





You can make a difference  
in the lives of kids and  
adults with disabilities.



## SUPPORT

### **Make an impact with a donation.**

Your support helps to fill the 30% gap between what it costs to provide services and the fees we receive. We are grateful for your generosity.



## VOLUNTEER

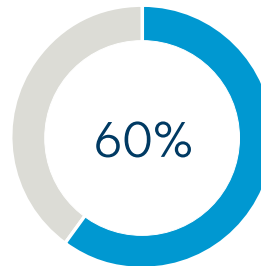
### **Put your passion and commitment**

**to work!** We couldn't achieve our goals without our wonderful volunteers. Sign up solo or with a group. You can join us for one day or many days to come.



## SOAR<sup>365</sup>

### 2024 KEY ACCOMPLISHMENTS



Employees with disabilities  
make up 60% of our  
**BUSINESS SOLUTIONS**  
workforce.



Our **EMPLOYMENT SERVICES**  
program grew from 8 people  
served in 2019 to 153 in 2024.

WE SERVED OR EMPLOYED

# 2,035

individuals with disabilities,  
up from 1,750 in 2023.



Our **PEDIATRIC THERAPY**  
program grew from  
500 children served in 2018  
to 1,058 in 2024.



For the third year in a row, we were  
named a Richmond Times-Dispatch  
**TOP WORKPLACE.**

# Building a Stronger Community Together

2024 was a year of tremendous growth and accomplishment for SOAR365. By the end of the year, we served or employed 2,035 individuals with disabilities, up from 1,750 in 2023. Based on our projections for the next few years, I fully believe that we will accomplish our bold goal of serving or employing 3,000 individuals by 2030.

Employment of individuals with disabilities is an important part of our mission. This year, we helped record numbers of people with disabilities achieve their employment goals. SOAR365 employed 154 staff with disabilities last year, many of whom work in Business Solutions. In 2024, in addition to providing great services to clients, Business Solutions focused on improving supports for our employees with disabilities. And it shows! Our staff, who work on contracts for government and commercial business clients, have had a great year. Their high-quality work is appreciated by our customers, leading to more work which means more jobs for people with disabilities.

One of our fastest growing programs is Employment Services, which helps people with disabilities find jobs with third-party employers. In 2024, there were 153 people in this program, up from 91 in 2023. The great work this team does is recognized by the Virginia Department for Aging and Rehabilitative Services, who is sending us participants as fast as we are able to serve them.

Another one of our big growth areas is our Pediatric Therapy program, where we are expanding to meet a rapidly growing need in our community. Pediatric Therapy served 1,058 children in 2024, an increase of over 200 children. We are proud to be the largest provider of early intervention services in Central Virginia, and we expect to continue to grow over the next few years. This growth in our impact would not have been possible without the support of generous partners like The LEGO Group and the Robins Foundation.

I feel honored to work alongside our staff, donors, volunteers and community partners. Together, we are rapidly moving towards our goal of being best-in-class in everything that we do. You are a key part of SOAR365's growing impact in the community, and we look forward to continuing our partnership in 2025 and beyond! You are making a difference in hundreds of lives every day. Thank you for your commitment to our mission.



A handwritten signature in black ink that reads "John B. Walker".

John B. Walker  
PRESIDENT & CEO, SOAR365



I am deeply honored to serve as the Chairperson of SOAR365's Board of Directors. On behalf of my fellow board members, I extend our heartfelt gratitude to the exceptional SOAR365 staff, whose unwavering dedication transforms the lives of individuals with disabilities and their families every day. And to our valued donors: your generous support enables us to provide services that truly stand out as best-in-class. Thank you!

Meg Hendrick Downs  
BOARD CHAIR

# Aidan's Journey With CMV: Early Intervention Leads to Success

Working closely with his mom, Megan, SOAR365 physical therapist Emily was able to help Aidan learn to crawl, cruise and walk independently.

When Aidan was born, he failed his newborn hearing screening and was diagnosed with congenital cytomegalovirus (CMV). His mother quickly began reading everything she could on the illness and its impact on infants.

CMV is a mild, flu-like virus, but if contracted during pregnancy, it can affect the health of the baby. In Aidan's case, it caused both moderate hearing loss in his right ear and low muscle tone throughout his body.

Luckily, Aidan's mother found SOAR365's Pediatric Therapy program.

"When I first started with Aidan, he was army crawling, and he preferred to use one side of his body," explains Emily, Aidan's physical therapist. "So, we really focused on symmetry of movements."

Low muscle tone means "your brain isn't sending as strong of a signal to your muscles while at rest," explains Emily. "This makes a child seem more floppy."

For children with low tone, like Aidan, "it's harder for them to figure out how to coordinate and activate their muscles simultaneously," she continues. "They typically have to have a lot of



repetition and help for those more complex skills, such as walking."

"It took us some time to get to crawling on our hands and knees, but once we got there, we quickly began pulling to stand, cruising - walking, even!"

Today, Aidan is an independent walker. "He's moving and grooving around his environment," says Emily. "He's navigating things really well."

Megan is so pleased with his progress—and his therapist. "Emily is fantastic! She's really become a part of our family," says Megan. "She's very personable and very creative in how she works Aidan's therapy into our routine. She even involves his big sister to help motivate him! I don't know what we'd do without her."

## DONOR SPOTLIGHT

"SOAR365's Pediatric Therapy program provides essential early intervention services that reduce health disparities for children with disabilities in our community. We are happy to be a partner in this work."

VINEETA SHAH | CHAIR, JENKINS FOUNDATION



**Pediatric Therapy in 2024:  
Growing Every Day**



**1,058**  
CHILDREN SERVED



**10,697**  
HOURS OF  
THERAPY SESSIONS



**20**  
THERAPISTS &  
EARLY CHILDHOOD  
EDUCATORS



The number of Virginia infants and toddlers diagnosed with a developmental delay or disability is on the rise. It's expected to grow from 20,202 in 2018 to over 40,000 by 2030.\*

**SOAR365'S PEDIATRIC THERAPY PROGRAM  
IS COMMITTED TO MEETING THE GROWING  
NEEDS OF OUR COMMUNITY.** That's why  
we're the largest provider of early intervention  
services in Central Virginia.



\*SOURCE: [https://vbpd.virginia.gov/wp-content/uploads/2024/01/Infographic-assessment\\_Early-Intervention.pdf](https://vbpd.virginia.gov/wp-content/uploads/2024/01/Infographic-assessment_Early-Intervention.pdf)

**THANK  
YOU**

Thank you to our  
generous donors,  
who are changing  
the lives of children  
every day!

THE COMMUNITY  
FOUNDATION FOR A  
GREATER RICHMOND

ESA

JENKINS  
FOUNDATION

THE LEGO GROUP

MEMORIAL  
FOUNDATION FOR  
CHILDREN

THE PAULEY FAMILY  
FOUNDATION

ROBINS FOUNDATION

UNITED WAY OF  
GREATER RICHMOND  
& PETERSBURG

THE WINDSOR  
FOUNDATION TRUST

# Turning Over a New Leaf: Michael's Path to Meaningful Work

See a day in the life of a SOAR365 Supported Employment participant.

Michael has a disability. He also has a passion for trees and power tools, like the log splitter he operates as part of his job at Camp Hanover. "He's happy as a clam with anything that makes loud noises," says Aaron, Michael's SOAR365 employment specialist (or "job coach").

Part of Aaron's job is to select activities that are safe for Michael but still allow him to do the work he loves. "I've always loved trees,"

says Michael. He's quick to share his knowledge about the species he observes on the property. With supervision, the slow, steady movement of the log splitter suits Michael's passions and skillset.

SOAR365's job coaches, like Aaron, help program participants identify their interests and build career skills. Together, they try out different workplaces and apply for jobs. Once participants are hired, job coaches help with training, tools, and on-the-job support until they're independent and successful in their new role.

"At Camp Hanover, Michael truly loves what he does," says his mother, Shawn. "He is able to work outside, in the dirt and amongst the trees, and to use his hands to help keep Camp Hanover looking beautiful. We are also lucky to work with Aaron, who really cares about Michael. He wants him to succeed."

Like Michael, many people with disabilities want to work, but they face significant obstacles. The unemployment rate for people with disabilities is double that of their non-disabled peers. SOAR365's Employment Services helps them find meaningful work at competitive wages. The right job gives them more self-confidence and financial independence—and benefits employers, too.

"Michael's brought a remarkable work ethic and enthusiasm," says Doug Walters, Executive Director of Camp Hanover. "He



The unemployment rate for people with disabilities is double that of their non-disabled peers.\*



\*SOURCE: <https://www.dol.gov/agencies/odep/research-evaluation/statistics>





From left to right: Larry Covington, Camp Hanover Facilities Manager, and Aaron Houghton, Michael's SOAR365 job coach, assist Michael while he works.

reminds us that it's important to celebrate the potential of every individual. People with disabilities bring unique skills and dedication to their work. With the right support and adjustments, they can thrive and contribute meaningfully."

We're grateful to our community partners who make this work possible. Every day, more local businesses are realizing the rewards of hiring people with disabilities, including improved creativity and team morale.

"Employers should know that hiring people with disabilities is a decision that brings immense value," says Doug. "I would encourage every organization to explore opportunities like this. It's a win-win."



**DID YOU KNOW?** SOAR365 Employment Services start at age 14, with Pre-Employment Transition Services (or Pre-ETS). This program offers career exploration and work-based learning experiences for students with disabilities.



## Director Chris Martin Appointed to State Rehabilitation Council

In May 2024, Governor Youngkin appointed SOAR365's Chris Martin, Director of Employment Services, to the State Rehabilitation Council. Chris has a well-earned, positive relationship with the Virginia Department for Aging and Rehabilitative Services (DARS), who encouraged him to apply.

The Council includes members with disabilities and those who have used DARS' services in the past. It also includes prospective employers. This helps organizations like SOAR365 to understand "what are businesses looking for, what do they need, how do we prepare people with disabilities for those needs?" says Chris.

When it comes to Employment Services, "I'm all about the latest and greatest philosophies, models, and evidence-based practices. Because I stay current, I'm willing to try new things," explains Chris. That innovative approach helps Chris and his staff find creative solutions for each of our participants—mapping out personalized paths to success.

# Bringing the World to Adult Day Support Participants, and Vice Versa

Adult Day Support participants love to plan their own creative activities and outings. This helps them develop life skills, independence and meaningful connections.

# Exploring New Places

Whether it's a trip to the Richmond Zoo, visiting the Virginia Museum of Fine Arts, or riding the Amtrak train to Ashland, each outing serves as a chance for participants to practice their communication, decision-making, and problem-solving skills in a new environment.

Both participants and direct support professionals (DSPs) work together to plan each trip, providing valuable opportunities to practice social etiquette and self-advocacy.



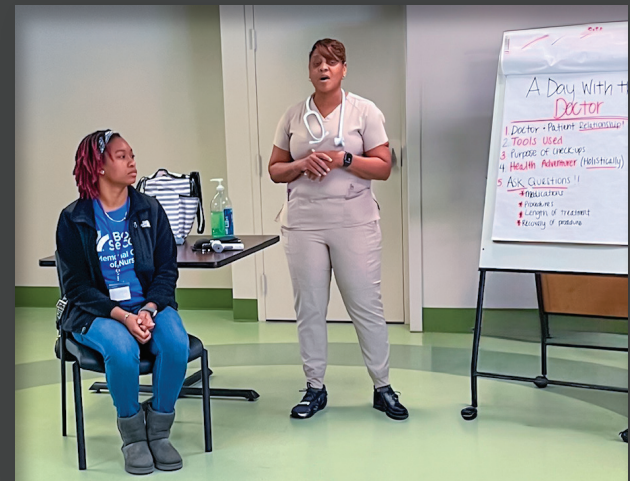
# Fighting White Coat Syndrome

Nursing students from Bon Secours Memorial College volunteered to teach our participants about White Coat Syndrome, or how feeling anxious at the doctor's office can raise their blood pressure.

To help prevent this, they covered topics such as how to prepare for doctor's visits, what to expect during physical exams, and how to communicate effectively with

healthcare professionals. Roleplaying helped them practice.

"I had the privilege of leading daily lessons and building meaningful friendships with participants. This experience not only enhanced my understanding of disability services but also provided me with invaluable life lessons," says Mia Jones, Student at Bon Secours Memorial College of Nursing.



Bon Secours nursing students help participants prepare for doctor visits.





Participants practice budgeting skills at the Sunshine Store.

## The Sunshine Store: A True-To-Life Shopping Experience

At our Staples Mill location, Adult Day Support participants earn “SOAR Bucks” by completing their daily tasks. They can then use their hard-earned money to purchase items such as snacks, books, and personal care products from the Sunshine Store. Participants also help decide on what items to stock, ensuring that the store has something for everyone.

This hands-on learning experience helps participants prepare for their visits to actual businesses, setting them up for success.

## Respite Care Saves the Day for Syrita

When caregivers need respite, SOAR365 is there.

When brothers N.C. and T.C. started coming to SOAR365, they were only in elementary school. “They were just little guys,” says their mother, Ms. Lewis, with a smile.

Now in their mid-20s, the pair have graduated from Youth Services to Adult Day Support, and their family has used SOAR365’s weekend respite services many times.

Recently, Ms. Lewis needed to find emergency respite services for her sons. Luckily, she was able to coordinate with SOAR365.

“I don’t have family nearby or a local support system, so that was crucial,” says Ms. Lewis.

“Having a social network is so important,” says Jaime McClure, Director of Day Support, Respite & Case Management Services. While all respite is essential, “emergency respite, in particular, is a lifesaver,” notes Jaime.

Whether in an emergency or on a normal respite weekend, Ms. Lewis knows her boys are safe and comfortable at SOAR365.

“They have a full day program there, and they keep them safe and engaged,” she says. “They have their friends, and they love to go out. They’re the first to get in the vans!”

Respite participants take day trips to restaurants, museums, libraries, parks, bowling alleys and more. Creative activities include art, music, drama and dancing. Participants can play sports or enjoy the outdoors through hiking, swimming, fishing and horseback riding.

It’s clear that Respite has helped both brothers build confidence and independence. “They need to have that separation from me so they can grow,” says Ms. Lewis.

Respite is critical for caregivers, too. Without it, they are at risk of adverse health outcomes associated with stress.

Unfortunately, it can be hard to find; 86% of family caregivers of adults receive no respite.\*

As one of very few respite providers in Central Virginia, we know families like Ms. Lewis’ depend on us. “The program allows me to take that break to get some things done and to do things outside of being Mommy,” Ms. Lewis explains.

86% of family  
caregivers of  
adults receive  
no respite.\*

\*SOURCE: <https://archrespite.org/policy/respite-facts-and-talking-points>

# New Team Helps Employees with Disabilities Succeed at Work and in Life

Employees with disabilities are getting new support at work and in their personal lives.

At SOAR365, we know personal challenges can affect how well people perform at work. This is especially true for employees with disabilities, who often have extra hurdles to overcome in their daily lives.

Chase Prince has worked with SOAR365 as a Production Worker at AmerisourceBergen for several years. As someone who struggles with processing delays, his time at work is marked with challenges related to decision-making, multitasking, time management, and more.

To address challenges like these, Business Solutions created a new team led by FaithAnn Zamparelli, Manager of Internal Employee Supports. FaithAnn and case manager Jeffrey Fricker help employees with disabilities find success in the workplace while also providing support with their life goals.

“We realized some employees just weren’t getting the help they needed in their personal lives, and it was affecting employment,” explains FaithAnn.

To help Chase be his best at work, he is given visual aids and positive modeling, and he receives extra time to complete tasks. These tools have improved his performance and confidence.



Chase works hard packaging orders on the assembly line at AmerisourceBergen.

Chase has also been entrusted with new responsibilities, like ensuring his colleagues sign in and out on time. “I want to climb the ladder,” he says. FaithAnn notes that Chase has shown remarkable growth in supporting his coworkers. “Chase has really taken on more leadership,” she says.

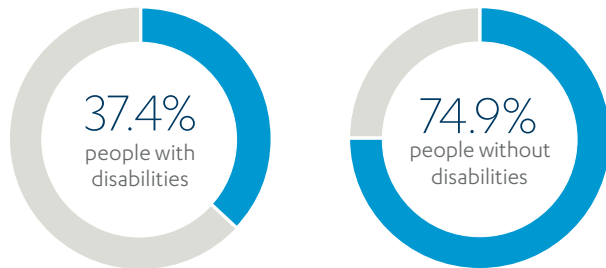
The team also helps employees connect to local resources that address their needs outside of work, such as food banks, shelters and other assistance. FaithAnn hopes that these crucial resources will ease the stress and worries of employees and their families, helping everyone be the very best version of themselves.

This new approach creates a work environment that fosters growth and success. “Working here has helped me with financial independence and growing my skills,” says Chase.

By focusing on both personal and professional development, SOAR365 is helping employees like Chase to thrive.

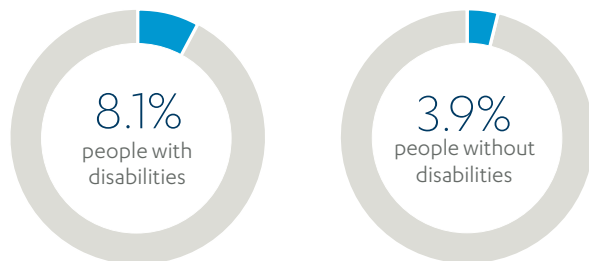


## 2024 US EMPLOYMENT-POPULATION RATIO



In 2024, just 37.4% of people with disabilities were employed in the US. That's compared to 74.9% of people without disabilities in the same age range (ages 16-64).\*

## 2024 US UNEMPLOYMENT RATE



In 2024, the US unemployment rate for people with disabilities ages 16-64 was 8.1%. That's more than twice the rate for people without disabilities in the same age group (3.9%).\*

\*SOURCE: <https://www.dol.gov/agencies/odep/research-evaluation/statistics>



## Ashley Absher's Success Story

Ashley Absher's journey from battling substance use disorder (SUD) to thriving on SOAR365's Commercial Grounds team is a testament to resilience and support. After relocating to Richmond from southwest Virginia, Ashley found herself in a recovery house, working to rebuild her life. It was through her recovery community that she learned about SOAR365 and the job opportunities they offered. Ashley brought a strong work ethic to the team from her years of farm work. Her leadership skills quickly earned her a promotion, taking on new responsibilities like managing multiple crews and maintaining equipment.

SOAR365 provided Ashley with more than just a job—it gave her confidence and independence. "They've helped me get on my feet and shown me that I'm valued," she says. Now, Ashley is able to mentor others with similar challenges, providing the type of support that was so crucial to her success. Her role has been life-changing, and she encourages others to believe in themselves: "You can always switch it up; you just have to believe you can do better."

# Brandon's Birthday Wish Comes True at His "Happy Place"

SOAR365's Summer Camp provides a home away from home for kids and adults with disabilities.

For Brandon's birthday, he had just one wish—to catch a fish at SOAR365's Summer Camp, with his brand-new fishing pole. There was just one problem: Summer Camp was in the middle of a storm.

Luckily, we had recently purchased a new, accessible utility task vehicle (UTV), donated by the Chester Civitan Club and the Foundation for Children with Intellectual and Developmental Disabilities (FCIDD). During a 15-minute break in the rain, Summer Camp staff quickly loaded Brandon and his fishing pole into the UTV. He was able to safely access the creek—where he caught a fish, just in time! Brandon was so excited about his fish that he kissed it.

His mom, Charlotte, praises Summer Camp's drive to go above and beyond. "They're just so kind to him, all the staff. He just loves it!" she says, "It's his happy place. Brandon has made life-long friends with campers and counselors from all over the world."

Now 30 years old, Brandon has been a Summer Camp regular since 2017. That year was his first time trying an overnight camp.

Today, Brandon enjoys all the activities of camp, from horseback riding to arts and crafts. But at first, there was one he was wary of: paddle boating. "He was anxious about it a few years ago," says Charlotte, "but



the staff made it a fun game for him. They clapped really loud! They're good about motivating the campers to try to new things and helping them understand that you're not going to get hurt, you're going to be safe."

That sense of safety extends beyond outdoor adventures. SOAR365's Summer Camp provides trusted assistance with personal care (as needed) and medication management. Many campers have complex medical needs, so professional nurses are available on site. We also maintain low camper-to-staff ratios for more personalized attention.

All camp counselors receive weeks of disability training, making Summer Camp a friendly and welcoming place to be. "The campers feel empowered and cherished for who they are," says Charlotte, "They are not trying to transform them into somebody else, and they are treating them with the dignity and respect they truly deserve."

Thoughtful staffing and training helps give caregivers peace of mind. "Summer Camp definitely gives parents a much-needed respite. Knowing he's there, happy and safe, gives me time to wind down a little bit," says Charlotte.

“

SOAR365's  
Summer  
Camp is a safe  
and loving  
environment.”





Summer Camp 2024 was  
one for the books!



10  
SESSIONS



417  
CAMPERS

## Donors Make the Magic Possible

The Foundation for Children with Intellectual and Developmental Disabilities (FCIDD) and the Chester Civitan Club, a longtime partner of SOAR365, awarded a grant of over **\$71,000** for enhancements to SOAR365's Camp Baker.



**A WHEELCHAIR-ACCESSIBLE UTILITY  
TASK VEHICLE**  
purchased for enhanced transportation



**A CONCRETE WALKWAY AND PAD** for  
wheelchair access to the fire pit

# Volunteers are critical to SOAR365's mission.

From individual volunteers to corporate or school groups, SOAR365 has opportunities for everyone. You can work with participants, help set up fundraising events or put your green thumb to use beautifying PARK365 and Camp Baker.



**1,135**  
VOLUNTEERS



**10,664**  
COMPLETED  
HOURS



**\$427,876**  
DOLLAR  
EQUIVALENT

## Don Jones Shares His Facilities Expertise at Camp Baker



Don Jones held multiple leadership roles at the YMCA. When he retired, he could have chosen to kick back and relax on the beach. Instead, he brought his construction and maintenance expertise to SOAR365. Don first joined us as a contracted employee to complete a major project last year. Today, Don works on maintenance projects at Camp Baker as a volunteer. In 2024, Don completed over 440 hours of service and received the Volunteer of the Year award!

"I absolutely love the mission of SOAR365," says Don. "I had a long career working with non-profit camping programs, so Camp Baker is an ideal fit. I am incredibly impressed with the excellent programs and wonderful facilities."

## Genworth Gifts Their Time and Creativity to SOAR365

In 2024, 83 Genworth volunteers partnered with SOAR365 to assemble and donate 65 care packages for Adult Day Support participants. Each box included fun and practical items like fidget toys, snacks, and hand sanitizer.

This effort continues a strong partnership—Genworth volunteers have dedicated over 340 hours to SOAR365 since 2018, helping with beautification projects, cheering on summer campers, and supporting holiday initiatives. Beyond volunteering, Genworth has also been a dedicated financial supporter for the past decade.

"Genworth is pleased to support SOAR365 and the way it serves and uplifts others. The organization prioritizes the well-being of its

participants and their caregivers, and its impact is life-changing and heartfelt," says Lewanda Sims-Gallimore, Senior Director, Genworth Community Involvement.



"When my colleagues and I volunteer with SOAR365, our day is brighter because of the smiles and genuine appreciation for our time. We leave wanting to do more...as we see firsthand that the collective impact of just a couple of hours and dollars matters to someone."

In recognition of this ongoing commitment, SOAR365 honored Genworth as the 2024 Volunteer Group of the Year.





## Synergy Technical – Community Partner of the Year

Rohana Meade is passionate about disruptive technology and community giving. As CEO of Synergy Technical, she makes sure her team prioritizes volunteerism and philanthropy. And as a dedicated SOAR365 Board member, she has helped us forge a strong partnership with VCU Athletics.

For these efforts, Rohana and Synergy Technical were awarded the Community Partner of the Year award for 2024.

“SOAR365’s mission and work is incredibly important for the disability community. At Synergy Technical, we are strong believers in giving back purposefully, so we will continue our valuable partnership with SOAR365 in the years ahead,” said Rohana.

## A Mother’s Work Sparks a Lifelong Passion for Service

Sometimes a childhood memory lasts a lifetime - and impacts decisions many years later. That’s what happened for Mike Beall, Executive Vice President at Davenport & Company.

Mike’s mother, Ethel S. Beall, worked as a special education teacher in the Petersburg Public School system. Mike remembers visiting his mother’s classroom and learning about children with disabilities and the obstacles that they and their families faced.

As a teenager in Key Club, he also volunteered in the Children’s Pavilion at Central State Hospital. These early experiences stuck with Mike and came flooding back when he heard about SOAR365.

His first introduction to SOAR365 was through Summer Camp. “My wife Ann and I were moved, not only by the opportunity for children and adults with disabilities to have a traditional camp experience but also by the respite element for parents and caregivers,” says Mike.

The Bealls became involved with SOAR365 in 2014 as donors. Over the years, they learned more about SOAR365’s many programs and

services. “During a recent visit to Bellwood, I got to meet some of SOAR365’s employees with disabilities. I was impressed by the great work they do, all while earning a living and gaining personal satisfaction. What a great win-win model!” says Mike.

In fact, the Bealls appreciate all of SOAR365’s employees. “Staff who make the decision to dedicate their careers to a mission-driven organization are special individuals. They deserve not only our gratitude but our support,” says Ann.

The Bealls continue to support SOAR365, with Mike currently serving on the Risk & Compliance Committee of the Board of Directors.

“The more we learned about SOAR365, the more our desire to support it increased – and now we are working on getting others to do the same,” says Mike.



Thank you to Mike and Ann Beall for their generous gift in memory of Mike’s mother, Ethel S. Beall. Your compassionate spirit will help us continue our work of providing life-f fulfilling opportunities to people with disabilities.

# From first steps to first jobs, you made it happen!

Your generosity and compassion made a real difference in the lives of children and adults with disabilities this year. Thank you from the bottom of our hearts. We couldn't do the work we do without you.

## 2024 Donors

### \$50,000 and above

Mr. and Mrs. Michael Beall  
Foundation for Children with  
Intellectual and Developmental  
Disabilities  
Genworth  
The LEGO Group  
The Pauley Family Foundation  
Richard S. Reynolds Foundation  
Robins Foundation  
Synergy Technical  
United Way of Greater Richmond  
& Petersburg  
The Windsor Foundation Trust

### \$10,000 to \$49,999

Anonymous (4)  
Altria  
Jenkins Foundation  
Call Federal Credit Union  
Chesterfield County  
City of Richmond  
Civitan Club of Chester  
CJ Fund  
Community Foundation for a greater  
Richmond  
Timothy Dickson  
Heartwood Wealth Advisors  
James M. Frye Endowment Fund II  
Julia and Tunncliffe Fox Charitable  
Trust, Bank of America, N.A.,  
Trustee  
KOVAR  
Eric and Kate Margolin  
Memorial Foundation for Children  
R.E.B. Foundation  
Satyanarain Rangarajan  
Reinhart Foundation  
Sheltering Arms Fund  
Mr. and Mrs. Wallace Stettinius  
The Universal Leaf Foundation

### \$5,000 to \$9,999

Anonymous (2)  
ALDI Inc.  
Altar'd State  
Buzz and Fran Brown  
Dominion Energy Charitable  
Foundation  
Enterprise Mobility  
Erie Insurance  
The Estes Foundation  
Henrico County  
Carolyn Jones  
Clinton and Katie Kelly  
Markel Corporation  
McGriff Insurance Services  
Frank H. Nott Foundation Fund  
Rick and Nancy Patterson  
Karen E. and William D. Poole  
Gary and Mary Potter  
Bob\* and Susie Salsitz  
RJ Smith Companies, USA Civil  
Bob and Janet Sommerville  
Michelle and Bill Thomson  
Katherine J. Timberlake  
Edward Villanueva  
Virginia Credit Union, Inc.  
Anne and John Walker

### \$2,500 to \$4,999

Anonymous  
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Marshall Butler, Jr.  
Carter & Shands, P.C.  
Hank and Shannon Carter  
CIGNA  
Clay Street Builders, LLC  
Tom and Bonnie Cricchi  
Meg and David Hendrick Downs  
ESA  
Julee and Steve Fletcher  
GroundForce IT, Inc.  
Betsy Haas Fund for Children  
David and Catherine Hendrick  
Keiter CPAs  
J.E. Liesfeld Contractor, Inc.

Jeff and Lisa Penny  
Mr. and Mrs. E. Bryson Powell  
Publix Super Markets Charities  
Jim and Vickie Quigg  
Sentara Health Plans  
Mr. and Mrs. William Slate  
Mr. and Mrs. Charles Story, III  
Brenda and William Street  
Mark and Lisa Tripodi  
The Waltie Fund  
Trinity United Methodist Church

### \$1,000 to \$2,499

Anonymous (3)  
Michelle and Adam Alford  
Ameritas  
Mark, Kimberlee and Alex Ames  
Anthem Blue Cross Blue Shield  
Anthem Healthkeepers Plus  
Anthem Specialty  
Ken and Linda Aspinall  
Atlantic Union Bank  
David and Diana Beran  
Scott Blackwell and Jim Handly  
Charles and Teresa Blair  
The Browell Family  
Ric and Lynda Brown  
Charles M. Caravati Family  
Foundation  
Cathedral of the Sacred Heart  
Wayne and Nancy Chasen  
Jeff Conley  
Keyanna Conner  
Aggie and Richard Cullen  
Custom Kitchens, Inc.  
Davenport & Company LLC  
Dominion Payroll  
EAB  
Eckert Seamans  
Mike and Cindy Foley  
Michael and Hampton Ford  
Alex Golubitsky and Megan Driscoll  
Jane Hamilton and Steve O'Brien  
Joyce Hann and Robert Hunt  
Thomas and Kristina Haskins

\* deceased

Jesse and Sally Hawthorne  
 The Cecil R. and Edna S. Hopkins  
 Family Foundation  
 Walter and Sharon Hutchinson  
 InterVision  
 Don and Betty Jones  
 Eleanor and Chris Jones  
 Walter and Leila Jones  
 Juno Financial Group  
 Bruce and Janet Kay  
 Kinsale Insurance  
 Matthew and Katie Klump  
 Mike and Kim Kremer  
 Alex and Lucille Lindamood  
 Eric Livingston and Rosa-Lyn Morris  
 Loyal Order of Moose Manchester  
 Richmond Lodge 699  
 Christopher Lumpkin  
 Maureen and Chuck McBride  
 Mr. and Mrs. Monty McFadden  
 Trent and Christi McFadden  
 The Merrill Lynch Fund For Children  
 with Disabilities  
 Diana and Jeff Miller  
 Matt and Barbara O'Connell  
 Bruce Pullen  
 Tricia and Brian Puryear  
 Richmond Christmas Mother Fund  
 Rockefeller Global Family Office  
 Saint Mary's Catholic Church  
 John and Elizabeth Schmohl  
 Solvaria  
 SouthState Bank  
 Mrs. Mildred S. Stillman  
 Lauren and Aaron Templeman  
 Tito's Handmade Vodka  
 John Torrence  
 TRUIST  
 Ted and Katie Ukrop  
 UnitedHealthcare  
 Jack and Caroline Walker  
 Kim and Larry Watson  
 Patricia and William Wilkerson  
 Williams Mullen  
 Dana and John Wilson  
 Kathy and Glenn Wright

## \$500 to \$999

Anonymous (2)  
 Ashland Christian Church  
 Myrf Bowry  
 Patricia and Dewey Brown  
 Vince and Vivian Burgess  
 Robert W. Cabaniss, III  
 Paul and Julia Calamita  
 Maxwell Chance  
 Daisy Coates  
 CoStar Group  
 Ann Cricchi  
 Karla Curtis  
 Dr. Nakeina E. Douglas-Glenn and  
 Mr. Howard Glenn  
 Ron and Donna Essex  
 Manju and Surendra Ganeriwala  
 Louanna and Allen Goolsby  
 Benton Neil Halloran Memorial Fund  
 The Haltom Family  
 Cliffe and Elizabeth Harris  
 Lisa Hedrick  
 Andie and William Jones  
 Mr. and Mrs. Chad A. Logan  
 The Timothy and Linda Lotz  
 Charitable Gift Fund  
 Mr. and Mrs. Wheat McDowell  
 Margaret McGeorge  
 Freda McIver  
 William and Betty McLean  
 Jeffrey and Mary Ann Markunas  
 Mark and Natalie Newfield  
 Anne Paparella  
 Mr. Jack Pasternak  
 The Pozen Spraker Charitable Fund  
 Bob and Kathleen Redmond  
 Gus and Eileen Rempies  
 Darryl and Katie Ricard  
 St. Christopher's Lower School  
 Missionary Society  
 Paul and Barbara Sitzes  
 Nita Starr  
 Charles I. Story  
 Mike and Susie Stough  
 Target Corporation  
 Anne F. Waring

## In Memory of

Ethel Beall  
 Mark John Balbach  
 John Clyde Bozarth  
 Judith Haskell Brewer  
 Harvey "Bubba" Crone  
 Emily Claire Essex  
 Patricia Frank  
 Gregory Milo Gotwals  
 Charlie Harris  
 Larry Hatton  
 Liddy Horsey  
 Mr. Robert A. Levin  
 Robert "Bob" Lehmann  
 Punky Lumpkin  
 Anna Beth Miller  
 Sandy Pasternak  
 Lynn Mary Renstrom  
 Robert "Bob" Salsitz  
 Nicholas Sharp  
 Geraldine Story  
 John R. Story, Jr.  
 Shirley Thompson  
 Burke Whitney

## In Honor of

Waverly Abell  
 Kim Alford  
 Mike and Ann Beall  
 Ric Brown  
 Tom Cricchi  
 Tom and Bonnie Cricchi  
 Brian Crone  
 Libby and Jack Crowley  
 Meg Hendrick Downs  
 Catherine Durvin  
 Trevor Edwards  
 Mrs. Manju Ganeriwala  
 Barry Green  
 Betsy Haas' 18th birthday  
 Thomas Haskins  
 Carter Hendrick  
 Elaine Kasten  
 Clinton Kelly  
 Tracy Labin  
 Lauren Lipscomb  
 McGriff Employee Benefit Clients  
 Linda McIver  
 Joey and Evan Niamtu  
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**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](mailto:dana.wilson@soar365.org) or (804) 665-1213.



# Record Giving and Program Growth Drive SOAR365 Forward

## SOAR365 remains financially healthy.

2024 was a year of transition, as we no longer received government pandemic funding. However, thanks to careful planning, we were able to use funds from prior years to support our operations. While we operated at a deficit, we made meaningful progress—our financial results improved year-over-year and exceeded expectations. Staying true to the strategy we set during the pandemic, we anticipate returning to a cash flow-neutral position in 2025 as our programs continue to grow and pandemic-related funding winds down.

Our core revenue grew by 7% in 2024, with Human Services revenue soaring by more than 31%. Every program saw double-digit increases. We experienced especially significant growth in Pediatric Therapy and Supported Employment—two areas where we’ve made investments to meet the growing needs of our community.

In Business Solutions, our core revenue saw a small 3% decline year-over-year. This was expected, as we phased out certain businesses in 2023 that no longer align with our mission. However, the businesses we retained actually grew by 3%, driven

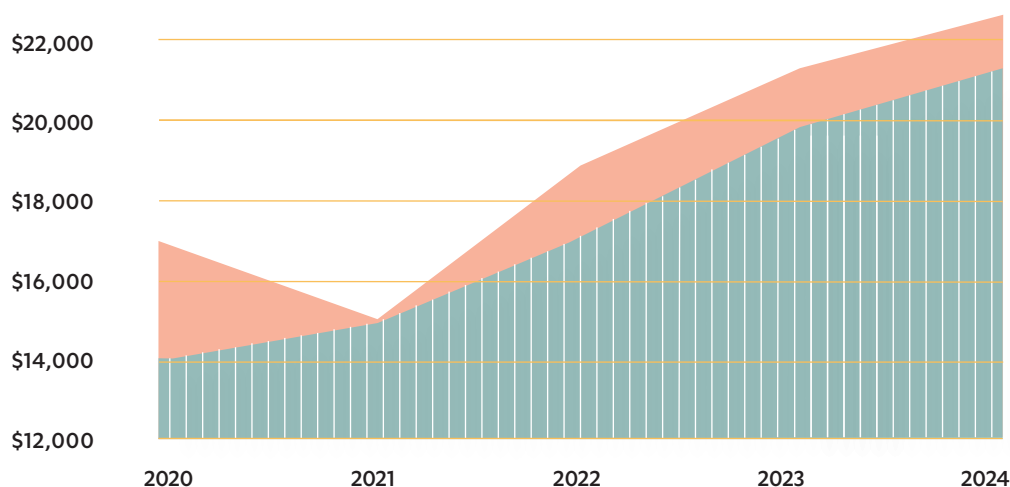
by continued success in our AbilityOne contracts. Meanwhile, giving reached new heights, bringing in a record-breaking \$2.0 million to support our work.

Our operating expenses rose by just 3%, mainly due to strategic investments in our growing programs.

With a healthy balance sheet and \$2.6 million in unrestricted cash and investments, we’re in a strong position for the future. As we build on our fundraising momentum and see continued growth in our mission-driven businesses, we remain confident in the road ahead.

## 5-YEAR FINANCIAL TRENDS (\$ in thousands)

■ Operating Revenue ■ Expense Excluding Depreciation



## STATEMENT OF ACTIVITIES (\$ in thousands)

	2024	2023	Better / (Worse)	
			\$	%
<b>REVENUE</b>				
Total Operating Revenue	\$ 20,953	\$ 19,625	\$ 1,328	7%
<b>EXPENSES</b>				
Program	\$ 20,788	\$ 19,917	\$ (871)	-4%
Fundraising	\$ 816	\$ 824	\$ 8	1%
Management & General	\$ 1,516	\$ 1,541	\$ 25	2%
Total Expenses	\$ 23,120	\$ 22,282	\$ (838)	-4%
Operating Revenue Less Expense	\$ (2,167)	\$ (2,657)	\$ 490	18%
CARES Act & Other Relief Funding	\$ -	\$ 4,028	\$ (4,028)	-100%

## BALANCE SHEET (\$ in thousands)

	2024	2023	Increase / (Decrease)	
			\$	%
Cash & Investments—Unrestricted	\$ 2,601	\$ 5,068	\$ (2,467)	-49%
Cash & Investments—Restricted	\$ 489	\$ 422	\$ 67	16%
Other Current Assets	\$ 2,943	\$ 2,694	\$ 249	9%
Operating Lease Right-of-Use Asset	\$ 227	\$ 395	\$ (168)	-43%
Property, Plant, & Equipment, net	\$ 13,885	\$ 14,386	\$ (501)	-3%
Total Assets	\$ 20,145	\$ 22,965	\$ (2,820)	-12%
Current Liabilities	\$ 1,969	\$ 2,393	\$ (424)	-18%
Operating Lease Liability	\$ 60	\$ 235	\$ (175)	-74%
Long Term Debt	\$ 4,194	\$ 4,323	\$ (129)	-3%
Other Liabilities	\$ 353	\$ 278	\$ 75	27%
Net Assets	\$ 13,569	\$ 15,736	\$ (2,167)	-14%
Total Liabilities & Net Assets	\$ 20,145	\$ 22,965	\$ (2,820)	-12%
Current Assets to Current Liabilities	3:1	3:1		
Total Assets to Total Debt	5:1	5:1		

## BOARD OF DIRECTORS

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- ▶ Summer Camp
- ▶ PARK 365
- ▶ Employment Services
- ▶ Business Solutions

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chapter of



## 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

SOAR365 creates life-fulfilling opportunities for individuals with disabilities.

### Core Values

#### EXCELLENCE

Committing to continuous improvement and innovation.

#### INCLUSIVITY

Promoting and valuing diversity so everyone feels they belong.

#### INTEGRITY

Doing the right thing.

#### PARTNERSHIP

Collaborating with families, customers, donors, volunteers and other stakeholders.

#### PASSION

Giving our all to the mission.

#### RESPECT & DIGNITY

Treating others the way they want to be treated.

### BHAG

(Big Hairy Audacious Goal)

By 2030, SOAR365 will be the most respected disability services organization in Virginia, recognized for providing the highest quality services and career opportunities. As a result of our outstanding reputation, successful businesses and community support, we will double the number of individuals with disabilities we serve or employ to 3,000.