

Flourish Home Care Services, LLC

Executive Summary

Flourish Home Care Services is a mission-driven organization in the Seattle area that combines high-quality, relationship-centered support for elders with a workforce development pathway for young adults in recovery. Our model addresses two urgent regional needs: the growing shortage of reliable home care workers and the lack of stable, purpose-driven employment opportunities for young adults rebuilding their lives after facing mental health or substance use challenges.

Flourish recruits, trains, certifies, and employs Home Care Companions aged 21 to 29—many of whom are emerging from struggles with depression, anxiety, or substance use recovery. We provide these young adults with a structured and supportive employment environment. All caregivers deliver Standard Home Care services, which include assistance with Activities of Daily Living (ADLs), Instrumental ADLs, companionship, medication reminders, light housekeeping, and transportation.

For the caregivers, Flourish offers an Enhanced Care & Mentorship Package, a comprehensive support system designed to promote their well-being and professional growth. This package includes structured peer coaching, life skills development, goal setting, and recovery-informed mentorship. It is important to note that this package is not a client-facing service; rather, it is an internal workforce development program aimed at enhancing caregivers' confidence and long-term stability. By investing deeply in the growth of young adults—specifically those managing mental health challenges—Flourish reduces turnover, improves job satisfaction, and creates a more consistent and trusted care experience for seniors.

Operationally, Flourish operates from a small, efficient office in south Seattle and utilizes a proprietary scheduling and routing platform to maximize caregiver continuity, minimize travel time, and support predictable caseloads. This technology-enabled approach allows us to scale while maintaining high standards of care and a strong alignment with our social mission.

Financial projections indicate that Flourish will achieve positive cash flow in Year 2, driven by recurring service revenue, high client retention, and reduced recruitment costs through our in-house talent pipeline. In addition to financial performance, we will measure our social impact using clear indicators such as the number of clients served, caregiver employment and retention rates, progress through training and mentorship milestones, and improvements in both client and caregiver well-being scores.

Flourish Home Care Services is redefining community-based care—supporting elders who wish to age in place while empowering young adults in recovery to build stable, meaningful careers and healthier futures.