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ABC of NC

IMPACT REPORT 2022





dear friends,

As we reflect on the last year and enter our third decade of envisioning a world where autistic people are valued, accepted, and included, we remain increasingly appreciative of your support and exceedingly proud of our ability to evolve, navigating the variety of needs for our organization and the autism community we serve.

While we celebrate the return to pre-pandemic levels of ABC of NC services, we continue to examine and improve the ways in which we nurture Diversity, Equity, Inclusion, and Belonging (DEIB) within our entire organization—from the children and families we serve, to our staff, board of directors, donors, and volunteers and interns.

Through our DEIB initiatives, our organization promotes neurodiversity: the idea that it is normal and acceptable to have brains that function differently from one another. Autism is called a spectrum disorder for a reason—some people on the spectrum see aspects of their neuro-divergence as their "superpower;" others feel that autism is a disability; and still others see both strengths and challenges with autism. People who identify as neurodivergent deserve to have access to specialized autism education and treatment when needed, to be served by people who appreciate their strengths and uniqueness, and to live in a world where their potential is fully realized.

This report outlines our specific efforts over the last year as we continued to provide cutting-edge autism services, promoted messages of acceptance around neurodiversity, provided more opportunities for our clients to have a voice in their services, and examined our policies and procedures to better support DEIB in all we do.

Thank you for joining us in our efforts to honor the differences that make us all unique as we also continue to provide hope and support to autistic people in our community.

In gratitude for your continued generosity,

Felice, Richard, and Selene

Chair, ABC of NC Board; Chair, ABC of NC Foundation; Executive Director

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everyday inspirations

Elijah

One of the unfortunate misunderstandings surrounding autistic people is a limited perception of what they are capable of.

This is often even more pronounced for individuals like Elijah who do not speak vocally.

Assistive technology can help counter these false assumptions, but it requires sound instructional design tailored to the learner's needs. When Elijah first received his augmentative and alternative communication (AAC) device, it was just a meaningless fixture in his environment. He rarely would look at it, and when prompted to use it, he would hit buttons indiscriminately. It simply was not a



communicative tool. Some may have wrongfully taken this as evidence that it wasn't a suitable or realistic mode for his communication

However, Elijah's team members knew that he could learn if provided with effective teaching strategies. Through conscientious prompting, detailed repetition, and prompt fading, Elijah began to understand the power of his voice through the AAC device. He began to look carefully at the different icons and make deliberate choices. His device has become an outlet through which he can get his needs met in previously inaccessible ways.

Elijah is now an absolute pro at requesting his favorite songs, and if you've ever seen the passion in his dancing, you'd know just how meaningful that is!

Written by: Nick Platt, RBT

Some clients' names may have been changed in this story to protect their real identity and allow ABC of NC to share treatment details confidentially. Photos are used for illustrative purposes with permission and do not necessarily indicate the identity of those described in this article.



Bryce

Bryce is a sweet 15-year-old who loves music, swings, balls, and video games. He has had many achievements during his time with ABC of NC. Not only did Bryce participate in distance learning during the pandemic, he also masterfully adjusted to new routines in the clinic and school, including substantially lengthening his time spent in both settings after so much time spent isolating at home!

In the past, changes in routines have caused Bryce great distress, whether it be a new class or new field trip. ABC of NC's instructors created social narratives to assist in explaining upcoming changes in expectations and suggesting communication and coping strategies for the new situations. Bryce continues to rise to the challenge of tackling new environments, schedules, and therapies. In the past year, Bryce has successfully and joyfully joined his family on adventures from zip-lining to traveling across multiple states to attend a wedding!

Another example of Bryce embracing and benefiting from new experiences this year has been his acceptance and participation in interdisciplinary therapies. In the past, working with new instructors and interventions that fall outside of his familiar routines would have been too distressing. Now that Bryce is more comfortable with new experiences, he has been enjoying his speech and occupational therapy sessions! He still prefers a predictable schedule, and a visual support displayed in his room helps prepare him for upcoming appointments such as occupational therapy, speech therapy, field trips, and school breaks.

We are thrilled to celebrate Bryce's achievements with him!

Written by: Laura Huybrechts, RBT and Cindy Andree Bowen, MA, BCBA

our commitment to **DEIB**

Change is happening in our small corner of Winston-Salem, North Carolina. The ABC of NC motto, "You Belong Here", is reflected on signs throughout campus, the LGBTQIA+ Safe Zone email signature is seen among many, and our Black Lives Matter sign greets all who enter the clinic. These are impactful reminders of ABC of NC's commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) ideals being put into action.

While we've been committed to DEIB efforts for several years, in 2022 we made even bigger leaps. We hired a DEIB Specialist to assess ABC of NC's culture. This process spanned months and included interviews with 14 staff focus groups, staff trainings on implicit bias, and supervisor trainings on leading through an inclusive lens. We now have a DEIB committee beginning to implement the recommendations.

ABC of NC's vision is that all people with autism reach their full potential in a world where they are valued, accepted, and included. But we don't stop there.

We also strive to ensure inclusivity with our families, staff, and community. During 2022, ABC of NC provided 88 hours of free parent/professional webinars, increasing the accessibility of information to families from across the country. Most recently, ABC of NC trained over 30 local Great Clips® stylists on strategies to improve the haircut experience for people who are neurodivergent. These trainings promote safety, comfort, and accessibility to our local autistic community.

ABC of NC is a place where everyone belongs! Our DEIB vision for the organization is to carry out our cultural competency plan; ensure that we provide culturally sensitive and relevant treatment for clients; recruit a diverse workforce; eliminate barriers; and foster an environment where everyone who enters our campus feels safe, accepted, and included. We are proud to say, "you belong here, too."

Written by: Darlene Steele, Clinical Practice Manager and Jordan Kennaw, Assistant Director of Corporate and Public Relations





"The DEIB thread is embedded [at ABC of NC] better than any other company I have ever been in. They are further along than most and strive for inclusion and openness."

-ABC of NC Employee

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ABC of NC Staff

Special thanks to all our wonderful volunteers and staff. Please visit our website to meet our dedicated staff members.

abcofnc.org/about/staff



ABC of NC would like to thank all the volunteers who served on the Board of Directors over the past 20 years. Your contributions to ABC of NC will always be remembered and appreciated.

Tom Adams
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In our annual parent/caregiver survey,

100%

of respondents reported feeling safe, accepted, and included in the services and activities provided by ABC of NC.

financial statement

06.01.2021 - 05.31.2022



INCOME

467,542	
19,541	
654,378	
•	
3,403,037	
391,253	
709,003	
	654,378 524,789 2,938,250 3,463,039 391,253

*Includes forgivable portion of Small Business Administration's COVID-19 Paycheck Protection Program

Our Mission

ABC of NC is committed to providing high-quality, evidence-based therapeutic and educational services to people with autism; ensuring service accessibility to individuals from any economic background; offering support and hope to families; and advocating for inclusion and acceptance.

EXPENSES

other	23,365
in kind	19,541
depreciation	281,924
bad debt	21,505
interest	37,002
events	145,404
occupancy	221,236
general operations	391,990
professional services	272,255
personnel	3,690,065

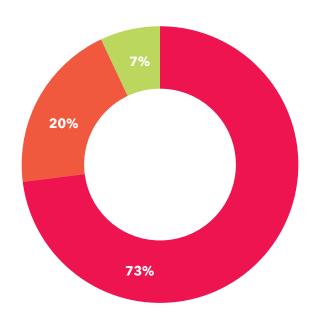
5,104,287

change in net assets

	113,386
total expenses	5,104,287
total income	5,217,673

functional expense allocation

program/services	3,726,21
management	1,017,29
fundraising	360,782



Our Vision

ABC of NC's vision is that all people with autism reach their full potential in a world where they are valued, accepted, and included.



supporters: thank you

Remarkable individuals like you and generous businesses in our community have made it possible for ABC of NC to provide services to children on the spectrum and their families for over two decades! We are forever grateful for your dependable, consistent, and unwavering support. With your continued help, we look forward to serving our community for many years to come.



\$25,000+

Mary Ann and Rob Bacon Ann Brenner Felice and Richard Brenner Wendy and Mike Brenner
Mary Louise and John Burress
Mindy and Larry Feinstein

Patricia Wilson and J. Tylee Wilson Family Foundation Ruth and Rick Wrenn

\$10,000+

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\$1,000+

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Kelley and Drew Hancock
Hanesbrands, Inc.
Scott Hartkopf



ABC of NC celebrated

20 years

of providing premier autism support services with a special, prerelease screening of the now-released documentary, In A Different Key, based on the Pulitzer-Prize nominated book In a Different Key: The Story of Autism by John Donvan and Caren Zucker.

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\$1,000+ (Continued)

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This year we launched the new **Burress-Brenner Employee Scholarship Program.** The program allows eligible ABC of NC employees to pursue advanced degrees that further the treatment and education of autistic children.



Supporters (Continued)

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