



 **SOAR** 365
2022 ANNUAL REPORT



Beyond
Face Value



Three Ways to Help Us Be Best-in-Class



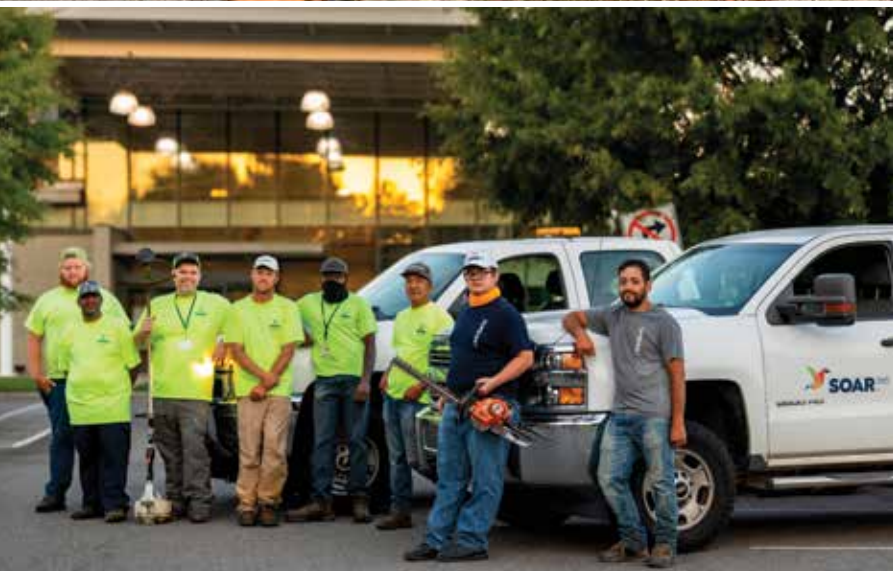
SUPPORT

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.

Beyond Grateful



In 2022, we received the Top Workplaces designation from the Richmond Times Dispatch, based on staff feedback.

SOAR365's strength comes from the staff, volunteers, business partners and financial supporters who make us who we are. I'm proud of what we achieved this year by working together. And I'm proud of our ability to continually tackle the challenges of a post-COVID world, especially in the form of hiring difficulties and staffing shortages.

In 2022, we received the Top Workplaces designation from the Richmond Times Dispatch, based on staff feedback. Being an employer of choice is a goal that we have worked toward for a long time. While there is always room for growth, these results signal that we are on the right track as we strive to make SOAR365 a place where people want to work. This also ensures that we are able to hire and retain the best people in the marketplace. Our staff and their dedication to our mission make our success possible, and we value them greatly.

We served close to 1,400 families in 2022. And we couldn't have done it without the invaluable support of our donors and volunteers. Thanks to their contributions, SOAR365 is a stronger organization that provides better services to our community.

Profits from our Business Solutions division also provided needed funding, helping to close the gap between the cost of our Human Services programs and the payment we receive. Our teams' commercial and government contracts generated \$12 million in revenue in 2022, while employing more than 90 people with disabilities.

This year, we continued our efforts to create an accessible and inclusive workplace. We want all our employees to have the opportunity to be successful in their jobs, earn competitive wages, advance in their careers and become more independent.

We now enter 2023 with confidence. We're excited about the opportunities that lie ahead, and we're thankful for the dedication and hard work of those who help us succeed every single day.

A handwritten signature in black ink, appearing to read 'John Walker'.

John Walker
President and CEO, SOAR365

Valuing Our People

At SOAR365, we're proud to offer programs for people with disabilities that support personal growth, independence, health and happiness.

In 2022, families welcomed the return of our much-needed Respite program. Open to ages six and up, Respite allows participants to enjoy a weekend away with friends while caregivers take time to care for themselves.

Summer Camp also provided overnight care through a sleepaway camp experience! Both old friends and new enjoyed horseback riding, swimming, arts and crafts, paddle boating and our famous talent show.

Our Children & Youth Program boosted independence by helping participants transition to adulthood. Our SOARing Forward curriculum focuses on career exploration, work-based learning experiences, post-high school education and training programs, social and independent living skills, and self-advocacy lessons.

Meanwhile, Adult Day Support at Saunders started their very own Aktion Club! Offered through Kiwanis, this service club is designed for adults with disabilities. Participants learn leadership skills while volunteering in the community.



Meet Trey

Nobody was sure what to expect when **Trey** returned to Adult Day Support, after suffering abuse and neglect during the pandemic. "When the van driver opened the door, and I saw him grinning from ear to ear, that just warmed my heart," says Assistant Supervisor, **Josh Rubino**.

Everyone agrees Trey is a bright light and a jokester. "He's the life of the house; he keeps everybody laughing," says the director of Trey's group home.

Trey's cousin and co-guardian, JaWanda Hope, credits SOAR365 for playing a huge role in Trey's recovery. He waits excitedly each weekday for the van to arrive, so he can see his favorite staff members and friends. "You guys are his family," she says.



Meet Rusty

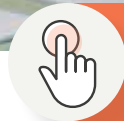
Rusty Graham's favorite things are playing sports, creating art and making new friends. It's no wonder, then, that if you ask him his favorite part of SOAR365's Summer Camp, he says, "Everything!"

Rusty, who has Down syndrome, is also a lifelong Boy Scout. This makes him feel right at home in the peaceful woodlands of Camp Baker.

While he arrived at camp with one close friend, Rusty left with many more. He can't wait to come back and see them all again this summer!



Jerri Vincent leads a letter recognition activity in Adult Day Support.



Are you a caregiver at heart? Interested in becoming a direct support professional? Apply today! Visit soar365.org/jobs

Supporting Our Staff

This year, we were excited to bring back familiar faces! We welcomed **Jerri Vincent**'s return as a direct support professional (DSP) in Adult Day Support. Jerri wanted to be a DSP since she was a child, when she'd attend work with her mother at Southside Virginia Training Center.

We missed her care and dedication to our participants, and she's happy to be back, too. "Working at SOAR365 seems like family. I have never worked at a place like SOAR365 where the director knows every employee's name."



Other employees grew into new roles in 2022. **Alicia Thomas** is the Summer Camp Office Administrator and a DSP in the Respite program.

Asked why she became a DSP, Alicia says: "I always enjoy learning new things, and the environment here just makes me want to do more. It just feels good to help however I can to keep programs running smoothly."

Beyond Expectations

Just like the children we serve, SOAR365 Pediatric Therapy is growing fast! Our service area now includes two additional Early Intervention localities: Hanover and Goochland Powhatan. We also added a regional service coordinator to our team, to help families navigate the Early Intervention system.

2022 was our busiest year yet!



7,475
HOURS OF
THERAPY SESSIONS



815
CHILDREN &
FAMILIES SERVED



96%
PARENTS FEEL
MORE CONFIDENT

“



Erin Tucker lights up when she talks about her job as the Clinical Office Coordinator for Pediatric Therapy.

Her education, organizational skills and sunny personality help Erin assist families who are new to therapy services. “I want them to have a really positive experience and feel important.”

And she loves receiving success stories, too. “I constantly hear, ‘This therapist changed my life! We don’t know where we’d be without them.’”

Erin agrees that our people make all the difference. “Even with masks on, you can just tell everyone is smiling and so welcoming; it’s just a great environment to come into every day.”



Meet Ronnie

At nearly two years old, Ronnie still wasn’t meeting certain milestones. His mother, Kimberly, began to investigate, leading her to Pediatric Therapy at SOAR365.

“Ronnie couldn’t articulate or speak,” Kimberly explains. “Now, he’s speaking in sentences and loves language.” At five years old, he was able to say, “Mommy, I love you,” for the first time, and Kimberly was brought to tears.

Today, the third grader is a voracious reader and avid LEGO builder. “I believe that everything Ronnie has gained is due to the therapy he received at SOAR365,” says Kimberly.



Community Partnerships



This year, our Children & Youth program was proud to expand our community partnerships by working with these wonderful, local organizations:

- Jacob's Chance
- Science Museum of Virginia
- Beyond Boundaries
- Virginia Commonwealth University's Partnership for People with Disabilities

Meet Gavin

Gavin is nonverbal, but he has a lot to say.

One morning, he was making his signature gesture for "I want..." His mom, Amy, began running through the list. Did he want his sister, his grandma, food, water, TV? No, none of those. Finally, Amy asked, "Do you want to go to SOAR365?" Gavin broke into a huge grin and began nodding excitedly.

"That just made me so happy," says Amy.

At SOAR365's Children & Youth Program, Gavin gets to enjoy a variety of activities, explore his community and make lasting friendships. Most importantly, his mom can trust that he's getting the assistance he needs to thrive.

"Gavin needs lots of support," Amy explains. Alfi's syndrome not only affects communication, but also causes low muscle tone, changes in mobility, and global developmental delays.

"He's curious, he's happy, he's affectionate. And he needs a lot of help with the activities of daily living."

SOAR365's direct support professionals are experienced in communicating with Gavin and handling all of his support needs. This gives him more independence, and it allows his family members to pursue their own activities as well.

Amy says she can rest easy, knowing that when Gavin is at SOAR365, "He's safe, he's cared for, [and] he's in a loving environment."



From Valentine's Day karaoke to career exploration and from fishing trips to sensory-friendly museum visits, our Children & Youth Program participants have been busy learning and having fun!

The Face of Excellence

SOAR365's Business Solutions unit proudly employs more than 90 people with disabilities across our Landscaping & Grounds Maintenance, Janitorial & Custodial Services, Administrative Services, and Assembly & Logistics divisions. Each team works on commercial and government contracts that generated more than \$12 million in revenue in 2022.

When you walk onto the production floor at SOAR365 @Westwood, you never know what project you're going to see the Assembly & Logistics team working on. From packaging to fulfillment to kit assembly, this team of more than 30 SOAR365 employees is always busy.

The Assembly & Logistics team can be a great fit for individuals with disabilities who want to work but aren't quite ready for a competitive job in the community. They do impressive work on a quick turn-around, including jobs like sorting and shipping 10,000 headsets; packing more than 59,000 boxes of fatwood; and cleaning, inspecting and preparing nearly 420,000 shipping totes.



Leroy Stanford carefully stacks t-shirts for delivery in our production facility.

Meet Leroy

As a Team Lead in Assembly & Logistics, **Leroy Stanford** manages a lot of moving pieces. He gets everything set up for the crew, demonstrates the tasks, answers questions and monitors everything to ensure accuracy. Leroy says that the best part is seeing the excitement on people's faces as they complete tasks. "Figuring out everyone's strengths and putting them in roles where they flourish is so rewarding...working with this team is the best part. They are more than co-workers, more than a team... they're family."

66



Mark Braithwaite, Director of Assembly & Logistics, is impressed by his team's adaptability and unwavering, can-do attitude. "The team is eager to partner with customers and learn new things," says Mark. "If a client has a project that we've never done before, everyone is motivated and excited to take on the task...you'll hear everyone say, 'We can learn how to do that!'"

Fred & Sean work together to achieve Business Solutions' goals.

Fred Bullock's nickname in the Assembly & Logistics department is "Coach." It's easy to see why, as he guides his team both on the job and in making healthy life choices. In his role as Team Lead, Fred makes a personal connection with every individual, which is helpful when he's leading a team with diverse abilities and skills.

Sean Stout first joined SOAR365 as a program participant in Adult Day Support, but quickly expressed interest in becoming a production worker in Assembly & Logistics. His eagerness to learn new skills, dedication to customer service and friendly attitude made him a perfect candidate for the job. Sean says he loves his new job, and SOAR365 loves having him—he represents us in all the best ways!



Want to learn how SOAR365's Assembly & Logistics team can help your organization? Contact us at (804) 665-1210.

OUR HAPPY CUSTOMERS

Check it out! SOAR365 works with some pretty amazing companies.

ADMINISTRATIVE SERVICES

Defense Logistics Agency

ASSEMBLY & LOGISTICS

ARM Global Solutions

ChildFund

Dominion Energy

Estes Express Lines

Plow & Hearth

TKPromotions

US Army

US Naval Academy

Virginia ABC

Virginia Wine Board

JANITORIAL & CUSTODIAL SERVICES

Defense Logistics Agency

US Navy Reserve

US Army Reserve

LANDSCAPING & GROUNDS

MAINTENANCE

Chesterfield County

City of Richmond

Defense Contract Management Agency

Defense Logistics Agency

Habitat For Humanity

Henrico County

Maggie Walker Homes

Project Hope

Rick Hendrick Chevrolet

The Salvation Army

UMFS

Beyond Obstacles

Employment can be a life-changing experience for people with disabilities...and studies show that employing people with disabilities can boost a company's bottom line.

Businesses are learning that by hiring employees with disabilities, they not only improve those employees' self-worth and financial independence, but they gain hard-working and loyal team members.

Our Employment Services team is dedicated to helping people with disabilities find, secure and succeed in the right jobs for them. We help program participants get competitive jobs in the greater Richmond community and also find ways to support our own 90+ employees with disabilities.

We get to know each individual's interests and talents. By conducting situational assessments, setting up needed supports and providing on-the-job guidance, our employment specialists set a solid foundation. Then, they can step farther back as each employee thrives on their own.

“



As these individuals thrive, so do their companies. **Chris Martin**, Director of Employment Services, explains, “These businesses are seeing the value of embracing a diverse, inclusive work force, which includes people with disabilities. SOAR365 is happy to support them as they grow in that direction.”



Facing In:

Myra Lewis is a SOAR365 employment specialist who helps our Business Solutions staff members with disabilities. When she first met **Samuel**, he was not feeling confident in his role as a janitor. Myra's first step was an on-the-job assessment, followed by discussions with his project manager and crew leader to understand the requirements of the role. Samuel's autism affects the way he understands and initiates work tasks, and Myra took the time to understand both his challenges and goals.

Myra collaborated with SOAR365 case managers to create an internal support plan. This included a customized job, with slightly altered tasks, and a manual for his management team with instructions on how to support Samuel. With these tools in place, Samuel is excelling at his job, and he—and his team—are shining bright.



The Truist Foundation focuses on building career pathways to economic mobility. Thanks to their gift of \$15,000 towards our Supported Employment program, SOAR365 provided employment services to more than 49 individuals in 2022.



Would your business or workplace like to hire someone with disabilities? Call SOAR365's Supported Employment team at (804) 381-5405 to learn more about how you can partner with us.

Facing Out:

Dylan came to SOAR365's Supported Employment program after finishing high school. The first step for **Leo Castro**, a SOAR365 employment specialist, was to conduct a situational assessment with Dylan. Leo found that Dylan likes detailed work and is organized, positive and motivated.

Leo immediately thought of Brandito, a local supplier of corporate apparel and promotional marketing materials, as a possible employer fit.

After Dylan shadowed the job and completed an interview, Brandito hired him as an e-commerce warehouse associate.

Dylan doesn't speak much, so reading his body language is key for the other staff, something Leo taught them to do. "Dylan loves working at Brandito, and Brandito values him as an employee," says Leo. "That is the ideal situation."



DREAM TEAM

Adrienne Snead and **Erik Schmidt** are employment specialists who work alongside Leo, helping Supported Employment participants find jobs in the community.

From completing online applications to role-playing for an interview, the Supported Employment team is there every step of the way.



Beyond Fun

PARK365 continues to be a beloved gathering place for families and children of all abilities in Richmond and the surrounding area. Specially designed to accommodate those with disabilities, PARK365 features an accessible treehouse, supportive swings, recycled rubber safety surfaces, creative and sensory play areas, and more. Now, new informational signage with park rules helps to keep the park safe and fun for everyone.

Many things make PARK365 special, but an important one is the love and time given by our volunteers – they dedicated more than 925 hours to weeding, mulching, planting and laying pavers in 2022. Thank you!



Time to celebrate!

PARK365 earned a top spot in Richmond Magazine's 2022 Best & Worst survey as one of the best places to host a children's birthday party. And it's no wonder, since the park hosted 562 parties and countless school groups in 2022.



SummerFest

July saw SummerFest return to PARK365! SummerFest is an all-abilities festival connecting families to valuable community resources for individuals with disabilities. The event also builds awareness of the disability community and the need for inclusion in all aspects of our lives.

Nearly 700 people filled the park, visiting 20+ tables of area non-profit organizations. There was music, VCU basketball players, food, bubbles, snacks, cotton candy, and lots and lots of fun! Many thanks to the more than 40 volunteers who helped make the event run smoothly. And a big thank you to our sponsor, Anthem HealthKeepers.

Ladybug Fund Winetasting & Silent Auction

On Saturday, October 22, we welcomed more than 400 attendees to the 2022 Ladybug Fund Winetasting & Silent Auction! Whether dancing under the stars or socializing indoors, guests had a wonderful time tasting wines from France, Italy and the US.

We were so happy to have WTVR anchor Julie Bragg as our wonderful emcee again this year, working alongside Community Engagement Committee Chair, Tom Cricchi. Together, they led the silent auction, offering a variety of art, travel packages and other enticing items. They also kept guests informed about the selections in our wine cellar.



What could make it even more special? We raised an incredible \$200,000 that will go towards programming for children and youth with disabilities.

New Friends and Faces

Program participants and staff agree: working with volunteers is one of the best parts of being at SOAR365! And our volunteers consistently describe their service as rewarding, fun and meaningful.

SOAR365 offers a variety of ways for volunteers to help people with disabilities enjoy life and reach their goals. We understand volunteers have different interests and levels of availability, and we want to meet those needs. Whether you are looking for a one-time, group activity or want to come to SOAR365 on your own every week, we have a place for you!



Episodic Opportunities

EVENT VOLUNTEERS

From large-scale fundraising events to small gatherings, volunteers help in all sorts of ways.

YOUTH GROUPS

Service clubs, scout troops and youth groups are all welcome to volunteer. It's a great way to learn all about serving others and working in the disability community.

CORPORATE VOLUNTEERS

Employee groups from large companies and small businesses alike come to SOAR365 to help with outdoor projects, holiday activities, event support and more.

BEAUTIFICATION CAMPAIGN VOLUNTEERS

Groups come in the fall and spring to stain, mulch, power wash and make our facilities shine.



Ongoing Opportunities

PARK365 VOLUNTEERS

PARK365 is a special place for so many in our community, and volunteers help make it beautiful for everyone to enjoy. You don't need a green thumb to make a difference at PARK365, but you do have to love being outdoors!

ADMINISTRATIVE VOLUNTEERS

Volunteers who join us in the office make quick work of clerical tasks such as writing, data analysis and front desk reception.

INTERNS

Students gain valuable experience in a range of fields, such as human resources, social media and case management.

PROGRAM SUPPORT VOLUNTEERS

Our programs rely on volunteers to help with field trips, fun activities, learning games and more in our Adult Day Support, Children & Youth, Summer Camp and Respite programs.

GOVERNANCE & COMMITTEE VOLUNTEERS

Nearly three dozen volunteers assist with SOAR365's governance and strategic direction by participating in leadership committees, such as the Board of Directors, Finance Committee and Community Engagement Committee.





- 
823
VOLUNTEERS
- 
8,932
HOURS
COMPLETED
- 
\$267,514
DOLLAR
EQUIVALENT



The Face Behind the Camera

Jade DeVore joined SOAR365 as a videography student intern in early 2021, and she has been enthusiastic and supportive since her very first day. Everyone at SOAR365 was excited to make use of video to tell our story, so Jade quickly took on a big project load. She then expanded her role when she took on the Summer Camp photographer position.

Jade's friendly nature and warm personality make her a valued teammate and a joy to work with. These traits also make her incredibly successful in her role, as she makes everyone feel comfortable when the camera starts rolling.



Wearing Two Hats

SOAR365 couldn't do what we do without the support of donors or volunteers. And we are especially grateful to those who are donors AND volunteers! From individuals, like **Sally Hawthorne**, to corporate supporters, like **Altria**, and community organizations, like **Zeta Phi Beta Sorority, Incorporated — Alpha Phi Beta Chapter**. Some join us as volunteers and become financial supporters, and others are donors who become volunteers.



Beyond Generous

Thank you to our donors for your outstanding generosity!
We recognize your commitment to our mission: to provide life-fulfilling opportunities for people with disabilities. Your support helped make 2022 a year of optimism and hope, following the challenges of COVID-19.

2022 Donors

\$50,000 and above

Katherine H. Booker Trust
City of Richmond
The Pauley Family Foundation
Robins Foundation
The William H. - John G. - Emma Scott
Foundation
United Way Greater Richmond &
Petersburg

\$10,000 to \$49,999

Anonymous (2)
Altria
Mr. and Mrs. Michael Beall
Chesterfield County
Community Foundation for a greater
Richmond
James M. Frye Endowment Fund
Genworth Foundation
Herndon Foundation
Jenkins Foundation
KOVAR
Eric and Kate Margolin
Markel Corporation
Memorial Foundation for Children
Philip Morris USA
R.E.B. Foundation
The Reinhart Family Foundation
Mr. and Mrs. Wallace Stettinius
Synergy Technical
Truist Foundation
The Universal Leaf Foundation
Zeta Phi Beta Sorority, Incorporated -
Eastern Region

\$5,000 to \$9,999

Anonymous (2)
ALDI Inc.
Call Federal Credit Union
Hank and Shannon Carter
The Estes Foundation
Henrico County
Carolyn Jones
Clinton and Katie Kelly
John G. Myers, Jr.
The Nanchard Morganson
Charitable Fund
Michelle and Bill Thomson
Katherine J. Timberlake
TowneBank Richmond Foundation
UnitedHealthcare
Edward Villanueva
Virginia Credit Union, Inc.

\$2,500 to \$4,999

Anonymous
Atlantic Union Bank
Marshall Butler, Jr.
Agnes B. Cain
CapTech Consulting
Carter & Shands, P.C.
Clay Street Builders, LLC
Cullen Family Fund
Timothy Dickson
Dominion Energy Charitable
Foundation
Meg and David Hendrick Downs
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Susan McNamara
NiSource/Columbia Gas Charitable
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Jeff and Lisa Penny
Mr. and Mrs. Paul Poggi
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Publix Super Markets Charities
Jim and Vickie Quigg
RVA Rogue Runners
Bob and Janet Sommerville

St. Mary's Catholic Church
Jill and Andrew Stefanovich Family
Charitable Fund
Mr. and Mrs. Charles Story, III
SyCom Technologies
Butch and Kim Tiller
Louise Tiller Memorial Fundraiser
Golf Tournament
Towne Insurance
John and Anne Walker
The Waltie Fund
Dana and John Wilson

\$1,000 to \$2,499

Anonymous
Mark, Kimberlee and Alex Ames
Anthem Healthkeepers Plus
Mr. and Mrs. Michael Atkins, Sr.
BDO USA, LLP
Mr. and Mrs. Kevin H. Brandon
The Browell Family
Mr. and Mrs. Matthew Brown
Ric and Lynda Brown
Robert W. Cabaniss, III
Charles M. Caravati Family Foundation
James and Lynne Carney
Cathedral of the Sacred Heart
Chamberlayne Heights United
Methodist Church
Core Consulting
Tom and Bonnie Cricchi
Custom Kitchens, Inc.
Christopher and Beth Daly
Davenport & Company LLC,
Walter & Dyke Jones
DAYCON
Delta Dental
Steve and Christie Fargis
Mike and Cindy Foley
Michael and Hampton Ford
Louanna and Allen Goolsby
GroundForce IT
Charles and Beth Guthridge
HBA Architecture Interior Design, Inc.
Jane Hamilton and Stephen O'Brien
Joyce Hann and Robert Hunt
Jesse and Sally Hawthorne
David and Catherine Hendrick

"By investing in SOAR365's
Pediatric Therapy program,
we are supporting children
early in life so that they can
realize their full potential."

- Lucille A. Lindamood
MEMORIAL FOUNDATION
FOR CHILDREN



“We encourage any organization that promotes community service to partner with SOAR365; the rewards are endless. The families of SOAR365 welcome your support.”

- Shelia Jones-Williams
ZETA PHI BETA SORORITY



InterVision
Walter and Leila Jones
Juno Financial Group
Bruce and Janet Kay
Keiter CPAs
Matthew and Katie Klump
Shivani Langer and Manu Gupta
Brad and Emily Lehmann
Alex and Lucille Lindamood
Loyal Order of Moose Manchester
 Richmond Lodge 699
Jeffrey and MaryAnn Markunas
McGriff Insurance Services
Diana and Jeff Miller
Matt and Barbara O’Connell
PGA Tour Charities, Inc.
Mrs. Kendall Rice and Mrs. Tracy Critelli
Rostro Foundation
Bob and Susie Salsitz
Janet Sheridan
Mr. and Mrs. William Slate
Solvaria
Nita Starr
Mrs. Mildred S. Stillman
George C. Stuckey
Tito’s Handmade Vodka
Mr. and Mrs. Mark Tripodi
RJ Smith Companies, USA Civil
Kim and Larry Watson
Patricia and William Wilkerson
The Wilton Companies

\$500 to \$999

Anonymous
Michelle and Adam Alford
Ashland Christian Church
Bank of America Matching Gifts
Charles and Teresa Blair
Patricia and Dewey Brown
Burgess Inspections, Inc.
David and Teresa Campbell
Elizabeth Childers
Mr. and Mrs. R. Russell Coleman, Jr.
Commonwealth of Virginia Campaign
Jeff Conley
Mr. and Mrs. Micah Dalton
Matthew and Dana Davis
Dr. Nakeina E. Douglas-Glenn
 and Mr. Howard Glenn
Eaton Corporation
ECS Group, Inc.
Ron and Donna Essex
Mr. and Mrs. Bill Eutsler
Genworth Financial Matching Gifts
The Haltom Family
Cliffe and Elizabeth Harris
Mr. and Mrs. Thomas Haskins
Eleanor and Chris Jones
Nancy Kay
Maureen and Chuck McBride
Mr. and Mrs. Wheat McDowell
Mr. and Mrs. Paul Melnick
Sean and Syomn Miller
Eunice Morck
Rosa-Lyn Morris
Wesley and Carrie Mullins
Suzanne Munson
The Pozen Spraker Charitable Fund
Beverly T. Presser
Rich Reinecke
Cheryl Boltz and Elizabeth Stokes
Mike and Susie Stough
Lauren and Aaron Templeman
Trinity United Methodist Church
 United Methodist Men
United Way Suncoast
Mr. and Mrs. C.L. Wilson

In Honor of

Waverly Abell
Adrian
Khliyah Barakhyahu
Greg Baron
Ric Brown
Owen Burby
Sara Burton
Linwood Cousins
Tom Cricchi
Brian Lee Crone
Bo and Foster Cullen
Courtney Curtis
Rebecca D’Angelo
Ben Devar
Melody Donovan-Hopkins
Meg Downs
Cathy Durvin
Eta Phi Beta
Elizabeth Hagan
Jimmy Hostetler’s Birthday
Kim Jones
Jenny Kramer
Tracy Labin
Bryson Lefmann
Emily Lehmann
McGriff Employee Benefits Clients
Joey & Evan Niamtu
Jim Quigg
Hailey Ramirez
Bob and Kathleen Redmond
Sara Regalado
Marilyn Rice
RVA Rogue Runners
Sarah Seltzer
Seventh Street Christian Church
Bernice Sim
Cory Smith
Blair and Karen Soles
Sheila Stanley
Angie Thomson
Michelle Thomson
Seneca Tillies
Anne & John Walker
Kimberly Watson
Randall G. Welch
Liam Wilkins
Dana Wilson

In Memory of

Mark John Balbach
Nicholas and Philip Bradley
Agnes Cain
Virginia Clower
Emily C. Essex
Gregory Milo Gotwals
Brandon Graves
Betsy Haas
Charlie Harris
Gwendolyn C. Heath
Liddy Horsey
Jim Jay
Manhattan Kelly
Jack Kidd
Robert Lehmann
Robert A. Levin
James “Punky” Lumpkin
Marie Oddono
Gregg Rice
John R. Story, Jr.
 and Geraldine B. Story
Charles Timberman
Ruth Ann Williams

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.

Looking Beyond 2022

SOAR365 continues to be financially healthy.

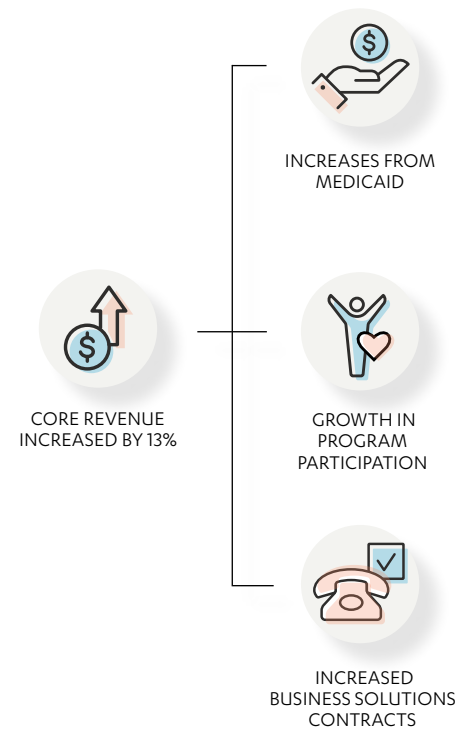
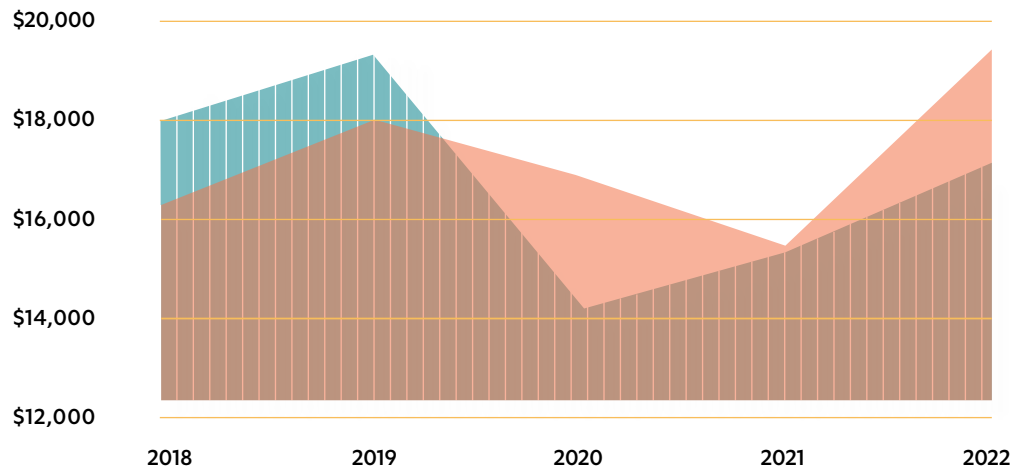
Like many nonprofits, we've been operating in a cash deficit due to the pandemic. But thanks to government support, we've been able to stay open and stay focused on welcoming more participants. And it shows! Our core revenue increased 13% in 2022. Improved program participation played a key part, as well as rate increases from Medicaid and Business Solutions' contracts. At the same

time, our expenses rose by 22%. Bringing back more participants meant adding more staff to support them. We're invested in finding and keeping the best people, so we made market-based adjustments to many employees' compensation. Higher facilities and vehicle costs were also expected as we opened our locations back up and readied our vans for community-based programming.

We're still here...and we're growing! Our cash position is strong as we come out of the pandemic. We anticipate revenue will continue to climb as we expand our programs and services. We're also planning on additional government support in 2023. This will enable us to continue in this environment for the foreseeable future.

5-YEAR FINANCIAL TRENDS (\$ in thousands)

Operating Revenue Expense Excluding Depreciation



STATEMENT OF ACTIVITIES *(\$ in thousands)*

	2022	2021	Better / (Worse)	
			\$	%
REVENUE				
Total Operating Revenue	\$ 17,128	\$ 15,145	\$ 1,983	13%
EXPENSES				
Program	\$ 17,644	\$ 14,399	\$ (3,245)	-23%
Fundraising	\$ 772	\$ 691	\$ (81)	-12%
Management & General	\$ 1,453	\$ 1,250	\$ (203)	-16%
Total Expenses	\$ 19,869	\$ 16,340	\$ (3,529)	-22%
Operating Revenue Less Expense	\$ (2,741)	\$ (1,195)	\$ (1,546)	129%
CARES Act & Other Relief Funding	\$ -	\$ 2,052		

BALANCE SHEET *(\$ in thousands)*

	2022	2021	Increase / (Decrease)	
			\$	%
Cash & Investments—Unrestricted	\$ 3,193	\$ 5,338	\$ (2,145)	-40%
Cash & Investments—Restricted	\$ 306	\$ 408	\$ (102)	-25%
Other Current Assets	\$ 2,890	\$ 2,602	\$ 288	11%
Operating Lease Right-of-Use Asset	\$ 395	-	\$ 395	0%
Property, Plant, & Equipment, net	\$ 14,719	\$ 15,233	\$ (514)	-3%
Total Assets	\$ 21,503	\$ 23,581	\$ (2,078)	-9%
Current Liabilities	\$ 2,111	\$ 3,480	\$ (1,369)	-39%
Operating Lease Liability	\$ 405	-	\$ 405	0%
Long Term Debt	\$ 4,503	\$ 4,616	\$ (113)	-2%
Other Liabilities	\$ 119	\$ 379	\$ (260)	-69%
Net Assets	\$ 14,365	\$ 15,106	\$ (741)	-5%
Total Liabilities & Net Assets	\$ 21,503	\$ 23,581	\$ (2,078)	-9%
Current Assets to Current Liabilities	3:1	2:1		
Current Assets to Current Liabilities Ex. PPP	3:1	5:1		
Total Assets to Total Debt	5:1	5:1		

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Chief Compliance Officer

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VP, Community Engagement

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.

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