



FY25 IMPACT REPORT

Seeds *to* Success

A year of planting, growth, and harvest —
cultivating skills, confidence, and meaningful
careers across the autism community.



A MESSAGE FROM OUR LEADERSHIP

Dear Friends,

2025 was a year of planting, growth, and harvest at Commonwealth Autism. Through our guiding theme – *Seeds to Success* – we focused on creating the conditions where individuals on the autism spectrum can grow skills, confidence, and meaningful careers, while our community grows in understanding, inclusion, and opportunity.

This year marked a major milestone with the opening of our new headquarters, the All-Abilities Innovation Center (AAIC), and the launch of the TowneBank Community Kitchen. These spaces are more than a building—they are living ecosystems where seeds are planted daily through job training, employment, community partnerships, and innovation.

Because of you – our supporters, partners, staff, and participants – those seeds are taking root. Interns became employees. Ideas became programs. Vision became impact.

**Tyler Hart**

President and
Chief Executive Officer

This year, young adults got their driver's license for the first time, moved into their first apartment, interns became employees, and our new headquarters opened its doors as a hub for inclusive employment and community connection.

As we look ahead, we remain deeply committed to cultivating pathways to independence, purpose, and belonging. Thank you for believing in this work and helping us grow a future where everyone can succeed.

*"Interns became employees. Ideas became programs.
Vision became impact."*

With gratitude,

A handwritten signature in black ink, appearing to read 'T. Hart'.

Tyler Hart, P.h. D.

CHIEF EXECUTIVE OFFICER, COMMONWEALTH AUTISM

MISSION, VISION & VALUES

Roots & Reach

Mission

We build capacity in the Virginia community by providing autism support services, inclusive employment, and mission-driven social enterprise partnerships.

Vision

We envision an inclusive Virginia where all people have the opportunity to participate in every aspect of our community.

OUR VALUES



Helpful

We share the instinct to help our customers, clients, and each other, creating experiences that make a meaningful difference.



Curious

We ask bold questions, explore new ideas, and create space to learn, adapt, and grow stronger together.



Beyond Self

We act with purpose beyond personal ambition, serving others and creating lasting impact together.



Bold Integrity

We lead with honesty and accountability, doing the right thing to build stronger, healthier communities.



Desire and Passion for the Mission

We bring heart, energy, and purpose to our work, striving every day to make a meaningful difference in people's lives.

WHERE LEARNING TURNS INTO LIVELIHOOD

Growing skills, building futures

Our programs are the heart of *Seeds to Success* – each client's journey begins with preparation, grows through experience, and flourishes through employment.

CAREER READINESS & EMPLOYMENT PROGRAM

Wages, employment, and graduates FY25

\$103,944.26

Paid in wages and salaries for 60 Interns and graduates.

3

Grads employed throughout FY25 across 5 cohorts.

16

Employer partners hired graduates

FY25 at a glance



32 graduated in FY25



47 clients graduated and received support in FY25, across 5 cohorts



60 total interns & graduates paid wages this year



EMPLOYER PARTNERS, FY25

AmerisourceBergen
 Brandermill Woods
 Chesterfield Auto
 Cinebistro
 Complete Cleaning
 Costar Restaurant Group
 Dick's Sporting Goods
 First Tee
 Food Lion
 Good Food Grocery
 Goodwill
 Granite Grill
 Lowe's
 Michaels
 Midlothian Book Exchange
 Natalie's Taste of Lebanon
 SOAR365
 Walgreens
 Venture Richmond

Seeds to Success in action

In 2025, 32 participants from 3 cohorts moved from classroom learning into paid employment, leadership roles, and long-term career pathways. They built confidence and transitioned into competitive employment – many within our own social enterprise at Good Foods Grocery. This year, interns graduated into employees, took on leadership, and became role models for their peers following behind them.

THE GROWTH JOURNEY

01

Prepare

02

Develop

03

Employ

Publix

04

Lead



MEET ELLIOT

Career Readiness & Employment Graduate

Elliot joined Commonwealth Autism's Career Readiness and Employment (CRE) program as part of Cohort 3 in the fall of 2024. Today, he leads visitors along Richmond's historic canal as a tour guide, a role that draws directly on the skills he built during his CRE internship.

The clearest thread connecting Elliot's internship to his work as a tour guide is customer service. Greeting customers at the register, guiding them to what they were looking for, and noticing when someone needed help reaching an item on a high shelf all became practice for the constant interaction of leading a tour. At work, Elliot needs to know the history behind each stop and stay attuned to the people on his tours, reading their needs in real time. His internship at Good Foods Grocery taught him to do both at once.

What made Elliot stand out as an intern was his ability to navigate challenges while staying calm and welcoming. No matter what the task, he showed up with a smile. Customers regularly praised his customer service, even in stressful moments. That same steady, genuine presence is what makes him a natural on the canal tours today.

Elliot's story is a reminder of what's possible when preparation meets opportunity. He put in the work, and the CRE program helped turn that effort into a career.

"You get everything you put into the Career Readiness and Employment Program, and the Commonwealth Autism staff goes above and beyond to help support you. My first job after the program was as a tour guide for Venture Richmond's Riverfront Canal Cruise. I'm most proud of the work I put into developing my knowledge to make my tours better. I put in a lot of time, and it shows."

Elliot

GRADUATE & PEER MENTOR, CRE PROGRAM

A STATEWIDE AUTISM COLLABORATIVE

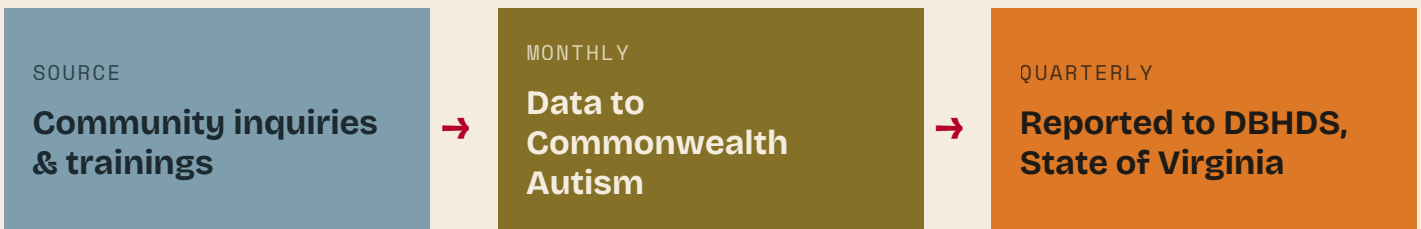
Planting the seeds of a connected support system.

Families in Virginia often struggle to know where to turn after receiving an autism diagnosis. Through this collaborative, organizations work together to ensure families can access trusted information and support more quickly and efficiently.

THE I&R AUTISM COLLABORATIVE

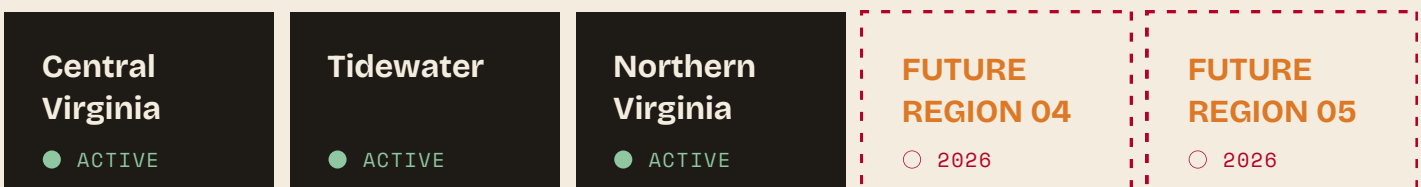


HOW INSIGHT FLOWS



Response times, inquiry volume, and client demographics – ensuring the evolving needs of the autism community are clearly communicated and thoughtfully addressed.

REGIONS WE SERVE & WILL CONTINUE TO SERVE – NEW REGIONS - GROWING IN 2026



IN PARTNERSHIP WITH



INDEPENDENCE, ONE SKILL AT A TIME

Growing toward independent living.

In 2024 and 2025, we continued to support neurodivergent adults in growing and maintaining life skills and executive functioning across the Central and Tidewater regions – through 1:1 transitional coaching and scholarship support.

Four new beginnings

Four of our clients transitioned to independent living this year – a milestone that many families once wondered might be possible. Moving into their own apartment, beginning college, or entering vocational programs were major steps toward independence. Each is a seed taking root in a life of greater autonomy and purpose.

22

CLIENTS IN 1:1 COACHING

4

MOVED TO INDEPENDENT LIVING

1 in 4

RECEIVED STATE FUNDED SCHOLARSHIP SUPPORT

GROWING SOCIAL CONNECTION

Quarterly socials at the AAIC

Clients and adults from the community gathered to connect and grow social skills throughout the year at our new home.

Crafting & game nights, Tidewater

At our Tidewater location in the FACT building, over a dozen autistic adults attended socials to meet and connect across the year.

A PLACE TO PUT DOWN ROOTS

All-Abilities Innovation Center

A purpose-built headquarters designed to support inclusive employment, training, and community engagement – where seeds are planted daily.

A LIVING ECOSYSTEM

More than a building, the All-Abilities Innovation Center brings our mission under one roof.

For the first time in our history, Commonwealth Autism can provide workforce training, community connection, employment supports, and social enterprise opportunities in one centralized location. This location is where autistic adults gain skills, employers discover talent, and communities learn what inclusion truly looks like.

01

Workforce training & classrooms

02

Program & administrative offices

03

Community gathering & event spaces

04

The TowneBank Community Kitchen



OUR AAIC BUILDING PARTNERS

Three incredible organizations share our home – all centered on support services for the disability community.





OPENED FALL 2025

Skills cooked up fresh daily.

The TowneBank Community Kitchen provides hands-on culinary training, food safety certification opportunities, and open access to the community. Participants gain marketable skills while supporting community events, catering, and food-based social enterprise efforts.

**Hands-on
culinary
training**

**Food safety
certification**

**Open to the
community**

PRESENTED IN PARTNERSHIP WITH



WHERE MISSION MEETS MARKET

Good Foods Grocery

A cornerstone of our mission – demonstrating how inclusive employment and high-quality food retail can thrive together.

A GROCERY STORE THAT GIVES BACK

Self-sustaining as a store — and a launchpad for careers.

25%

OF THE WORKFORCE ARE
PROGRAM GRADUATES,
THRIVING IN THEIR WORK

~30%

GFG generated nearly
1/3 of organizational
revenue, helping create
a more sustainable
future for our mission.

\$25,816

RAISED AT THE REGISTER
VIA CUSTOMER ROUND-UP.

This past year we integrated more training throughout the store — including an impromptu juicer training when the deli department was short-staffed, and our programs team stepped right in to learn and help.

By simply rounding up at checkout, customers generated **\$25,815.75**, enough support to fully fund workforce training opportunities for three autistic adults.

ROUND-UP IMPACT



By rounding up you supported funding for 3 clients through the training program

LOCAL PARTNERS, SHARED VALUES

By prioritizing local, ethical, and mission-aligned vendors, Good Foods Grocery supports small businesses while creating meaningful training environments for our team.

Community economic impact

Exposure to real-world supply chains

Inclusion & sustainability

PLANTING THE FINANCIAL SEEDS FOR GROWTH

Gathering for the harvest

Two signature events brought our community together to celebrate the harvest season and fuel sustainable growth for the year ahead.

OUR FIRST ANNUAL FESTIVAL

A celebration at Good Foods Grocery

600+

Community members
gathered to
celebrate
inclusion

This year we hosted our first Harvest for All Festival at Good Foods Grocery — a beautiful celebration and time to gather as the harvest season came to a close.



WHAT THE DAY HELD

Local produce
vendors

Disability service
providers

Face painting

Live music

The RVA Express
Train

Neurodiverse
community partners

AN EVENING AT WILLOW OAKS COUNTRY CLUB

Chefs' Cook-Off Challenge

\$83K

RAISED FOR THE
AUTISM COMMUNITY

What began as a culinary competition became a powerful demonstration of community support. As guests sampled incredible dishes and rallied behind our mission through generous auction bidding, they helped invest in brighter futures for autistic adults and families across Virginia.

TITLE SPONSOR

Patriot Industries

First time sponsor, Patriot Industries, has developed a deeper partnership with Commonwealth Autism that supports inclusive employment and strengthens our social enterprise at Good Foods Grocery.

WITH SPECIAL RECOGNITION TO

Performance Food Group · Salas O'Brien · Estes Trucking · TowneBank · Hope George Realty · All Needs Planning · Rosie's Gaming Emporium · PBMares · Scott's Insurance · Fahrenheit Advisors · Frank & Mary Webber · Woodfin

THE COMPETITORS

Matt Brusca

Alewife – Chef de Cuisine

★ VOTERS'
CHOICE

Austin McCormick

Lemaire - Sous Chef

Shad Thompson

Black Olive Pizzeria

Christine Wansleben

Shockoe Slip Cooking School -
Owner & Director



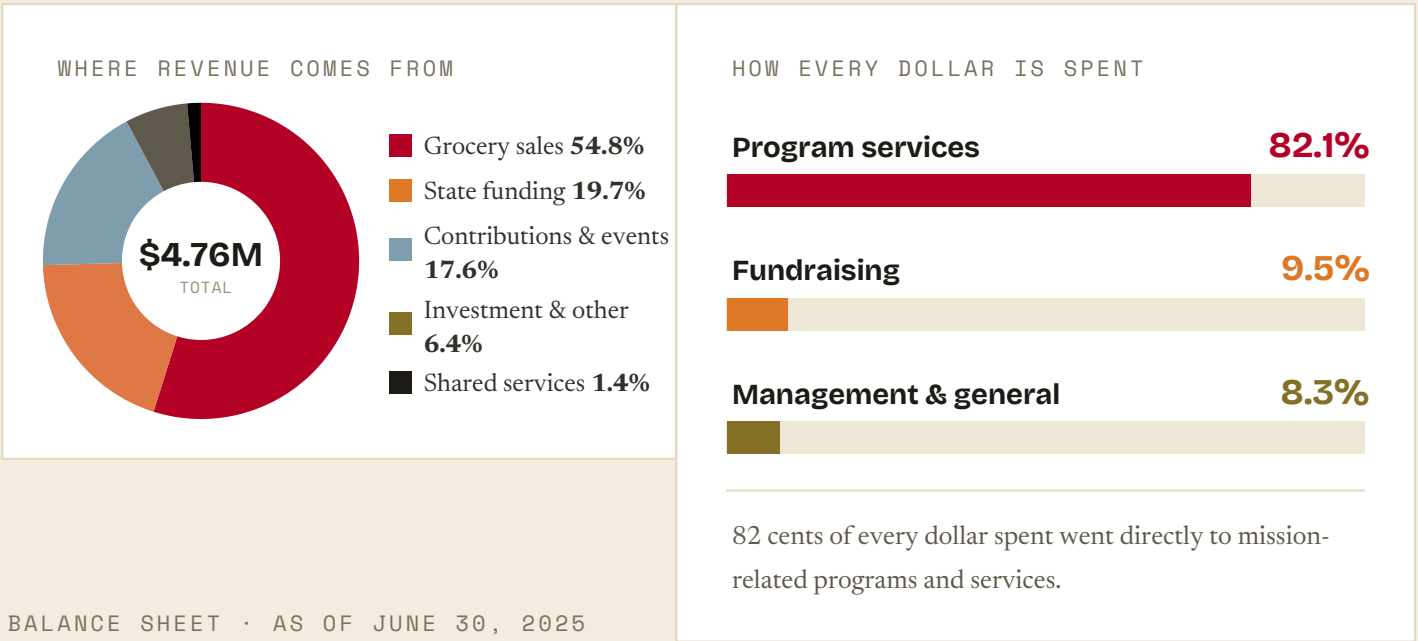
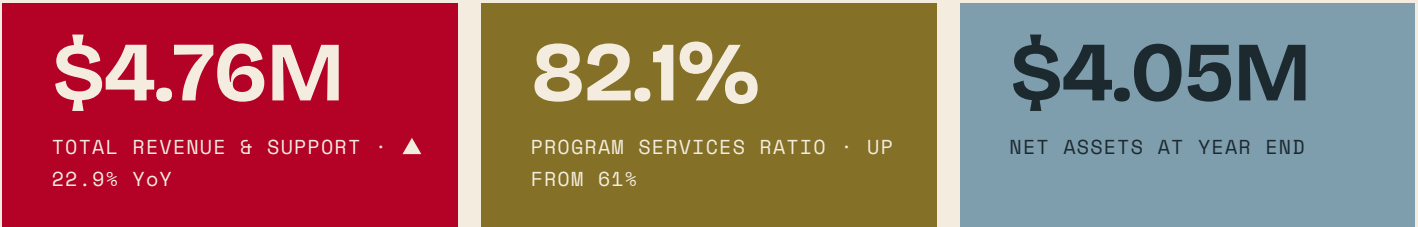
STEWARDSHIP THAT SUSTAINS THE MISSION

Investing in Growth

Audited consolidated financials for the fiscal year ended June 30, 2025 –
Commonwealth Autism and Good Foods Grocery LLC.

2025 SNAPSHOT

A year of growth & investing in our new home.



BALANCE SHEET · AS OF JUNE 30, 2025

\$8.33M TOTAL ASSETS	\$4.27M TOTAL LIABILITIES	\$4.05M NET ASSETS	\$1.65M LIQUID ASSETS AVAILABLE
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A planned investment year. FY25 represented a strategic investment year as Commonwealth Autism opened the All-Abilities Innovation Center and TowneBank Community Kitchen—critical infrastructure that will expand opportunities for years to come. These investments resulted in a planned use of net assets totaling \$127,657.

Source: Audited Consolidated Financial Statements, Rogers & Company PLLC, February 2, 2026. Includes Commonwealth Autism (The Autism Program of Virginia) and Good Foods Grocery LLC. Detailed audited financials available upon request.

Our Supporters

Every act of generosity helps autistic adults and families thrive.

Corporate & Foundation Partners - Every Gift Plants a Seed

All Needs Planning	Napier Realtors ERA
American Endowment Foundation	Patriot Industries
Bourbon RVA	PBMares
Chesterfield Auto Parts	Performance Food Group
Colonial Downs & Rosie's Gaming Emporium	Salas O'Brien
Dr. Joe Niamtu, Cosmetic Facial Surgery	Scott's Insurance
ENV Team	Spy Rock Real Estate Group
Fahrenheit Advisors	The Richmond Experience
Fraternal Order of the Eagles	TowneBank
Good Foods Grocery	United Way Virginia's Blue Ridge Inc.
Heron Creek Benefits	VA Railing and Gates
Karn Custom Woodwork	Woodfin
Langley Federal Credit Union	Your Future Basketball
ML Bell Construction	

Individual Donors - The Hearts Behind the Harvest

Harry Alferink Jr	Kathy Dickinson	Karin Harrison	Ashby O'Connor
Charles Ayers	Lemuel Doss	Anne-Marie Irani	Martha Rubin
Tory Babin	Kim Dove	Monica Jimenez Sablich	Alec Sauble
Christopher Bailey	Yardley Farquharson	Ronda Jones	Harri Scheer
Lorna Bedford	Leigh Anne Fauerbach	Stacey Jones	Prudence Scott
Leah Blatzer	Katy Fenn	Robert Kelley	Alison Shapiro
Susan Boyle	Joseph Fowkes	Marie Kolendo	Constance Sorrell
Mark Braithwaite	Elizabeth French	Robert Kreps	Steven Sowers
Dottie Brooks	Douglas Garrou	Nicole Kumkam	Nancy & John Toscano
Whitney Campbell	Peter O. Gates	Betsy Lacy	Sally Wambold
Alex Campos	Sandra Grady	Garth Larcen	Frank & Mary Webber
Tom Click	Sally Anne Grant	Michael Ligon	Michael Weiler
Jessica Coffey	Samantha Grant	Austin Long	Market White
Jeff Cox	Mary & John Gravely	Jennifer & Charles Mallon	Adam Yarosz
Jaime De La Ree	Kim Haboush	Valerie Mellon	
John DePaola	Beverly Harris	Daniel Mondak	



THANK YOU FOR HELPING US GROW

**Cultivating pathways to
independence, purpose,
and belonging.**

Commonwealth Autism

THE AUTISM PROGRAM OF VIRGINIA · EST. 1996 COMMONWEALTHAUTISM.ORG

RICHMOND, VIRGINIA