We improve lives, support families, and educate communities... together!
Our IGNITE members found new ways to connect this year. Our community stayed close while staying safe.
Recently, the Autism Society of North Carolina marked 50 years of improving the lives of individuals with autism, supporting their families, and educating communities. Our organization was started in 1970 by a group of parents who wanted to build better lives for all children with Autism Spectrum Disorder across the state and to offer supports throughout the lifespan. From those small, volunteer-driven beginnings, ASNC now responds to the changing needs of individuals with autism and their families through more than 1,200 employees across the state.

During the past 50 years, our family has grown, and each of you has become an important part of our family. We want to thank you for the many contributions you have made to our community. Your leadership, devotion, and generous financial support has been life changing for so many in need.

In this unprecedented year, nothing has been more important than family and being there for one another. We see every day that there is no stronger community than the autism community. Together we have worked harder than ever to keep individuals with autism healthy, safe, and able to live successfully in their communities. For example:

- A top priority for us has been working with state officials and legislators to ensure that our communities are doing their best to meet the specific needs of people on the spectrum. For example, we are currently advocating that people with autism and intellectual and developmental disabilities are not discriminated against in accessing critical health care.

- Our frontline staff continued to serve thousands of individuals in their homes and in our programs with appropriate safety protocols. We also transitioned in-person programming to online formats and virtual events.

- We immediately began working with parents and caregivers on how to navigate new online and telehealth platforms to support their loved ones, and we worked to ensure access for those in rural communities.

- Our staff responded to significantly more urgent requests to help children struggling with anxiety and overall emotional regulation. Through webinars and one-on-one-support, we provided successful strategies for families and schools during this time.

- We continued to support adults with autism to maintain employment and have even continued to secure new job placements at a pace consistent with pre-COVID rates. Individuals with autism are among the unacknowledged heroes working on our frontlines during the pandemic.

- Our COVID-19 webpage ensured families had the most up-to-date information and resources on caring for a loved one with autism.

In the midst of the COVID-19 pandemic, we also planned for our future by completing our strategic plan for the next three years. While we grew closer as a family during the pandemic, we know that the work of the Autism Society of North Carolina continues beyond this challenging time and is more important than ever.

Each day, more individuals and families in North Carolina receive a diagnosis of autism. The incidence of autism is now 1 in 54 nationally. Regardless of where you or your loved one is on the spectrum or phase of life, the Autism Society of North Carolina is here for you.

We are partners for a lifetime.
Our Mission

The Autism Society of North Carolina improves the lives of individuals with autism, supports their families, and educates communities.

43,000
individuals with autism and their families received direct supports

379,600
learned how to support individuals with autism through our outreach efforts
A PARTNER FOR A LIFETIME

The Autism Society of North Carolina (ASNC) is the leading statewide organization serving people across the spectrum throughout their lifetimes. We reach out to families when they learn their children have autism and work alongside them to ensure that their children build fulfilling adult lives.

The Autism Society of North Carolina provides individuals with autism, their families, and their communities with life-changing programs and supports unavailable anywhere else.

WHERE WE WORK

We have 12 offices throughout the state, supporting families in all 100 counties.
The Autism Society of North Carolina’s high quality, direct-support services are tailored to the unique needs of individuals with autism and enable them to have healthy, safe, and fulfilling lives in their own communities.

Our expertise in home, work, and community settings helps individuals – many of whom have significant lifelong needs – reach their maximum level of independence and achieve their goals and dreams.

Our Eastern NC Social Recreation programs, supported by Trillium Health Resources, served 421 individuals.
Skill-Building develops and improves communication skills, cultivates social skills, and fosters community integration through one-on-one support.

Clinical Services provide comprehensive treatment for all ages using evidence-based practices to promote appropriate skills and behaviors in the home, school, and community. Behavioral consultations are also available.

Social Recreation provides camps, afterschool programs, respite care, adult programs, and social groups, to help individuals improve their social and communication skills, peer networks, and physical well-being.

Employment & Transition supports focus on job development, and job placement and training services, while incorporating skill development in other areas necessary for a successful transition to adulthood.

Reported outcomes from caregivers and participants include:

- **98%** improved their health and wellness in afterschool or social recreation programs
- **72%** reported a decrease in challenging behaviors and/or an increase in related communication and coping skills*
- **98%** reported their experience as Excellent or Good
- **78%** reported an increase in receptive communication*
- **84%** reported improvements in self-confidence

*Each of the above outcomes is significant because they address the core deficits of autism.

- **580+** children & adults gained skills through one-to-one staffing
- **297** improved communication, social skills, & behavior
- **2,900+** learned new skills & made friends
- **300+** gained skills to obtain & maintain employment
KEEPING CHILDREN SAFE & SUCCESSFUL

When Odin was in kindergarten, he struggled. He would have full-blown daily tantrums. One day, he got upset, walked out the door, and rode away on his bike. When his mom, Nicole, found him, he’d fallen. He was sitting in the dark crying. Odin is verbal, but when he is scared or upset, he can’t communicate his feelings.

Odin’s family reached out to the Autism Society of North Carolina for help. One of their Autism Resource Specialists helped Odin get the support he desperately needed in school. The one-on-one staff taught Odin communication and social skills and how to make safe decisions when he’s frustrated. Because Odin received some services through telehealth when the pandemic started, he was prepared for online learning and is succeeding in virtual school.

“ODIN’S GOAL IS TO MAKE PEOPLE LAUGH. HIS CONTRIBUTION TO THE WORLD IS HAPPINESS.”

The resources provided by the Autism Society of North Carolina help Odin’s family support him now and plan for tomorrow. “There are really great webinars about teens and transitioning to adulthood, so I know how to prepare myself for Odin’s future,” Nicole said.

One of Odin’s favorite things to do is to make funny videos to share with family and friends. “Odin loves to make people smile and to make them feel good,” Nicole said. “I think he’ll always be that way.”
Increasing Services in Eastern N.C.

Our array of Social Recreation programs in Newport, Winterville, and Wilmington are made possible by support from Trillium Health Resources.

Trillium is a Local Management Entity/Managed Care Organization (LME/MCO) responsible for publicly funded mental health, substance use, and intellectual/developmental disability services and supports for people living in 26 counties in Eastern North Carolina. Trillium enacted a variety of flexibilities and remote supports throughout the pandemic and recently launched a Family Navigation initiative to connect parents to support.

In 2016, Trillium directed their reinvestment dollars to provide supports in a variety of ways in Eastern NC. Trillium and ASNC partnered on an initiative to support children and adults with autism through programs in underserved areas of the state, helping them to improve their social and communication skills, peer networks, and physical well-being.

Since then, the three Social Recreation Centers have increased programming to include summer day camps, afterschool programs, adult programs, and group respite. Trillium is also supporting the Autism Society of North Carolina’s new adult transition support programs in Wilmington and Greenville. The programs for teens and young adults on the spectrum focus on job readiness and placement, while incorporating skill development in other areas necessary for a successful transition to adulthood.

“We look forward to continuing this partnership to transform lives and build community well-being.”

Megan Roberson, Trillium I/DD Clinical Director
The Autism Society of North Carolina empowers families by helping them to understand their options, learn best practices, and connect with community resources.

We help them care for their children at home and in the community and see them through times of crisis.

We are there for families from the time of diagnosis, through the school years, and into their child’s adult life.
Autism Resource Specialists are available to guide families in all 100 counties of North Carolina. They are all parents of children or adults with autism themselves, as well as trained professionals with many years of experience. Chapters and Support Groups provide families an opportunity to encourage one another, share experiences and solutions, and have a place where they feel understood.

<table>
<thead>
<tr>
<th>Statistic</th>
<th>Description</th>
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<tbody>
<tr>
<td>6,400+</td>
<td>people learned about resources and how to solve problems from Autism Resource Specialists</td>
</tr>
<tr>
<td>350+ #help</td>
<td>attended by ARS to help families and individuals on issues such as IEPs or understanding a diagnosis</td>
</tr>
<tr>
<td>24,700+</td>
<td>families received support from our Chapters and Support Groups with outreach to underserved populations</td>
</tr>
<tr>
<td>77</td>
<td>provided support to individuals and families</td>
</tr>
<tr>
<td>383</td>
<td>families assisted through crisis events</td>
</tr>
<tr>
<td>Direct supports and programs</td>
<td>enable families to keep their children with autism in their homes and maintain quality of life for all family members.</td>
</tr>
<tr>
<td>95%</td>
<td>said ASNC programs enabled them to maintain employment</td>
</tr>
<tr>
<td>88%</td>
<td>are better equipped to manage challenging behaviors as a result of clinical consultation</td>
</tr>
<tr>
<td>90%</td>
<td>are able to teach their child new skills as a result of clinical consultation</td>
</tr>
<tr>
<td>100%</td>
<td>of families with a newly diagnosed child received a resource packet and a phone call from an ARS</td>
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LEADING WITH A SENSE OF HOPE

In a year of physical distancing, Autism Resource Specialist Courtney Chavis created connections. As the Triage Specialist, Courtney was often the first voice someone in a challenging situation heard.

“There are a variety of needs that come to me through our phones,” Courtney said. “We’re familiar with the needs related to autism, but in the past year, those needs have been compounded, and we’ve been able to direct families to resources that address other hardships.”

With families facing financial needs, school issues, and mental health concerns, Courtney focused on providing quick responses to callers. “I know what it’s like to wait for someone to call you back when the world feels like it’s coming down around you,” she said. “We connect internally, from one department to another, to find solutions and partner with families.”

“When people hear our voices, they don’t feel as alone as they did before.”

Courtney said that one of her most challenging calls in the past year came from a mother with four children on the autism spectrum. “She was experiencing a lot of loneliness and sadness. As a mom, I’ve been there, and I’m so thankful somebody reassured me. We supported her with multiple resource specialists, to make sure she didn’t give up. We lead with a sense of hope when it gets tough.”
At just 16 years old, Vibhu Kumar Subramani has been a successful and innovative fundraiser for the Autism Society of North Carolina for several years. Vibhu, who attends Enloe High School in Raleigh, raises money by collecting and recycling used cooking oil with his business V-Care.

Vibhu has raised more than $10,253 to benefit individuals and families affected by autism. He spends a couple of hours each month distributing brochures and collecting used oil from households. Pittsboro company Key Energy then picks up the oil from his house or directly from restaurants that have signed a contract with Vibhu. When he is paid for the collected oil, he donates that money to ASNC.

Helping ASNC is the right thing to do, Vibhu said, and this project also benefits the environment by properly disposing of waste oil. Vibhu said he has benefited from the project as well: “Throughout my time leading V-Care, I have learned the value of communication. From having to speak at my local government to working with children on the spectrum, the ability to understand other people’s mindset and communicate clearly is vital.”

Vibhu plans to maintain his fundraising business until he goes to college, “donating to help the people who need help most.” He also spends some of his free time volunteering with children with autism, and he aspires to be a doctor one day.

“WORKING WITH CHILDREN ON THE SPECTRUM GAVE ME A NEW UNDERSTANDING OF THE WORLD, WHICH HAS HELPED ME LEAD A HAPPIER LIFE.”
As the clinical leader in our state, the Autism Society of North Carolina trains professionals who work with individuals with autism in evidence-based best practices, thereby increasing the capacity and quality of care.

We also work to increase understanding and acceptance of people with autism in the community, ensuring that they are treated with dignity and their unique talents are valued.
Community outreach through trainings, social media, publications, and events to increase awareness and promote inclusion for all.

220+ Trainings
5,300+ People
Trainings were held in-person and were also available through webinars to all 100 counties.

3 yrs 1 mo
Average age of diagnosis in NC
Increased public awareness has lowered the age of diagnosis vs. the national norm, enabling individuals to receive treatment sooner.

379,600+ people learned how to support individuals with autism through our external outreach efforts.

Professional training for school staff, health-care professionals, first responders, and other members of the community who work with individuals with autism

190+ First Responders
developed skills to care for people with autism in emergency situations

330+ Health-care, Direct-care, & Foster-care Professionals
increased their understanding of autism and best practices

1,515+ School Staff, Professionals, & Caregivers
developed better skills to work with students with autism

99%
people plan to make changes to improve their work with individuals with autism.
Finding Perfect Jobs for Adults

Like many people, Stephen lost his job due to the COVID-19 pandemic. He was eager to find another position so he could contribute to his community during this time.

Vickie King, an employment relations specialist with the Autism Society of North Carolina, worked with Stephen on his social skills, identified his career interests, and helped him apply for a job at IFB Solutions in Winston-Salem. Stephen started working as a package handler in April, ensuring that men and women in the U.S. military have the supplies they need.

“We appreciate having individuals like Stephen who are here every day, who are conscientious about their work, who want to be a team player,” said Dan Kelly, Executive Vice President of Strategy and Programs at IFB Solutions.

“We all benefit from diverse perspectives. Our employees bring unique ideas to the workforce that, in the end, benefit all of us.”

Dan Kelly, IFB Solutions

Stephen said his role at IFB Solutions is the “perfect job.” He was proud to use his first paycheck to buy dinner for his parents, in gratitude for all they had done for him. He said his job has helped him to make friends, learn new skills, and become more independent.

Stephen’s hope is that more individuals with autism will be able to find meaningful work. “We have the skills, we have the talents, and we just want to be part of the community,” he said.
EDUCATING COMMUNITIES

GOLFING TO RAISE AWARENESS

The families that own and operate CADCO Construction Company have a personal connection to autism. Cortney Duncan, president of CADCO, and Josh Hines, vice president, each have a son on the spectrum.

ASNC has partnered with the Duncan family throughout their son’s life. Autism Resource Specialists have helped with his transition from preschool to kindergarten and attended his IEP meeting, and a behavioral consultant has worked with them on behavior at home. The support they have received from ASNC inspired the Duncans to start the CADCO Construction Autism Awareness Golf Tournament to help other families like theirs.

“We knew we wanted to support an organization that helps individuals and families with autism right here in our community,” said Ashley Duncan, Cortney’s wife. “We thought a golf tournament would be a fun way to raise money for autism.”

CADCO’s first two golf tournaments raised $37,800 for ASNC. The third was canceled due to the pandemic, but CADCO held a virtual fundraiser and donated $6,225 to ASNC. They are planning for the next golf tournament fundraiser in March 2021 in Cary.

“We hope we can help to raise awareness of what autism is, and how it affects families in our community.”

“We have several friends and family members that come out to help with volunteer responsibilities and it really is such a fun, positive day where everyone is there to play golf, have some fun, and support autism all at the same time,” Ashley said. “Our goal with this tournament is to continue to have it grow in the coming years and to be able to raise even more funds for the important work that the Autism Society of North Carolina is doing.”
The Autism Society of North Carolina community includes passionate, committed volunteers, corporate partners, and donors. We extend our heartfelt thanks to our donors who have made it possible for individuals with autism to have healthy, safe, and fulfilling lives in their communities.

This list reflects donations received on or between July 1, 2019, and June 30, 2020. Please contact Beverly Gill if you have any questions at 800-442-2762, ext. 1105, or bgill@autismsociety-nc.org.
Union County Community Foundation
WakeMed Health and Hospitals
Walt Disney Company Foundation
WellCare
Wells Fargo Advisors
Women of Fearrington
Ann Bressler and Robin Barnes
Susan and Randall Carter
Victoria and Rick Cornwell
Larry Huneycutt
Ruth Hurst and Tom Wiebe
Meg and Gary Jack
Helene and Bill Lane
Jillian and Bob Mack
Sharon and Randy Martin
Heather Moore and Steven Jones
Kristy and Alec Myers
Melissa and Jose Penabad
Rebecca and Charles Peters
Elizabeth and Jeffrey Phillippi
Jim Phillips
Nancy Popkin and Mark Stanback
Lisa Reeder
Candace and Joseph Roberts
Denise and Stephen Vanderwoude
Sharon and Chris Whitfield
Katie and Lewis Wills

$1,000-$2,499
A Special Needs Plan & Personal Strategy Group
AbbVie
Acorn Alcinda Foundation
Acosta Sales & Marketing
American Endowment Foundation
Annette Clark Endowment, a component fund of NCCF
Archer Western Construction
Arden Premier Dentistry
ASNC Craven County Chapter
ASNC Crystal Coast Chapter
ASNC Orange/Chatham County Chapter
ASNC Robeson County Chapter
Avangrid
B&B Bowling Lanes
Balsam Mountain Preserve Fund for Jackson County, a component fund of NCCF
Beech Built Properties
Bobby and Gloria Martin Foundation
Brasco Marketing
Bright Funds Foundation
Brunswick County Unrestricted Endowment, a component fund of NCCF
Brunswick Electric Membership Corporation
Cape Fear Center for Inquiry
Carolina Rehabilitation & Surgical Associates
Catawba Valley Community Endowment, a component fund of NCCF
Charles Schwab Foundation
CK Technologies
Craven County Unrestricted Endowment Fund, a component fund of NCCF
Culligan of Western North Carolina
Currituck-Dare Unrestricted Fund, a component fund of NCCF
David Allen Company
Dell Corporate
Disabled American Veterans Chapter 26
Duke Center For Autism And Brain Development
G & B Oil
Highland Park Baptist Church
Hope Power & Industrial
Jamie’s Vision
Janney Montgomery Scott
Johnson Family Farms
Kamm McKenzie OB/GYN
Kiwanis Club of Fayetteville
The Knightly Order Of The Fiat Lux-Triangle Chapter
Label America
LAMB Foundation of North Carolina
The Leslie Family Foundation
Lorraine Cooper Johnston County Community Foundation Endowment, a component fund of NCCF
Magnolia Construction
Martha Frances Pruitt Endowment Fund, a component fund of NCCF
Mayer Brown LLP
Morgan Stanley Smith Barney
National Christian Foundation of the Carolinas
Nester Hosiery
Northern Hospital of Surry County
Oowee Products
Partners Behavioral Health Management
Paypal Giving Fund
The Players Golf Association
Racereach
The Raidy Charitable Foundation
Raleigh Elks Lodge No. 735
The Re-Store Warehouse
Renfro Corporation
Rowan County United Way
Sharlene Riddle Williams Family Foundation
Springbrook Behavioral Health
Stanly County Community Foundation
Sumus Development Group
Suntrust United Way Campaign
Surry Insurance
Sydney Has A Sister
Triangle Securities Wealth Management
Two Guys and a Truck
UNC SPARK
United Way Of Gaston County
United Way Of Randolph County
United Way Of the Greater Triangle
Wake Electric Membership Corporation
Wake Orthodontics & Pediatric Dentistry
Wells Fargo Community Support Campaign
White Memorial Presbyterian Church
Wild Wing Asheville
Wilmington Cape Fear Rotary Club
Womble Bond Dickinson
Woodruff & Associates CPA
Bessy and Candido Alfaro
Ashlyn and Mark Allred
George Araujo
Dennis Bahler
Lisa Bailey
Richard Bartzick
David Bird
Kiel Bowen
We rely on donor giving to provide our high-quality programming to improve the lives of individuals with autism. As can be seen in the charts above, our program and service revenue covers only a portion of our expenses.

All of the money that we raise stays in North Carolina, with 89 cents of every dollar donated going directly to programs for individuals with autism.

The Autism Society of North Carolina is also supported by:
Giving Brings Us Closer Together

The Autism Society of North Carolina relies on donor giving to our annual campaign to improve the lives of individuals with autism and their families.

Giving was more important than ever this year. Your gifts brought us closer as a community as we faced unprecedented times and worked harder than ever to improve lives, support families, and educate communities.

Our annual campaign will increase the number of children, adults, and families that we are able to serve.

When you give to the Autism Society of North Carolina, you make an investment that improves lives well beyond the day you make a gift. If you give a scholarship for a camper, he will learn new skills – such as how to make a friend – and build upon them for the rest of his life.

If you give a scholarship to a family to attend a training, they will pick up tools to help them throughout their child’s life. If you give a scholarship for a young adult to receive training, she will use those skills to gain employment.

Every day, new families learn their children have autism. As we look ahead, expanding this campaign will ensure that individuals with autism lead fulfilling lives. Giving brings us closer to the better world we want individuals with autism to experience.

Together, we can make a difference for the growing number of loved ones with autism. Giving brings us closer.
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Our entire Board of Directors proudly supported our mission through their time, talents, and contributions.