



2021 ANNUAL REPORT

Making
Things
Work



Three Ways to Help Us Be Best-in-Class



SUPPORT

Make an impact with a donation. Your support helps to fill the ever-widening gap between what it costs to provide services and the fees we receive. We are grateful for your generosity.



VOLUNTEER

Put your passion and commitment to work! Volunteers in every part of our organization are critical to our growth and excellence.



REFER

A referral to Business Solutions can be as powerful as a donation. Our Landscaping & Grounds Maintenance and Assembly & Logistics teams are eager to follow up on referrals from our supporters.

OUR MISSION
In partnership with families, SOAR365 creates life-fulfilling opportunities for individuals with disabilities.



Making Things Work

During 2021, we found ourselves in the midst of an ongoing and constantly evolving pandemic. SOAR365 faced ever-changing health guidelines and a pandemic-induced labor shortage for many of our most important positions.

Over the past two years we have certainly learned to step outside our comfort zone. We've had to think creatively about how to solve our daily challenges, and many staff have been going above and beyond on a regular basis—making things work in imperfect circumstances.

I'm happy to say it has paid off. SOAR365 ended 2021 with most of our programs operational, participants and their families thrilled to be back, new and dedicated staff members on board, and in a very stable financial position.

While reopening programs, we have continued to prioritize the health and well-being of our staff and program participants by following all Centers for Disease Control and Prevention and Virginia Department of Health guidelines. Our Adult Day Support, Children & Youth, Pediatric Therapy, and Summer Camp programs are all currently operational, and we are working on reaching full capacity for all.

On the Business Solutions side of the organization, we continue to deliver excellent results for all of our customers, despite the year's many challenges. With over \$11 million in revenue, the size and stability of these core business lines are a testament to the quality of our work, our high standards and our ability to retain satisfied customers.

None of this would be possible without our dedicated staff—the heart of SOAR365. During these challenging times, they have stepped up and made it work for our employees with disabilities, for our program participants and for our community.

Both 2020 and 2021 have been unique and difficult years, and it looks like 2022 will continue to challenge us. But we are up for the challenge! We will continue to make progress in serving our community and striving to be best-in-class in everything we do.

Thank you for your continued support.

John Walker
President and CEO, SOAR365

“We've had to think creatively about how to solve our daily challenges, and many staff have been going above and beyond on a regular basis, making things work in imperfect circumstances.”



Making Things Work
Our staff and participants rise to any challenge





77
ADULT DAY
PARTICIPANTS



57
SUMMER
CAMPERS



3
LOCATIONS FOR
ADULT DAY



2
LOCATIONS FOR
CHILDREN &
YOUTH



“I so appreciate everyone at the facility. I feel (my son) is safe and treated with dignity and respect. Thank you.”

PARENT OF PROGRAM PARTICIPANT

Adult Day Support participant Jeremy Jones enjoys drawing during an arts and crafts lesson at our Saunders location.

Making Things Happen

Dignity and respect are at the heart of SOAR365's Adult Programs.

Like all of us, our adult participants want to spend their day: socializing with friends, exercising, enjoying the arts, learning life and career skills, engaging in meaningful projects, and exploring our community. At SOAR365, they can!

Meanwhile, parents and caregivers can continue with their own day-to-day activities. Caregiver benefits include financial stability, happiness from contributing to the community, and improved mental and physical health. In the evening, both participants and their caregivers enjoy being reunited to discuss the events of their day.

We have continued the phased reopening of our programs throughout 2021, including Adult Day Support, Children & Youth, and Summer Camp. Our top three priorities have been:

- 1 Ensuring that we reopen in a manner that is safe for both program participants and staff.
- 2 Providing much-needed support to our program participants and their families.
- 3 Hiring qualified staff to support the ongoing expansion of these programs as more and more participants return.



Summer Camp

Summer Camp at Camp Baker reopened as a day camp only for four one-week sessions this summer. Campers enjoyed activities like horseback riding, hiking, archery, fishing, arts and crafts, and more. This year's camp would not have been possible without both volunteers and SOAR365 staff going above and beyond.

COVID-19 safety procedures have continued to be essential in 2021. Since the beginning of the pandemic, SOAR365 has implemented multiple measures to keep our staff and participants safe.



MASKS
FOR STAFF &
PARTICIPANTS



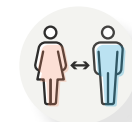
INCREASED
HAND WASHING
& HYGIENE



DAILY
TEMPERATURE
CHECKS



INDIVIDUAL SETS
OF MATERIALS
& TOOLS



SPACING OUT
PARTICIPANTS



SEPARATING
VACCINATED &
UNVACCINATED
INDIVIDUALS



DAILY HEALTH
QUESTIONNAIRES



CLEANING &
DISINFECTING
SHARED SPACES



Making Things Work
Adult Day Support to
Supported Employment



Finding the right program to meet the needs

SOAR365 is dedicated to helping our program participants meet their individual goals. Sometimes, that means helping them grow into another program. Tony first came to SOAR365 for Adult Day Support, but after he expressed interest in working, he joined our Supported Employment program.

With the guidance and assistance of Leo Castro, one of SOAR365's employment specialists (or "job coaches"), Tony was able to identify potential jobs, prepare for interviews and ultimately, land a job at Twisted Taco!

Now, with Leo's support, Tony has completed the new hire process, navigated the online employee portal and learned to communicate with his hiring manager. As Tony settles into his new role, Leo will check in regularly with him and the management team at Twisted Taco to address any challenges that may arise.

When he's not working, Tony still enjoys participating in Adult Day Support with his friends and continuing to learn new skills at Supported Employment.

Making the Cut

Disability employment works. How do we know? Just look to the award-winning success of our Business Solutions division!

Through Business Solutions, SOAR365 offers multiple lines of business that are customized and scaled to meet the needs of our commercial and government clients:

- ✓ JANITORIAL & CUSTODIAL SERVICES
- ✓ LANDSCAPING & GROUNDS MAINTENANCE
- ✓ ASSEMBLY & LOGISTICS
- ✓ ADMINISTRATIVE SERVICES



SOAR365's Landscaping & Grounds Maintenance team is the proud recipient of a 2021 Community Partner Award from Richmond Habitat for Humanity.



Nearly 60% of our Business Solutions workforce has a disability, and we are dedicated to creating an accessible and inclusive workplace.



Making Things Work
Business Solutions' profits support Human Services



Why is hiring Business Solutions a win-win-win?

- Our clients receive excellent work performed by highly motivated employees.
- Our employees receive market-competitive wages and the self-confidence of being employed.
- The profits we earn help fund critical Human Services programs so that we can reach more individuals with disabilities and their families.



Learning ASL (shown here, the sign for "work") is one way to improve communication with deaf employees.



Workplace accommodations don't always have to be expensive or complex.

Our Business Solutions supervisors know that creativity and kindness go a long way.

For Randy Britt, Director of Commercial Grounds Operations, and project manager FaithAnn Zamparelli, it can be as simple as learning a bit of American Sign Language (ASL) or texting a verbal conversation to deaf team members to ensure everyone has key information.

FaithAnn assists team members with reading disabilities by reading information aloud, using phone calls to communicate, or providing help with completing forms.

And at the visitor center of the Defense Logistics Agency Aviation base in Chesterfield County (known as Bellwood), team lead Trish Atkins creates an environment in which her employees thrive. By using pictorial aids, encouragement, and role-playing scenarios, Trish helps SOAR365

employees like Zachary Owens, who has Asperger syndrome, succeed every day.

Perhaps the best tool of all? Understanding. Christine Holland, SOAR365's HR Training Manager, has put together disability seminars for supervisors and crew members. These educational discussions cover a range of topics, from how to respond to seizures and mental health emergencies to how individuals with autism process jokes and sarcasm.

Once team members learn more about their co-workers, they are quick to put this knowledge into action and rally around them. Randy sees first-hand that including employees with disabilities boosts both the morale and teamwork of everyone on the crew. "I don't know if the group would come together in quite the same spirit they do every morning if we didn't have [team members with disabilities]."

MAKING CUSTOMERS HAPPY

- 99th Regional Support Command
- Acorn Sales Company, Inc.
- AmerisourceBergen
- AMF Automation Technologies, Inc.
- Arm Global Solutions, Inc.
- Chesterfield Alternatives, Inc.
- Chesterfield County - Commercial
- Chesterfield County Office of Budget & Management
- Chesterfield County Parks & Recreation
- ChildFund
- City of Richmond
- City of Richmond - Chippenham Mowing
- City of Richmond - Finance
- Columbia Gas of Virginia
- County of Henrico Public Works
- DCMA Procurement Center
- Defense Supply Center Richmond
- Dominion Energy
- Henrico County
- Laurel Lakes Townhomes
- Manhattan Construction
- Maggie Walker Community Land & Trust
- NAVFACNGC - Command
- NAVY SUP FLC Norfolk ERP
- Plow & Hearth
- project:HOMES
- Preservation Partners Management
- Richmond Goodwill Industries
- Richmond Heritage Federal Credit Union
- Richmond Metropolitan Habitat for Humanity
- Richmond Scottish Rite Bodies
- Rick Hendrick Chevrolet Buick GMC
- Roane Atlantic, LLC
- Software Engineering Center Ft Lee
- UMFS
- Urban Hope
- Virginia Department of Health
- Weidmuller, Inc.

Making Connections

At SOAR365, it's important to us that our Supported Employment participants not only find work but find the *right* job for them.

We match qualified individuals with disabilities with employment specialists who help them find career training opportunities and competitive employment. These job coaches complete detailed assessments, getting to know each participant and practicing simulated work activities. This gives them insight into each individual's unique talents, challenges and preferences. In the process, our participants also find their own inner motivations for employment.

Next, job coaches help with interview preparation and job applications. On the job, they will continue to provide on-site support, maintaining clear communication with both participants and employers.

The goal? For job coaches to fade into the background and for our participants to thrive at their jobs—achieving their own definition of success.

“Employers need to become more knowledgeable about hiring someone with a disability. These individuals who want to work should be given the opportunity to show what they can do, regardless of what disability they have.”

ADRIENNE SNEAD, SUPPORTED EMPLOYMENT SPECIALIST



Our Supported Employment program is making wonderful things happen

And we couldn't do it without our amazing partners in the Richmond community.

Employers like Gold's Gym, Food Lion and VCU have opened their doors, job listings and training opportunities to SOAR365 Supported Employment program participants. They join companies across the country and around the world that have realized the benefits of employing people with disabilities.



Underground Kitchen

Chris Martin, Director of Workforce Development, established SOAR365's partnership with Underground Kitchen and its non-profit arm, UGK Community First. To date, UGK Community First has delivered over 175,000 healthy, nutritious meals to food insecure communities in the Richmond metropolitan area while prioritizing disability employment. SOAR365 is happy to connect them with qualified candidates to fulfill a wide range of roles, from garden to kitchen.

That's where you'll find Dori, the first employee SOAR365 has placed with UGK. When Dori's multiple sclerosis started to affect her mobility, she began to have trouble finding work. The Virginia Department for Aging and Rehabilitative Services referred her to SOAR365, where she met her job coach, Adrienne Snead.

Adrienne quickly realized that job opportunities evaporated when employers saw Dori's walker; it seemed no one would give her a chance.

Luckily, Adrienne remembered SOAR365's new partnership with UGK. She suggested that Dori complete a situational assessment in their kitchen, washing dishes. Dori picked it up easily, needing only minor accommodations to improve her stability. She recently received her first paycheck and was so excited!

“Underground Kitchen was a blessing for Dori, because they gave her the opportunity to prove herself as an employee who can do the work and be someone they can count on,” says Adrienne.

Tech for Troops

DeAngelo Thomas is a Supported Employment participant currently training at Tech for Troops, a local non-profit that provides refurbished computers to veterans. When Chris Martin first reached out about a possible collaboration, Tech for Troops CEO Mark Casper was more than happy to receive the call. “If we're not helping the community as a whole, then we're not moving forward,” Casper said.

DeAngelo is thriving at Tech for Troops, where he is currently practicing computer disassembly and sorting parts for recycling and disposal.

Coming Full Circle: It turns out that SOAR365 has been donating its old computer equipment to Tech for Troops for years! We're happy to strengthen our relationship with such a wonderful organization.

Making Progress

SOAR365's Pediatric Therapy department always puts the needs of families first. Our plan of care starts with meeting families' real-world challenges that occur as part of their daily routine. We listen to parents to find out exactly what their priorities are and where their child needs help.

Our highly qualified team includes speech therapists, occupational therapists, physical therapists and early childhood educators—all working together to help each child soar!

To reach more children, we offer two different types of programming: early intervention therapy (from birth through 36 months) in the child's familiar surroundings and outpatient therapy (from birth through school age) in our SOAR365 facilities.

Research shows that early intervention therapy is most effective in a child's natural environment, where they encounter typical sights, sounds, and obstacles. That means our therapists are often on the go! Therapy takes place wherever our families are: at the grocery store for errands, at the library for story time, or sitting around the dinner table.

In 2021, Pediatric Therapy treated more children than ever before.



8,332
HOURS OF
THERAPY SESSIONS
PROVIDED TO
CHILDREN &
THEIR FAMILIES



737
NUMBER OF
CHILDREN &
THEIR FAMILIES
SERVED



100%
PARENTS WHO FEEL
MORE CONFIDENT
AFTER THEIR CHILD
WORKS WITH
SOAR365



Making Things Work
Pediatric Therapy can
take place at PARK365



Pediatric Therapy on a playground full of opportunities

Children are creative and resilient, and so is Pediatric Therapy at SOAR365. While the pandemic shifted services to telehealth in 2020, 2021 brought a combination of both telehealth and in-person therapy. Offering more options allowed us to meet our families' needs and their comfort levels during the pandemic.

Pediatric Therapy also introduced a safe, new location for early intervention therapy services—our own PARK365!

The park provided a unique opportunity to meet both social distancing recommendations and SOAR365 therapy goals. "I have many families who prefer greenspace visits as a safer option," says Stephanie Howley, Clinical Lead Therapist and SLP. "I have had the pleasure of introducing several families to PARK365, and that has become a favorite spot for having therapy sessions."

The new setting also created new opportunities for growth. "One of the children I see vocalized loudly and confidently for the first time in the tunnel as he ran through listening for his echo," says Stephanie.



Children receiving early intervention services feel right at home at PARK365, where the playground provides new opportunities to work on skills.

Studies show children learn best through play—and there is plenty of that at PARK365!



"I didn't know that SOAR365 had programs like that..."

This is something we hear a lot from visitors at PARK365. So, we brought in a series of easy-to-read signs that share information about what goes on at SOAR365.

There are six signs in the set, and they'll be updated periodically with new information, including awareness of different disabilities, a closer look at some of our programs and services, tips for disability etiquette, and more!

Now, we hope to hear: "That's so cool—I'm glad to know!"

Making a Difference

For volunteers and interns, SOAR365 offers many ways to help people with disabilities enjoy life to the fullest and reach their goals. We continually strive for excellence in all that we do, and our volunteer opportunities are no exception.

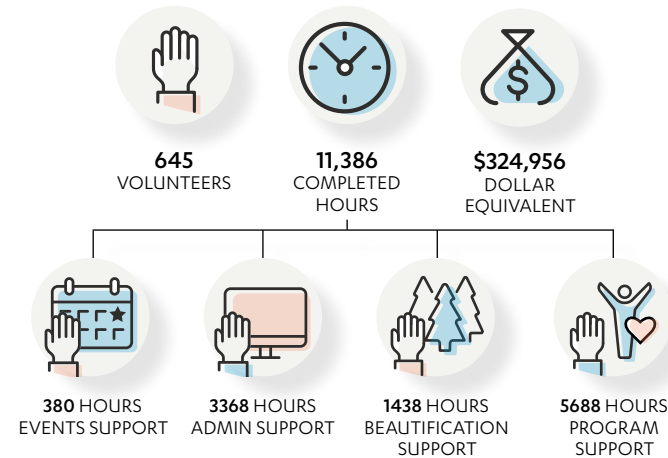
SOAR365 volunteers describe their service as rewarding, fun, educational and even life-changing! They keep coming back to serve again and again because we're authentic, community-focused and flexible.



Service Enterprise Certification

SOAR365 is proud to be certified as a Service Enterprise by Points of Light. **Only 11% of nonprofits share this distinction, which recognizes excellence in volunteer integration and engagement.**

2021 was a landmark year for volunteers at SOAR365 despite the challenges posed by COVID-19.



A great group of volunteers assembled 300 "Holiday Party in a Bag" kits for our families enrolled in Pediatric Therapy. These festive kits put a lot of smiles on a lot of little faces when they were distributed in early December 2021.



Nothing compares to seeing people thrive in positions that suit their passion...except for seeing them move into new roles that suit them even more! We're proud to be a part of all of these journeys.



From Intern to Employee

Austin Miller's career path took an unexpected turn in 2020. As a South University student, she needed a SOAR365 internship to graduate as an Occupational Therapy Assistant. But with pandemic protocols in place, her work would be entirely online. "I didn't even know what the SOAR365 space looked like."

With the guidance of SOAR365 Assistant Vice President Emily Lehmann, Austin completed her fieldwork, and then—in a nice twist—she was offered employment! Working on-site at SOAR365 as a direct support professional was "an easy transition. The staff was incredibly welcoming... helpful...and encouraged me to get out of my comfort zone. It was easy to jump in."

Whether her days include community outings or virtual storytime, Austin welcomes the opportunity to "work with the participants and understand their needs and temperaments."



From Day Camper to Program Support Volunteer

Zavie started the summer of 2021 as a camper at SOAR365@Camp Baker, where he especially enjoyed the swimming pool. By the middle of the summer, Zavie was making a different kind of splash—returning to camp as a volunteer!

When Zavie first expressed interest in volunteering, the Summer Camp staff enthusiastically recommended him to Alison Jones-Nassar, Volunteer Engagement Manager. Zavie and his mom were invited to volunteer at SummerFest first, and Zavie was then assigned to the weekly camp schedule as a volunteer recreation assistant.

Everyone agrees it was a win-win-win: campers loved Zavie, counselors appreciated his inside perspective, and Zavie's mom proudly observed her son becoming more independent and mature as he took on his volunteer role.



From Volunteer to Employee

Kristal Seaford joined SOAR365 as a volunteer to "help make a better, brighter and more inclusive world." As a writer and mother of two children with mild disabilities, she knew firsthand the need for appropriate descriptive language. When SOAR365 advertised for a volunteer copyeditor, she was the perfect fit.

Just three months later, a part-time writer and editor position opened at SOAR365. Like before, it was another perfect fit!

Kristal made the transition seamlessly and now spends about 20 hours a week working for the Marketing and Communications team, strategizing and creating content for all of SOAR365's materials and serving as a highly skilled editor and proofreader.

Making a Comeback

PARK365 has always drawn people from across the region through its gates and into the colorful play spaces inside. On sunny days, it's bustling with social activity—hosting birthday parties, gatherings and playdates. But PARK365 also does so much more.

Specially designed to accommodate those with disabilities, PARK365 features an accessible treehouse, supportive swings, recycled rubber safety surfaces, and creative and sensory play areas. By focusing on fun for everyone, PARK365 allows children and adults with and without disabilities to play together, learn about each other and build friendships—leading to a more inclusive community.

As SOAR365 re-opened programs in 2021, PARK365 took on new roles. It became a safe, outdoor setting for both fundraising events and early intervention pediatric therapy in an ongoing pandemic.

Now, more than ever before, early intervention therapy is taking place on park benches and slides, in treehouses and on basketball courts. Parents welcomed the opportunity to resume in-person therapy, while children and therapists have enjoyed fun, new ways to work on skills.



Sunny days bring out the brightest smiles at PARK365.



Families have a blast at SummerFest: music, food, fun—and much-needed help with the real-world challenges of living with a disability.

Making connections at SummerFest

Combine 500 attendees with 44 volunteers, 25 vendor tables, social media support, CBS6 news coverage, 98.1 radio coverage, and a beautiful summer night, and we'd say that adds up to a successful event.

The biggest and best result was the impact SummerFest had on the community. This inclusive event helped parents learn about and access critical resources.



Making Things Work
Ladybug 2021 held at PARK365

Making Things Work
The Ladybug Fund supports
Pediatric Therapy, Children & Youth
and Summer Camp.

Event attendees enjoying food and wine at Ladybug 2021 in PARK365.



Coming together for Ladybug

For the first time ever, PARK365 hosted the **Ladybug Fund Winetasting & Silent Auction, which supports Pediatric Therapy, Children & Youth and Summer Camp.** The event was held outside in PARK365, as well as inside our Saunders building. It was the perfect combination—fresh air, space to spread out and the chance to explore SOAR365's programming spaces.

Although the event appeared effortless, it would not have been possible without the tireless work of our volunteers. The Ladybug Fund Winetasting & Silent Auction Planning Committee, led by

SAVE THE DATE

Ladybug Fund Winetasting & Silent Auction
Saturday, October 22, 2022

Lauren S. Templeman, met year-round to prepare. Five dedicated subcommittees ensured that the customer experience, food and beverage, silent auction, promotion, and sponsorship details were stellar.

It was a magical night under the stars, and we're proud to announce that we exceeded our fundraising goal, raising over \$155,000 for SOAR365. We're so thankful for the efforts of the dozens of volunteers, event sponsors and silent auction contributors.

Making an Impact

The generosity of our donors continues to inspire us. Despite all the challenges in this second year of the COVID-19 pandemic, you are helping our participants and their families to navigate today's world. Thank you for your dedication to our mission of creating life-fulfilling opportunities for people with disabilities.

2021 Donors

\$50,000 and above

Katherine H. Booker Trust
E. Rhoades and Leona B. Carpenter Foundation
Community Foundation for a greater Richmond
United Way of Greater Richmond & Petersburg

\$10,000 to \$49,999

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The Reinhart Family Foundation
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\$500 to \$999

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The Pozen Spraker Charitable Fund
The Springer Agency
Mr. and Mrs. Mike Stough
Trinity United Methodist Church Fellowship Class
Trinity United Methodist Church United Methodist Men
Mr. and Mrs. Jack Walker

In Honor of

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Wyatt Abell
Terri Abernathy
Gail Aikey
Aleksandar Aleksandrov
Feras Almomani
Porter Anderson
Sonya Anderson
Connie Anton
Luke Ballagh
Ethel Beall
Haley Beck
Garrett Behringer
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Paul Diemer
Melody Donovan-Hopkins
Jasmine Douglas
Meg Downs
Cathy Durvin
Jascinta Emile
Rickey Fought
Sarah Freeman
Hope George
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Lisa Kunz
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Benita Norman
Carmen Noviskey
Gayle Pittman
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Sara Regalado
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Treva Thomas
Buddy Thompson
Angie Thomson
Michelle Thomson
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Kelly Trask
Mary Susan Trawick
Kim Tu
Cheryl Valenti
Rafael Valladares
Jacques vonBechmann
Anne and John Walker
Scott Walker
Chelsea Walters
Benjamin Woodard
Ellie Wronski
Li Zapar

In Memory of

Bernice Applewhite
Mark John Balbach
Bruce Bower
Iris Bozorth
Emmanuel Brown
Chris Cottrell
Corey Face
Michele Fargis
Steve Fetro
Gregory Milo Gotwals
Betsy Haas
Mary Carol Hassler
Liddy Horsey
Craig Kerner
Robert Lehmann
Robert A. Levin
Delmonte Lewis
James "Punky" Lumpkin
Marie A. Oddono
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Myron "Bud" Reinhart
Jane Rhyne
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Lorraine Suttles

Every gift makes a difference.

Please see a list of all donors on our website. If we made an error or omitted your name, please accept our apologies and notify us at dana.wilson@soar365.org or 804-665-1213.

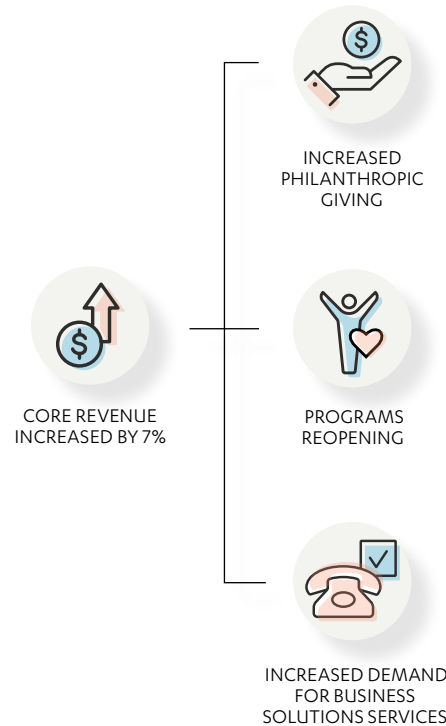
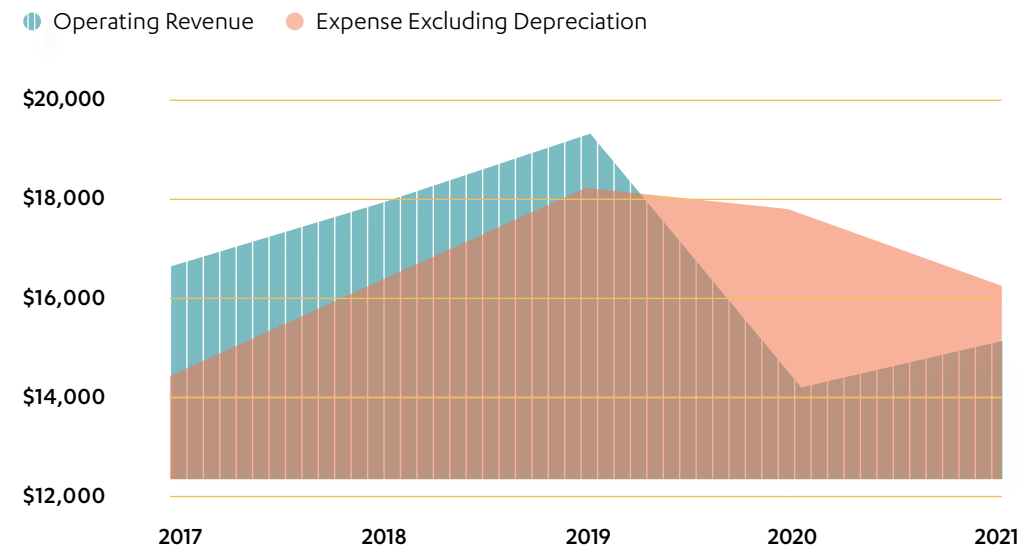
Making a Statement

SOAR365's financial position remains strong. With philanthropic giving increasing, programs reopening and demand for our Business Solutions services growing, our core revenue increased by 7% in 2021. Expenses were lower by 9%, which reflects necessary actions taken in late 2020, including a reduction in workforce to ensure financial stability while we navigated the uncertainty of the pandemic. Although most programs reopened in 2021, they did so at reduced

participation levels. Attendance began to rebound but was limited due to hiring challenges. While we generated a net operating loss in 2021, it was at a much lower level compared to 2020. In addition, we received pandemic relief funding in 2021, including a second Paycheck Protection Program (PPP) loan of \$2.0 million and additional state funding of \$52,000.

Our goal is to safely bring back as many of our program participants as we can while working to overcome these hiring challenges. Our cash position is solid and will enable us to continue in this environment for the foreseeable future.

5-YEAR FINANCIAL TRENDS (\$ in thousands)



CORE REVENUE INCREASED BY 7%

STATEMENT OF ACTIVITIES (\$ in thousands)

	2021	2020	Better / (Worse)	
			\$	%
REVENUE				
Total Operating Revenue	\$ 15,145	\$ 14,091	\$ 1,054	7%
EXPENSES				
Program	\$ 14,399	\$ 16,162	\$ 1,763	11%
Fundraising	\$ 691	\$ 662	\$ (29)	-4%
Management & General	\$ 1,250	\$ 1,087	\$ (163)	-15%
Total Expenses	\$ 16,340	\$ 17,911	\$ 1,571	9%
Operating Revenue Less Expense	\$ (1,195)	\$ (3,820)	\$ 2,625	-69%
CARES Act & Other Relief Funding	\$ 2,052	\$ 5,499		

BALANCE SHEET (\$ in thousands)

	2021	2020	Increase / (Decrease)	
			\$	%
Cash & Investments—Unrestricted	\$ 5,276	\$ 4,317	\$ 959	22%
Cash & Investments—Restricted	\$ 470	\$ 470	\$ —	0%
Other Current Assets	\$ 2,602	\$ 2,454	\$ 148	6%
Property, Plant, & Equipment, net	\$ 15,233	\$ 15,970	\$ (737)	-5%
Total Assets	\$ 23,581	\$ 23,211	\$ 370	2%
Current Liabilities	\$ 3,480	\$ 4,345	\$ (865)	-20%
Total Debt	\$ 4,616	\$ 4,888	\$ (272)	-6%
Other Liabilities	\$ 379	\$ 476	\$ (97)	-20%
Net Assets	\$ 15,106	\$ 13,502	\$ 1,604	12%
Total Liabilities & Net Assets	\$ 23,581	\$ 23,211	\$ 370	2%
Current Assets to Current Liabilities	2:1	2:1		
Current Assets to Current Liabilities Ex. PPP	5:1	4:1		
Total Assets to Total Debt	5:1	5:1		

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This is Our Vision

Mission • Core Values • BHAG

Our Strategic Plan is how we make our Vision come true. This Annual Report shows you how we're succeeding.

Mission

In partnership with families, SOAR365 creates life-fulfilling opportunities for individuals with disabilities.

Core Values

INTEGRITY

Doing the right thing, even when no one is looking.

RESPECT and DIGNITY

Treating others the way we want to be treated.

PASSION

Dedicating ourselves to our mission and always giving our all.

STRIVING for EXCELLENCE through CONTINUED IMPROVEMENT

Never being satisfied with the status quo, because we can always do better.

CAREGIVER and PERSON PERSPECTIVE

Seeking to understand and meet the needs and wants of our families.

BHAG

(Big Hairy Audacious Goal)

By 2025, SOAR365 will be the most respected human services agency in Virginia, recognized for providing the highest-quality services for individuals with disabilities, regardless of their ability to pay.



Every age. Every individual.
Every solution possible.

3600 Saunders Avenue
Richmond, VA 23227
(804) 358-1874 OFFICE
(804) 353-0163 FAX

- ▶ Pediatric Therapy
- ▶ Children & Youth Program
- ▶ Adult Programs
- ▶ Respite
- ▶ Summer Camp
- ▶ PARK 365
- ▶ Workforce Development
- ▶ Business Solutions

soar365.org

