



Commonwealth
Autism

2024

ANNUAL REPORT

CA works with autistic people and their families to help them thrive. Everyday, we're rebuilding a future where the most vulnerable Virginians can actively participate in our community and realize their full potential.



FROM OUR CEO



As we reflect on the past year, I am filled with gratitude and pride for the remarkable journey we have taken together at Commonwealth Autism. This year's impact not only highlights our achievements but also embodies the spirit of "Together We Grow."

Each day, we witness the power of collaboration—between families, interns, store customers, and our dedicated team. This synergy has enabled us to create a nurturing environment where autistic individuals can thrive. Together, we have expanded our programs, increased our outreach, and enhanced the resources in our community.

This past year, we served over 435 individuals and families, providing tailored services that promote learning, lifelong independence, and create that social connection we are all longing for. A highlight of our year was the acquisition of Good Foods Grocery, which now serves as a dedicated training site for our new Career Readiness and Employment Program, while continuing to serve our community as a local healthy foods' grocery store. This initiative equips individuals with essential job skills in a real-world setting, empowering them to pursue meaningful employment opportunities and foster independence.

Our innovative workshops and support groups have created a sense of belonging for families, clients, and providers throughout the Commonwealth of Virginia. Your generous contributions have made this possible and we are deeply grateful for your commitment.

Additionally, we took significant steps in advocating for policy changes that support autism awareness and resources at the community and state levels. By uniting our voices, we are not just raising awareness—we are driving change that makes a lasting impact.

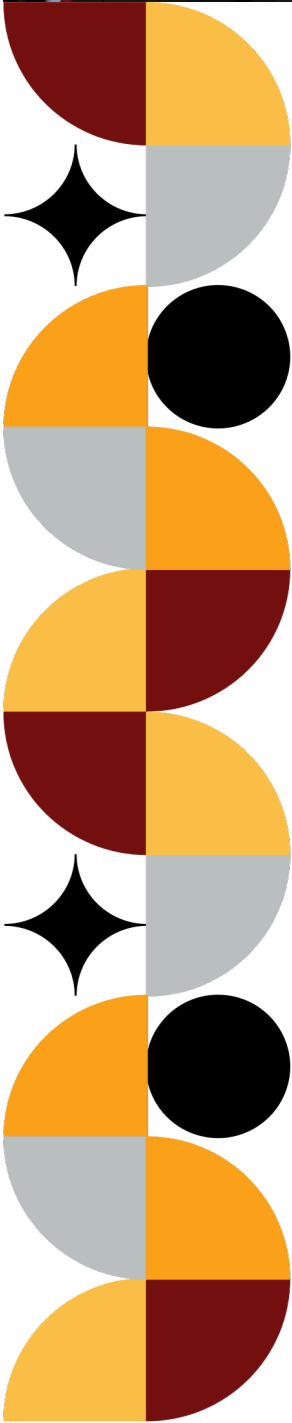
As we move forward, our focus remains on growth—growth in knowledge, resources, collaboration and, most importantly, in our community. Together, we will continue to build a brighter future for autistic individuals and their families. Your continued support is vital to our mission, and I invite you to join us in this endeavor.

Thank you for being an integral part of our journey. Together, we can achieve incredible things.

With gratitude,

A handwritten signature in black ink, appearing to read "J. Tyler Hart". The signature is fluid and cursive.

J. Tyler Hart, Ph.D.
Commonwealth Autism & Good Foods Grocery





PHYSICALLY GROWING TOGETHER

In August 2023, Commonwealth Autism (CA) proudly acquired **Good Foods Grocery (GFG)** in Richmond, Virginia, to bridge employment gaps for individuals with autism. This new ownership aligns with our mission to create career readiness opportunities within a thriving grocery store, supported by a welcoming retail team and community. Good Foods Grocery is committed to offering wholesome, natural products and exceptional service.

While our missions differ, we share a common goal: to enhance the well-being of those we serve.

By using GFG as a training ground for autistic individuals, we're enriching both the lives of our interns and our loyal customers.

Over the past year, the team at Good Foods has helped us build a vibrant, supportive community, and we're excited for what's ahead.

Expanding Opportunities In November 2023, we purchased an office building near the grocery store to serve as the new home for **All Abilities Inclusion and Innovation Center** opening in December 2024.

This center will provide a one-stop hub for disability services and feature a state-of-the-art training facility.

We're also thrilled to partner with **Chicknegg** to create a teaching kitchen that will support our Career Readiness & Employment Program and local aspiring restaurant entrepreneurs.

Together, we're creating a space for personal and professional growth.



PROGRAMS IMPACT

Career Readiness & Employment Program

Launched in January 2024, our **Career Readiness & Employment Program** welcomed 8 interns for a transformative 16-month journey, empowering them to build sustainable careers. With hands-on training and support from **Good Foods Grocery**, interns develop critical job skills, confidence, and resilience in a community-driven retail environment.

Life Skills & Transition Program

Our **Life Skills & Transition Program** supports youth and adults on their path to independent living. This year, 22 clients received coaching, with 2 successfully transitioning to greater independence.

Information & Resource Program

In 2023, our **Information & Resource Program** expanded into the Tidewater region, serving 302 individuals and families across **Central Virginia**, **Tidewater**, and **Northern Virginia**. Our new satellite office in the FACT building strengthens our ability to meet the growing demand for autism-related services. We are in regions 1, 2, & 4 (Central Virginia, Tidewater, & Northern Virginia (NOVA) as well as Charlottesville and Roanoke.



“ The great thing about this program is that no matter what happens, they have your back and that they’re going to direct you in a positive way. And if they can’t figure out something, they’ll try any way to help you.”

- Luan Glasbrook

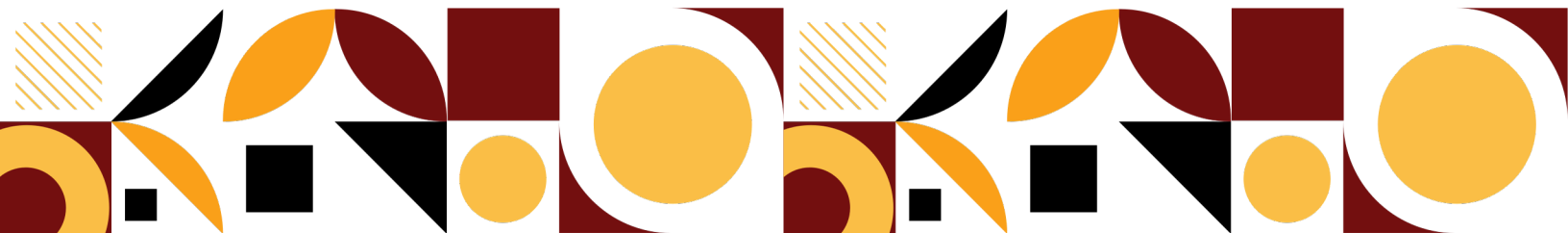
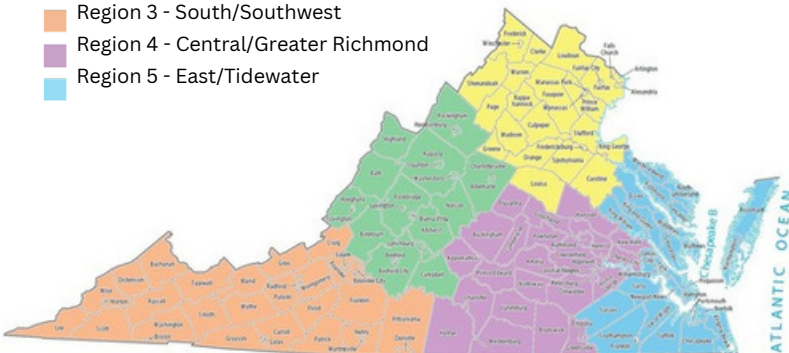
Luan secured a job after graduating from the CR&E program with Chesterfield Auto Parts, a Supporting Employment Partner

“ Commonwealth Autism’s Life Skills Coach helps my son feel heard and grow without changing who he is. This approach is a game-changer.”

- Client Parent

Commonwealth Autism Regions

- Region 1 - Valley/North Central
- Region 2 - NOVA
- Region 3 - South/Southwest
- Region 4 - Central/Greater Richmond
- Region 5 - East/Tidewater



PROGRAMS IMPACT

“ Last night was the first time I could see him really happy with his work day.

He did not have that “defeated” look I’ve grown so use to seeing.

I just want to say thank you. It was the best part of my day- to see him happy and content.

I’m excited for him. Thank you again. ”

-Client Parent

Statistics

- Interns in Cohort 1: 7
- Percent of Graduates with Employment: 86%
- Clients Served in Life Skills & Transition Coaching: 22
- I&R Inquiries: 301



GROCERY IMPACT VENDOR HIGHLIGHT

Good Foods Grocery started in 1985 as a way to support the community by offering people the freshest food and highest quality products that would allow them to be the best version of themselves. When someone walks through the beautiful glass doors of Good Foods Grocery, they find a place where local farms, natural products, and trusted national brands come together to improve their life.

Q&A with a Good Foods Grocery manager:

How have you seen GFG grow as a company over the years? GFG has tripled in square footage through two expansions, during my 28-year career with the company. We have developed profitable relationships with local businesses and farmers.

What are ways you see GFG is able to support our customers, vendors and the community?

We have watched our shopping community grow in numbers and have witnessed much joy in seeing our shoppers raise their families, as have many of the store staff. The team put our hearts into what we do each day, which truly makes our jobs so much bigger than retail.

How would you like to see GFG grow in the years to come?

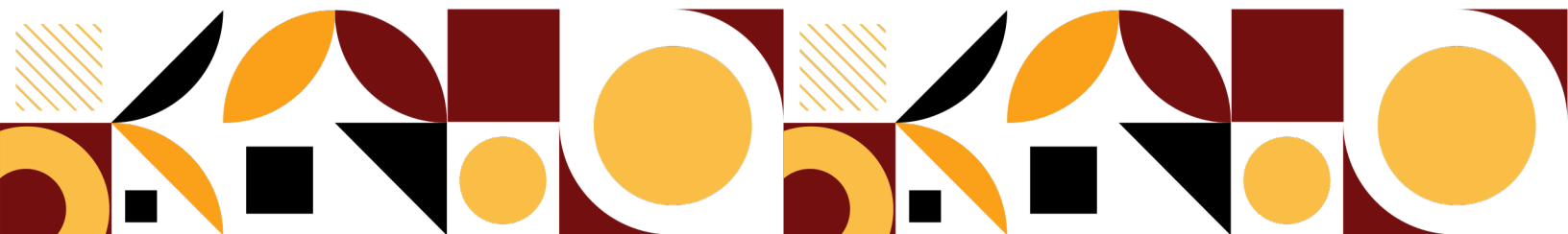
The team has done an amazing job during Commonwealth Autism's acquisition. We are under such good care, having added viewpoints and hands has been exciting, encouraging and we are rising to the occasion. We are in a place of polishing up a beautiful place to shop and work.

The community of Good Foods Grocery has 40 years of growth together. We have great relationships with Virginia based vendors, like Agriberry Farms, a trusted local vendor with many great produce and fresh items. We also serve as a CSA Pickup for Agriberry, where customers can pick up their subscription box of produce.

We want to bring the local food community to every individual in the Greater Richmond Area, to support not only the farmers but also the health of our customers.

In January of 2024, Good Foods Grocery's jumped headfirst as the training center for the internship practicum hours of the Career Readiness & Employment Program. While not necessarily working with identified neurodivergent staff members before, the management team jumped right in with the program staff to support in every way they could.

This group of leaders created a supportive environment for the interns, offering guidance and support while training job skills for critical roles throughout the grocery store.



FUNDRAISING

In recent years, Commonwealth Autism has relied heavily on a state-funded grant, renewable every two years.

As our programs have expanded, we have identified the need for diversified revenue streams. By purchasing Good Foods Grocery, we set out to support our fundraising model with the net profits of the store, which has already contributed to an additional 23% of revenue after one year of ownership. We were able to kick off our fundraising events with a successful Coaches Cook Off in the Spring of 2024. This event was supported by an incredible local chef, Brittany Anderson, also a Top Chef contestant and local restaurant owner.

Additionally we kicked off our Capital Campaign to support the purchase and renovations of our new Disability Inclusion and Innovation Center. This Capital Campaign has been supported through as small as individual contributions, as well as large multi-year naming sponsorship for the kitchen with TowneBank.

Other naming sponsor opportunities were with Chesterfield Auto Parts, with a multi-year sponsorship commitment for the Spice Junktion naming rights in the grocery store and Sentara Health, who named a NASCAR sponsorship for the local Richmond NASCAR Race.



TOP CHEF



NASCAR

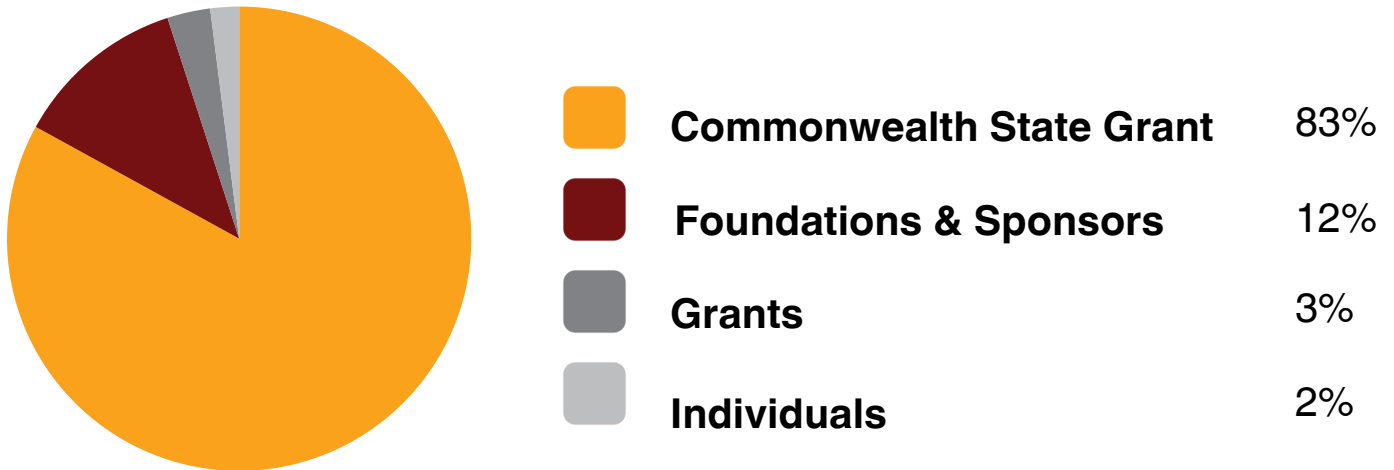


FY 2024 FINANCIALS

FY24 Budget: \$3,362,309

Item	Amount
Revenue	
GFG Cashflow	\$400,561.22
State Grant	\$940,000.00
Grants and Foundations	\$205,859.21
Individual Donations	\$25,510.00
Earned Revenue	\$165,609.76
Total Revenue	\$1,737,540.19
Expenses	
Total Expenses	\$1,653,830.89
Net Income	\$83,709.30

Total Donations by Donor Type



IN GRATITUDE FOR OUR SUPPORTERS GIFTS RECEIVED JULY 1, 2023 - JUNE 30, 2024

Title Sponsors (\$10,000 - \$50,000)

TowneBank
Sentara Health
Chesterfield Auto Parts
Performance Food Service

Visionary Sponsors (\$2,500 - \$5,000)

Woodfin - Your Home Team
American Endowment Foundation
Eteavance Health Inc
Fahrenheit Advisors
Langley Federal Credit Union
Simple Thread

Stewardship Sponsors (\$1,000 - \$2,000)

Commonwealth Commercial
United Way of Roanoke Valley
RVA Financial
Community Foundation
Assured Partners
Eli's Village
Family Insights
Heron Creek Benefits
Nest Academy RVA
PJI Law
Renewal by Andersen
United Bank
Vanguard

Changemakers Sponsors (<\$1,000)

Howard Bos
Kroger
Fidelity Brokerage Services
Association of Maternal & Child Health Programs
Frontstream
TAG Advisors LLC
ENV

Individual Donors: Champion Donors (\$2,500-\$5,000)

Steven & Patricia Kelmar
John DePaola

Gold Donors (\$1,000-\$2,000)

Dana Salmond
Tucker Dowdy
Kristin Carleton
Tyler Hart
Amanda Calhoun
George & Renee Miller

Silver Donors (\$500-\$999)

John Bates
Kevin Fine
Alex Campos
Howard Bos
Claudette Gadsden
Larry Rawls
Nikia Dower

Bronze Donors (<\$500)

Bradford & Ginger Bailey
Dottie Brooks
John & Nancy Toscano
Gwynne Jenkins
Brady Lizzo
Elizabeth Watson
Howard Adams Jr
James Nygren
Michael Andrews Jr
Carol Morgan
Douglas Garrou
Sally Wambold
Paula Sue & E Lee Davidson Jr
Robert Kreps

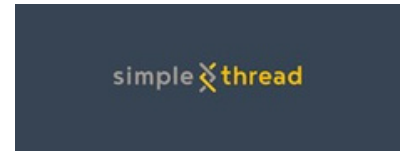
Shemel Washington
S andy Grady
Michelle Tineo
Brittany Anderson
Pamela Myers
Thomas Ransom
John & Karen Grady
Ricky Sessions
Robin Gouckenour
Courtney Coyle
David Sweck

Thank you for your generosity.



Thank you for your continued support throughout the year.

Your dedication has helped us make a meaningful impact in the lives of individuals with autism, and together, we've advanced our mission to create a more inclusive and supportive community for all.



Learn more
and
donate today!

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