors, and volunteers to continue providing quality services for our clients. State and federal funding covers approximately 90% of our service costs, creating a funding gap of \$3+ million annually. Contributions and investment income are essential in bridging this gap and ensuring we can maintain the high standard of services our clients deserve.

We thank the following donors for their generous support of our mission. We have made every effort to acknowledge each of our donors with accuracy. However, if we are in error, please contact the Development Office at 636-541-0489 to make a correction. *(Note: gifts are listed by fiscal year, not calendar year)*

## **THE CARL BECKER SOCIETY \$10,000 & UP**

United Way of Greater St. Louis  
Norman and Laura Eaker  
Barbara Van Buren  
Darlene Christiansen  
Elbert and Virginia Clark  
Karen and Harold Eck  
Becky Wehrli and James Farrell  
Cynthia and John Howland  
Joe and Mildred Jurgensmeyer  
James and Barbara Lester  
Arthur E. Lottes III and Mary Thiele Lottes  
Edward and Angie Lybarger  
Kenneth and Dorthy Phillips  
American Endowment Foundation  
Sheila and Robert Schuette

## **THE HEINRICH & CHRISTINA NIENKAMP SOCIETY \$5,000 - \$9,999**

John and Jennifer Burk  
Alfred Burkemper  
Cindy and Mike Clark  
Harry DaPron  
Lynn Harmon  
Christine Dufner and Peggy Heisel  
Donald and Mary Jane Eichacker-Kaufman  
Lois and Don Kruse  
Robert Schenk

## **THE REV. G. NIEBUHR SOCIETY \$2,500 - \$4,999**

Mark Charlton  
Ann and Mike Ficken

Delbert and Helen Grover  
Kim and Fay Henning

Karen Homyk  
Lisa and Randy Key  
John Moran  
Cheryl Morrow  
David and Trudi Rychwalski  
Richard Schenk  
Steven and Terri Stout

## **THE EMMA BRUNE SOCIETY \$1,000 - \$2,499**

Julie Andrews  
Jesse and Sharon Barnhart  
Joyce Bathke  
Peter Bloesch  
Linda Book  
James and Patricia Bovier  
Richard and Ellen Brandon  
Keith and Jennifer Cooper  
Julie Cubbage  
Nancy and Kevin Droesch  
Diane Hefe  
Jo Marie and Mike Hejna  
J. and Donna Hoag  
Robert and Sandra James  
Shari Kaminsky  
Bonnie Metzger and Richard Koch  
John and Mary Kate Lane  
Gail Lauer  
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Robert Mayer  
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Donna Merkle  
Norman and Donna Meyer  
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Vickie Pratt  
Daryl and Julie Rhodes  
Ruth Rinne  
John and Bridgett Saunders  
Kyle Shell

Stacy Spradling  
Brian Sprick  
Rod Taylor  
Betty Vollmar  
Herman Weekley  
Carol Wehrli  
Sheri Wiltse

## **THE STANLEY WILKE SOCIETY \$500 - \$999**

Edward Adams  
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Josh and MacKenzie Barber  
Kelsey Barnhart  
Kim Bartels  
Joel Birke  
Kevin and Cindy Birkner  
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Cindy Schowengerdt  
Katie Smallen

Jeremy Tharp  
Richard and Lynette Zuch

## **THE BETTEX-KOCH SOCIETY UNDER \$500**

Anthony and Jill Adrian  
Michael Alt  
Linda Amrhein  
Steven and Kayla Amrhein  
Sandra Anderson  
Mari-Anne Messmann  
Antweiler  
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 Pamela Evangelist  
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 Sheila and John Fredrick  
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 Marvin and Lois Hays  
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 Vickey Longmire  
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 Jynda Oliver  
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 James and Shauna O'Toole  
 Susan Parker  
 Patrick and Janeen Patton  
 Derrold and Rosalie Petersmeyer  
 Latigo Petroleum  
 William Piper  
 Richard and Jane Pisarkiewicz  
 Joan Platt  
 Donald and Catherine Pohl  
 A. Eugene Pool  
 Craig and Margo Prinster  
 Vernon and Jill Prinster  
 Greg and Catherine Pritchett  
 Betty Pundmann  
 David and Louise Ransom  
 Ric and Jeanne Redtman  
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 Evelyn Reisinger  
 Angela Ribaudo  
 Romana Rice  
 Cathy Rigby  
 Andrew Riggs  
 Michelle Rincon  
 Joyce Robbins  
 Lori Robinett  
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 Erika Rodriguez  
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 James and Susan Roesch  
 Jennifer Rosemann  
 Deloris Ross  
 Jennifer and Todd Rottger  
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Brentwood  
 Congregational United Church of Christ

Columbia United Church of Christ  
 Cornerstone Faith 12/94 Community Church (Bloomington)  
 First Congregational Church of Webster Groves  
 Friedens Peace United Church of Christ (New Melle)  
 Heartland Conference of the UCC  
 Immanuel United Church of Christ (Saint Louis)  
 Missouri Mid-South Conference of the UCC  
 Parkway United Church of Christ  
 Salem United Church of Christ (Alhambra)  
 Samuel United Church of Christ (Saint Louis)  
 St John United Church of Christ (Saint Charles)  
 St. John United Church of Christ (Fairview Heights)  
 St. Johns United Church of Christ Stolpe (Hermann)  
 St. Lucas United Church of Christ (Saint Louis)  
 St. Martin United Church of Christ (High Ridge)  
 St. Paul Evangelical Church United Church of Christ (Saint Louis)  
 St. Paul's United Church of Christ (Freeburg)  
 St. Peters Evangelical United Church of Christ (Saint Louis)  
 Wisconsin Conference of the UCC

### **CHURCHES \$500 - \$999**

Abundant Grace United Church of Christ (Homewood)  
 Bethany United Church of Christ (Hermann)  
 Christ Evangelical Church (Cape Girardeau)  
 Friedens United Church of Christ (Warrenton)  
 Grace United Church of Christ (Saint Peters)  
 St. John United Church of Christ - Evening Group (Manchester)  
 St. Luke's United Church of Christ (Independence)  
 St. Paul United Church of Christ (Nashville)  
 United Church of Christ, Inc. (California)

St. John's UCC, Women Ministries  
Zion United Church of Christ (Union)  
St. Gianna Knights of Columbus (Wentzville)

### **CHURCHES UNDER \$500**

Bethel Memorial Church  
United Church of Christ (Creve Coeur)  
Carondelet United Church of Christ Evangelical & Reform Church (Saint Louis)  
Church of the Master (Florissant)  
Churchmen's Fellowship of St. Johns United Church of Christ (Granite City)  
Community United Church of Christ (Carbondale)  
Congregational Church of Pinehurst, UCC (Pinehurst)  
Ebenezer Stone Church  
United Church of Christ (Gerald)  
Emanuel United Church of Christ (Jackson)  
Epiphany United Church of Christ (Saint Louis)  
Faith United Church of Christ (Wentzville)  
Fellowship of Zion United Church of Christ (Le Sueur)  
Friendship Guild of St. Peter's United Church of Christ (Billings)  
Fulton United Church of Christ  
Illinois South Conference of the UCC (Highland)  
Jonesburg United Methodist Church  
Ladies Aid of St. John's United Church of Christ - Stolpe (Hermann)  
Men's Fellowship of Salem United Church of Christ (Alhambra)  
Round Grove United Church of Christ (Lewisville)  
St John Evangelical United Church of Christ Evening Circle (Collinsville)  
St Peters United Church of Christ (Owensville)  
St. Johns Evangelical United Church of Christ (Saint Louis)

St. Johns Evangelical United Church of Christ - Missions Commission (Saint Louis)  
St. John's Pleasant Hill Women's Fellowship (Nashua)  
St. Johns United Church of Christ (Boonville)  
St. Jordan's United Church of Christ (Beaufort)  
St. Peter's UCC (Owensville)  
St. Peter's United Church of Christ (Oakville)

The Community Church of Richmond  
Union of Concerned Christians of Evangelical UCC (Cape Girardeau)  
United Church of Christ Women's Fellowship (New Franklin)  
Women of Bethel  
United Church of Christ (Manchester)  
Women's Fellowship of Mystic Congregational Church (Mystic)  
Women's Fellowship of Shelby Congregational  
Women's Fellowship of St. James United Church of Christ (Morrison)  
Women's Fellowship of St. Martins United Church of Christ (Dittmer)  
Women's Fellowship of St. Paul United Church of Christ (Edwardsville)  
Women's Fellowship of St. Peter's United Church of Christ (New Haven)  
Women's Fellowship of St. Peter's United Church of Christ (Inman)  
Women's Fellowship of United Church of Christ (New Franklin)  
Women's Fellowship Redeemer Evangelical Church (Saint Louis)  
Women's Fellowship United In Faith Church of Pana  
Women's Guild of Evangelical United Church of Christ (Highland)  
Women's Guild of Salem United Church of Christ (Alhambra)  
Women's Guild of St. John United Church of Christ



(New Athens)  
Women's Guild of St. Paul  
United Church of Christ (Belleville)  
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# GIVINGTUESDAY

December 2

**#GivingTuesday occurs on the Tuesday following Thanksgiving, Black Friday, and Cyber Monday. This giving day is a way to begin the giving season and support the causes that matter to you. This year, #GivingTuesday takes place on December 3, 2024.**

