

A	B	C	O	F	N	C	2	O	2	4	W	P	S	E
E	B	S	G	N	K	P	P	V	E	Q	J	F	Q	N
F	D	F	A	M	I	L	Y	K	P	L	A	Y	H	E
J	R	Z	S	E	D	N	N	S	J	E	D	Z	E	R
B	S	I	Q	W	W	I	T	H	B	W	O	V	F	G
D	U	K	E	J	P	V	C	H	D	P	P	U	J	Y
O	P	S	E	N	F	K	R	E	O	P	N	S	B	Z
P	P	Q	W	D	D	U	E	A	B	E	R	X	Y	V
F	O	H	J	O	Z	S	A	J	F	Z	H	O	V	M
N	R	E	B	P	V	H	T	B	N	V	E	P	M	Y
Z	T	W	D	F	K	E	I	D	Z	K	J	O	Y	S
V	E	J	O	N	S	W	V	O	V	S	J	N	S	T
I	R	M	I	W	P	Q	I	P	W	E	M	Y	P	S
E	S	Y	U	I	R	P	T	W	P	T	K	P	S	S
D	O	N	O	R	S	D	Y	N	H	B	M	L	D	R



IMPACT REPORT 2024



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1 Across The vision of ABC of NC is that all autistic people/ people on the autism spectrum* reach their full potential in a world where they are valued, accepted, and included.

2 Down ABC of NC is committed to providing high-quality, evidence-based diagnostic, therapeutic, and educational services to autistic people/people on the autism spectrum*; ensuring service accessibility to individuals from any economic background; offering support and hope to families; and advocating for inclusion and acceptance.

*ABC of NC respects that people may prefer different terminology to refer to themselves and/or their loved ones on the spectrum.

We're celebrating the

ENERGY, CREATIVITY, AND JOY

that infuses everything we do at ABC of NC— always with your generous support and engagement— as we dedicate ourselves to the serious work of serving people on the autism spectrum.

As always, we're grateful that you're on our team. We depend on your ideas, involvement, and investment as we strive to find the best solutions. Whether providing educational programs, therapeutic services, family support, or local and state advocacy, we bring enthusiasm and a playful spirit to our essential mission. We thank you for joining us in this mission, where purpose and play go hand in hand.

DEAR SUPPORTERS,

As I reflect on the past year, I'm filled with gratitude and **pride** for the milestones we've achieved together. Your unwavering support has been instrumental in helping us continue our mission of providing high-quality, evidence-based diagnostic, **therapeutic**, and educational services to autistic people and their families.

This year, we've made remarkable strides in advancing our **vision** of accessibility, inclusion, and **hope**. Among our successes:

- **Expanded Access to Care** We provided \$280,914 in financial aid to 31 families who otherwise wouldn't have been able to benefit from our specialized school services.
- **Neuro-affirming Programs** We remain a leader in the field, providing comprehensive and neuro-affirming care to help every client and family reach their full potential while accepting and appreciating the unique perspectives each person brings to our world.
- **Community Engagement** Through our parent/caregiver classes, **community** and school district trainings, and fundraising events, we introduced hundreds of community members to our **mission**.
- **School District Partnerships** We're working with many local public school districts to provide direct educational services to students with significant and complex needs.

Every story of **progress**—every word spoken by a child for the first time, every family empowered through **support**—has been made possible by you, our **enthusiastic** and generous supporters; and our dedicated and talented staff. Your commitment to our mission fuels our **passion** and strengthens our resolve.

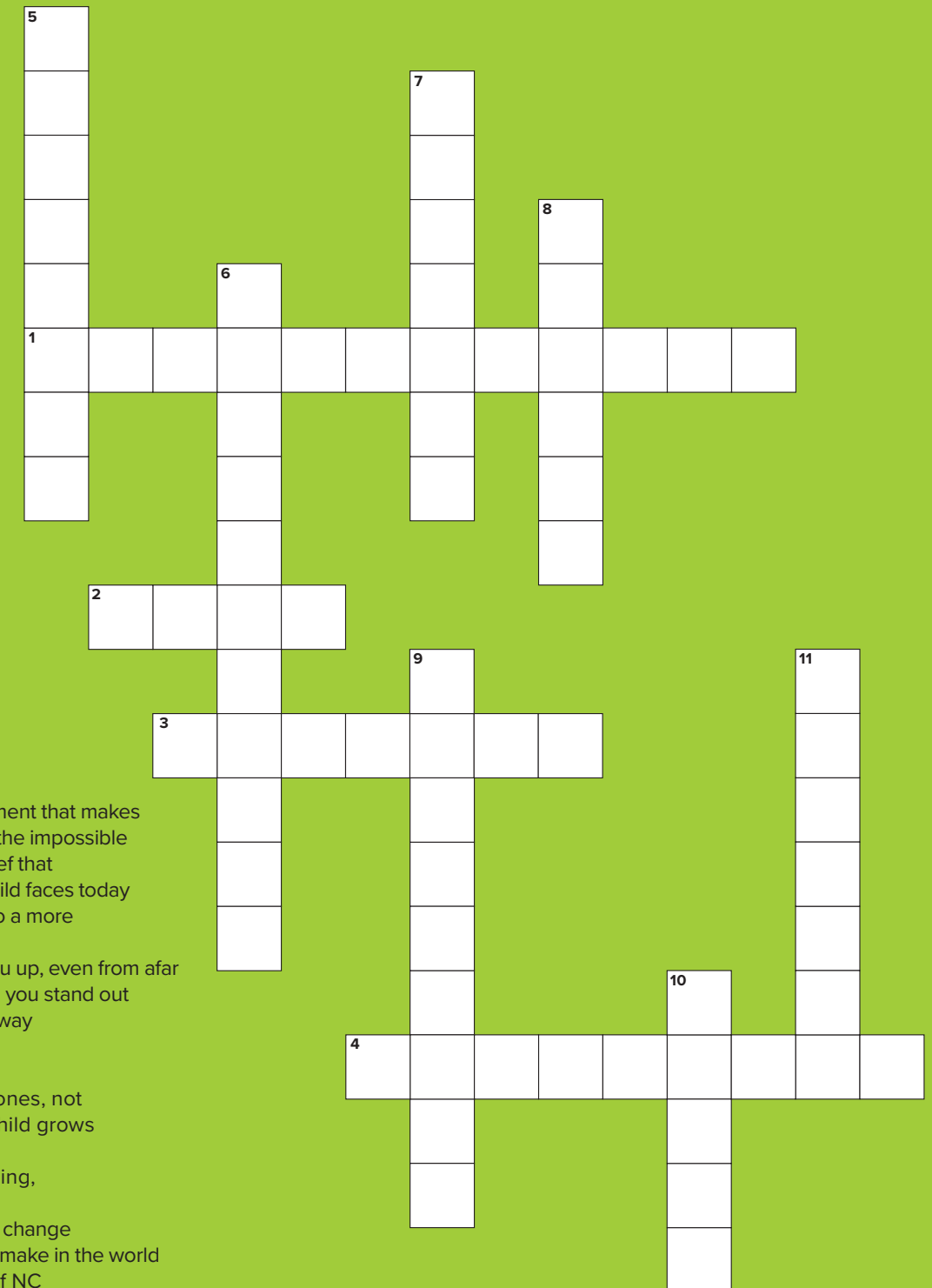
As we look to the future, we remain focused on breaking down barriers and ensuring that every autistic person can reach their full potential in a world where they are valued, accepted, and included. With your continued partnership, we'll achieve an even greater impact in the year to come.

Temple Grandin, activist, autistic self-advocate, and our 2025 Gourmet Lunchbox Lunch speaker, powerfully said, "I am **different**, not less." Your generosity has brought this sentiment to life for countless clients and their families, affirming their inherent worth and ensuring they have access to the resources and support they deserve.

Thank you for believing in our mission, standing by our families, and being champions of inclusion. Together, we are transforming lives, one step at a time.



With gratitude,
SELENE JOHNSON M.ED, BCBA, LBA
Executive Director



ACROSS

- 1 A contagious excitement that makes everyone believe in the impossible
- 2 The unwavering belief that every challenge a child faces today is a stepping stone to a more independent future
- 3 The hands that lift you up, even from afar
- 4 The thing that makes you stand out in the best possible way

DOWN

- 5 Measured in milestones, not minutes, as every child grows at their own pace
- 6 The science of helping, the art of healing
- 7 Our blueprint for the change ABC of NC wants to make in the world
- 8 The "why" of ABC of NC
- 9 A circle of care, connection, and shared victories, supporting every child and family
- 10 The powerful sense of accomplishment that comes from overcoming obstacles and embracing the beauty of neurodiversity
- 11 The relentless drive to help every child reach their full potential



THE JOY OF DISCOVERY

*IEP is an Individualized Education Program.



“

WE’RE HERE TO BUILD TRUST AND UNDERSTANDING, HELPING CHILDREN LIKE JUSTIN THRIVE BY MEETING THEIR UNIQUE NEEDS, WHICH ARE OFTEN BEYOND WHAT A PUBLIC SCHOOL CAN ADEQUATELY ADDRESS. WE HELP FOSTER INDEPENDENCE SO THEY CAN REACH THEIR FULL POTENTIAL.”

“We focus on our clients’ unique situations and needs so they can reach their full potential. Often our clients have unmet needs in their schools due to lack of resources or time. When Justin came to us, he was struggling to follow instructions or accept expectations from adults. Through trust-building, he now accepts boundaries, respectfully makes his own requests, and engages with peers, teachers, and activities. Recently, a public school staff member noted Justin’s progress and acknowledged the success of our efforts. I love how his story highlights the power of understanding, relationships, and fostering choice in helping children thrive.”



AMY AYERS RBT
Teacher/Behavior Technician III

DID YOU KNOW?

AUTISM

is reported to occur in all racial, ethnic, and socioeconomic groups

1 IN 36

children has been identified as autistic, according to estimates from the CDC

*Some clients’ names may have been changed in this report to protect their real identities. Photos are used for illustrative purposes with permission and do not necessarily indicate the identities of those described in the stories.



“

WORKING WITH ASHTON HAS BEEN A JOYFUL AND TRANSFORMATIVE EXPERIENCE. WATCHING HIM GROW IN CONFIDENCE, CONNECT WITH PEERS, AND EXPAND HIS INTEREST IN AND COMFORT WITH NEW ACTIVITIES FUELS MY PASSION AND REMINDS ME WHY THIS WORK MATTERS.”

“Since joining ABC of NC as a Registered Behavior Technician (RBT) in October 2022, I’ve worked closely with Ashton, my first client. Initially he was unable to participate on the playground due to dysregulation, but today Ashton enjoys activities like riding scooters, swinging alongside his peers, and tossing a football with others. The joy of watching Ashton grow, greet others warmly, and share his smiles has been the highlight of my work. I’ve gained invaluable insights from Ashton and other clients that I will carry with me throughout my life.”



BRITTNEY CREWS-HICKMAN RBT
Teacher/Behavior Technician II

DID YOU KNOW?

5,174

Supervision hours provided
by ABC of NC

39,744

Hours of ABA therapy provided
by ABC of NC

DID YOU KNOW?

46% TO
89%

of children diagnosed with autism have
some level of food selectivity or aversion

“

SOMETIMES THE SMALLEST-SEEMING MOMENTS CAN BE LIFE-CHANGING, LIKE CHASE BEING WILLING TO EAT AT SCHOOL FOR THE FIRST TIME IN THREE YEARS. WITH OUR HELP, HIS TEACHERS WITNESSED THE POWER OF FLEXIBILITY, ATTENTIVENESS, AND EMBRACING CREATIVE SOLUTIONS.”



SCOTT LEONARD M.ED, RBT
Curriculum and Instruction Specialist



“I’ll always remember the day I observed Chase in his school setting and interviewed his teacher to understand his behavior, likes, dislikes, and challenges. She mentioned he hadn’t eaten at school in three years, which was concerning but common for our students with intense food preferences. After reviewing his records, we recommended enrolling Chase, and within a month, he started at ABC of NC.

“On his first day, his mom brought snacks, including a large box of Goldfish. Aware that Chase might choose not to eat at ABC of NC, staff carefully observed his behaviors and responses to determine his motivation, ensuring a personalized and supportive approach. Recognizing his preference, they adapted the classroom rules, allowing him the flexibility to eat the crackers directly from the box rather than from a plate, fostering his comfort and engagement.

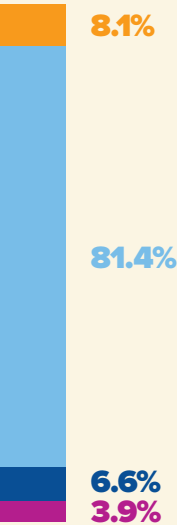
“Such a simple request—and suddenly Chase was eating at school! This small but monumental moment highlighted how ABC of NC meets students where they are by adapting creatively and embracing flexibility to support personal growth.”

NUMBERS IN REVIEW



INCOME

Contributions	\$485,672
Programs/Services	\$4,900,791
Grants	\$398,551
Other	\$232,222
Total Support + Revenue	\$6,017,236



EXPENSES

Personnel	\$4,851,391
In-Kind	\$64,208
Bad Debt	\$23,219
Events	\$87,348
Depreciation	\$267,625
Professional Services	\$331,756
Occupancy	\$272,831
Operations	\$468,797
Other	\$32,399
Interest	\$54,269
Loss on Disposal Assets	\$1,610
Total Expenses	\$6,455,453

Change in Net Assets – \$438,217

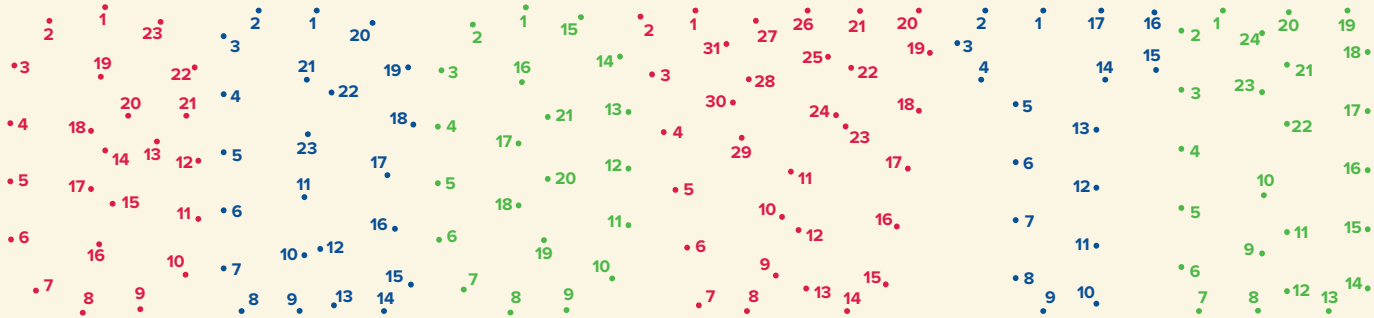
ABC of NC holds net assets (both revenue and donations) in reserve to offset financial losses, ensuring we continue our important work.



Connect the Dots

Just like each dot, every step we take together helps shape the bigger picture of our mission.

WITNESS THE IMPACT!



\$280,914

Financial aid provided to families

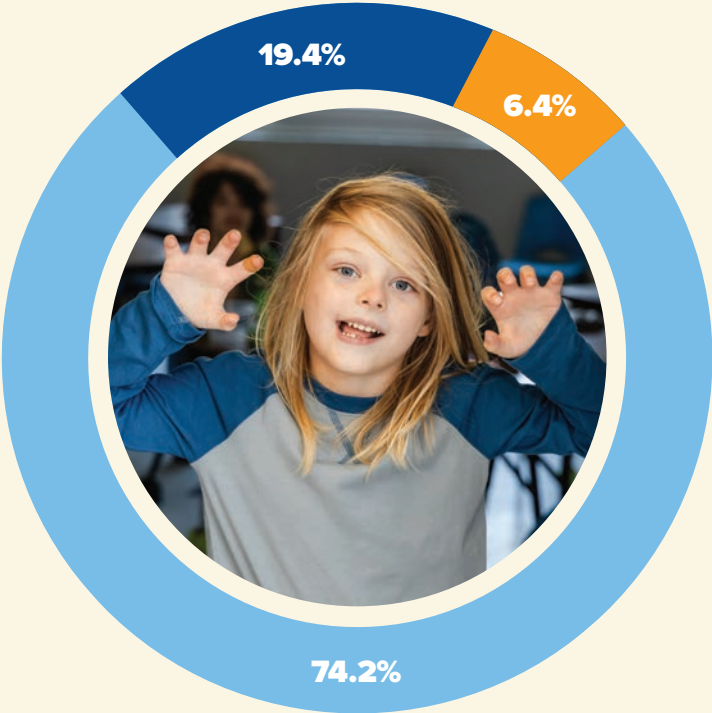
31

Number of families who received financial aid

DID YOU KNOW?

FUNCTIONAL EXPENSE ALLOCATION

Program Services	\$4,789,330
Management + General	\$1,252,791
Fundraising	\$413,332
Total Expenses	\$6,455,453





STRATEGY + FOCUS



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Financial Controller

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Leigh Ellen Spencer
Director of Operations



Scan for rosters of our Behavior Technicians/
Teachers, Clinical/Educational Specialists,
and administrative support staff.

45

Staff members hired

79%

Staff retention rate

DID YOU KNOW?

*In 2014, ABC of NC formed the ABC of NC Foundation, a 501(c)(3) nonprofit corporation (EIN 91-1963813). The Foundation was established for the benefit of, to perform functions of, or to carry out the purposes of ABC of NC Child Development Center (ABC of NC). The Foundation supports the mission and programs of ABC of NC and holds and manages all endowment funds and other assets for ABC of NC. The Foundation operates separately but in accordance with ABC of NC bylaws, and has some board members in common with ABC of NC.

FUNDRAISING EVENTS

IN 2024, ABC OF NC HOSTED TWO SIGNATURE FUNDRAISING EVENTS THAT UNDERSCORED THE POWER OF OUR COMMUNITY AND COMMITMENT TO SUPPORTING AUTISTIC INDIVIDUALS AND THEIR FAMILIES.

MODERN TOYOTA GOLF CLASSIC

In May, the Modern Toyota Golf Classic brought together participants at the only Arnold Palmer-designed golf course in the Winston-Salem, NC area, for a day of spirited competition and philanthropy. The tournament raised \$71,174, with players vying for exceptional prizes, such as a complimentary car lease, \$10,000 in cash, and custom awards for top-performing teams. This annual event not only provided a picturesque and engaging experience but also demonstrated the collective impact of community generosity. We are already looking forward to welcoming participants back to Forsyth Country Club on May 19, 2025, for another memorable tournament.

\$71,174

Funds raised

17TH ANNUAL GOURMET LUNCHBOX LUNCH

In October, the 17th Annual Gourmet Lunchbox Lunch reinforced ABC of NC's mission to foster acceptance and celebrate neurodiversity. This event raised \$197,386, with attendees enjoying a gourmet meal, an inspiring keynote speech by autistic self-advocate and social media influencer Kaelynn Partlow, and heartfelt stories from families benefiting from ABC of NC's transformative services. The funds raised will directly enhance the organization's ability to break down barriers surrounding autism stigma while supporting critical programs. Looking ahead, the 2025 Lunch, set for October 23, will feature the esteemed Temple Grandin, a trailblazer in autism advocacy and animal behavior science, whose groundbreaking work continues to shape inclusive communities worldwide.

\$197,386

Funds raised



MODERN TOYOTA GOLF CLASSIC 17TH ANNUAL GOURMET LUNCHBOX LUNCH



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MISSION VISIONARIES \$25,000+

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Felice Brenner
Richard Brenner
John and Mary Louise Burress
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Mindy and Larry Feinstein
Schwab Charitable
The Winston-Salem Foundation

ACCESSIBILITY HEROES \$10,000+

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Omnia and Jennifer Fowler
Hal and Brenda Kaplan
Modern Automotive Network, LLC
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Melanie and Robert Niblock
Forest Pinkard
Salisbury-Rowan Community Foundation
The Generosity Trust

COMMUNITY CHAMPIONS \$5,000+

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