



POWERED BY PARTNERSHIP



SOAR³⁶⁵

2025 ANNUAL REPORT

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 40% 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.



In 2025, we were named one of **RICHMOND'S TOP WORKPLACES** for the fourth year in a row.



Our volunteers are invaluable!



1,244
Volunteers



11,326
Completed
Hours



\$520,752
Dollar
Equivalent



250

youth and adults pursued their career goals through skill development training, internships and job exploration or were placed in jobs through our Employment Services programs.

IN 2015,
we served or employed
1,527 individuals with
disabilities.



IN 2025,
we served or employed
2,083 individuals with
disabilities.

Looking Back, Moving Forward

It's hard to believe I celebrated my 10th anniversary as President & CEO of SOAR365 last June. As I look back on the past decade, I am incredibly proud of what we have accomplished together. Thank you for the role you've played in our success. We have an exceptional team at SOAR365, and none of this would have been possible without our staff, donors, volunteers, participants, families, and community partners.

I also want to take a moment to recognize Marshall Butler and the profound impact he had on this organization. Marshall served as CEO of what was then the Greater Richmond ARC for 37 years before I joined SOAR365. Under his leadership, the organization grew from a small team of eight employees into one of Virginia's leading disability service providers. Marshall was a fierce advocate for people with disabilities and dedicated his life to ensuring they were treated with dignity and respect. We lost Marshall on New Year's Day, but his contributions to SOAR365 and Virginia's disability community will endure for decades to come.

Over the past 10 years, we have faced unexpected challenges, including a global pandemic that tested us operationally and economically. Through it all, we remained focused on our mission. In 2015, SOAR365 served or employed 1,527 people with disabilities. Last year, that number grew to 2,083. Our Pediatric Therapy program has more than doubled, and in 2025, our Employment Services programs

helped 250 youth and adults explore careers and find jobs in the community—this is expected to double in the coming years.

One of my proudest accomplishments is having SOAR365 named one of Richmond's Top Workplaces for four consecutive years. Being an employer of choice has been a core strategy for the past six years, and this recognition affirms that we are on the right path.

SOAR365 is a cornerstone of our community, and that is especially visible at PARK365. Less than three months after I joined the organization, PARK365 opened as Central Virginia's first fully accessible playground. Today, it welcomes an average of 9,800 guests each month.



Looking ahead, the need for our services continues to grow. I fully expect SOAR365 to be serving or employing more than 3,000 individuals with disabilities annually by 2030. That impact is only possible because of you. Thank you for all you do for people with disabilities in our community.

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

John B. Walker
PRESIDENT & CEO, SOAR365



I am humbled, excited, and grateful for the opportunity to engage with SOAR365 stakeholders as we work together to create life-fulfilling opportunities for people with disabilities. The team's efforts in 2025 marked an inflection point in our goal for SOAR365 to be better known for its significant impact in Central Virginia. The Board will continue to leverage this momentum to support execution of the 2026 Strategic Plan initiatives.

Tom Cricchi | BOARD CHAIR

Pediatric Therapy in 2025:



1,087
CHILDREN SERVED



10,952
HOURS OF
THERAPY SESSIONS



22
THERAPISTS,
EARLY CHILDHOOD
EDUCATORS
& SERVICE
COORDINATORS

*Ava and SOAR365
therapist, Blair Sweeney,
practice riding a tricycle
at our Saunders location.*

From NICU to Next Steps: Ava Grows With SOAR365

After nine long months in the hospital, Ava is now learning to color, try new foods, and climb playground equipment.

“Open door! Open door!” two-year-old Ava shouts excitedly. Outside are Blair Sweeney and Megan Pesci, her SOAR365 pediatric therapists. “They’re awesome,” says Ava’s mom, Kacie. “Both of us look forward to seeing them when they come. They’ve become part of the family.”

Ava was born at just 24 weeks. Diagnosed with a heart defect, she spent nine months in the NICU at the University of Virginia. She first began early intervention services in Charlottesville, before moving to Richmond and finding SOAR365.

“When we first started with SOAR365, she was only sitting propped up, and she wasn’t crawling or saying any words,” says Kacie. “Now, she is talking and walking and thriving!”

“Blair and Megan encourage her; they’re her biggest cheerleaders,” says Kacie. “They have been so helpful, giving me ideas and resources and support.”

With their help, Ava is blossoming. “She knows her ABCs. She can recognize colors, numbers and letters,” says Kacie. Ava confidently says, “Me! Me! Me!” when she wants to do something herself.

What’s next for Ava? Her current goals include climbing stairs independently, jumping, stacking toys, and trying new foods. Blair is helping Ava use a balance bike and playground equipment, so she

can explore and play like other children her age. Meanwhile, Megan is teaching her to grasp a crayon and make a line on paper. Parents sometimes take these milestones for granted—but not Kacie.

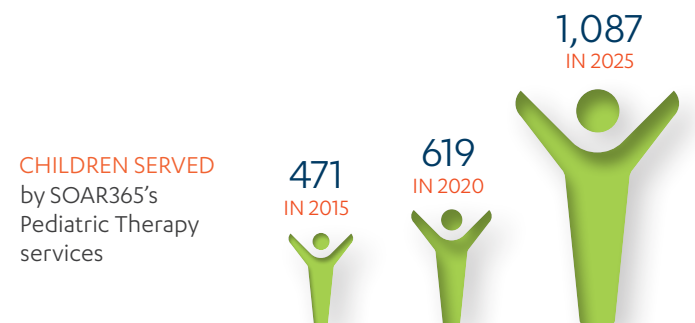
“At a recent NICU reunion, one of my friends said, ‘Two years ago...who’d have thought we’d be here?’” says Kacie. It’s clear that her love and dedication made Ava’s progress possible—with help from the professionals at SOAR365.

We’re proud to be the largest provider of early intervention services in Central Virginia. But the needs of our community keep growing—and so does SOAR365’s Pediatric Therapy program. Every year, the number of Virginia infants and toddlers diagnosed with a developmental delay or disability increases. With the help of our generous donors, we can reach even more families—and help children like Ava for decades to come.



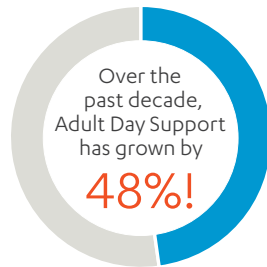
Ava with mom, Kacie

100%
of parents said our Pediatric Therapy services increased their confidence in caring for their children.



Growing Together: Adult Day Support Enriches Lives

At SOAR365, our Adult Day Support participants get a chance to explore their community, develop life skills, try new activities, and make new friends. Every day is an adventure, and that keeps them coming back year after year.



The program also helps caregivers to maintain steady employment and economic stability. Caregivers can attend to daily responsibilities with peace of mind, knowing their loved one is safe and engaged.

Today, we offer Adult Day Support at three convenient locations throughout the Richmond area.

SOAR365's Adult Day Support program helps adults with disabilities develop important life skills. This, in turn, enhances Sheltering Arms' continuum of care and our commitment to the community. We are happy and inspired to be a partner in this work.

BARBARA H. DUNN, PHD, RN | SHELTERING ARMS COMMUNITY PARTNERSHIPS COMMITTEE CHAIR



Meet Patrick

"Happy Monday!" says Patrick with a wave. He can often be found greeting employees and visitors at the front door of our Saunders location. It's a responsibility he takes seriously.

"Patrick has a great personality," says his long-time friend and direct support professional (DSP), Diane Bledsoe. "He really loves to help out everyone here. He views it as his job."

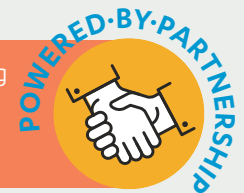
If Patrick seems very at home, it's because he is—he's been attending Adult Day Support at Saunders for over 20 years.

"He just loves SOAR365," says his mother, Virginia. "Several years ago, we actually had to tell him it was closed so we could take him on vacation!"

Patrick especially likes volunteering with Meals on Wheels and going out to explore museums, stores, restaurants, parks and VCU athletic events.

The social interaction has helped Patrick grow. "His speech has improved," says Virginia. "Patrick's talking in longer sentences now, and we can even have a conversation on occasion."

At SOAR365, Patrick has found purpose, friendship, and a place where his helpful spirit shines.



A Brighter Future for Zach —and Peace of Mind for Mom

Respite gives participants confidence and connection, while caregivers get a much-needed break.

If you're ever lucky enough to meet Zach, one of the first things you'll notice is his bright smile and cheerful energy. "He's friendly and very outgoing," says his mom, Jessicah. "He loves being around people."

Zach is mostly nonverbal, but that doesn't stop him from communicating. He uses gestures, note cards, and his iPad to share his thoughts. His favorite phrase? "Good boy!" — something he says proudly with a grin.

Zach first found SOAR365 when he attended our Summer Camp at 10 years old. "He had such a great experience," says Jessicah.

When Zach graduated high school in May, Jessicah naturally thought of SOAR365 for Adult Day Support. At SOAR365, Jessicah knew he wouldn't just "sit around"—he could grow, stay active, and be part of a community.

Zach also began attending SOAR365's Respite program on weekends. For Jessicah, this combination has been life-changing. "It really is a lifesaver," she says. "Everyone needs a break sometimes. As a single mom, it gives me peace of mind knowing Zach is safe, happy, and surrounded by people who care about him."

That trust is what SOAR365's Respite program is all about. It's one of very few respite options in Central Virginia for people with disabilities. Families can relax knowing their loved one is enjoying fun, meaningful activities while being supported by trained staff.

At SOAR365's Respite program, participants take part in everything from community outings—like bowling, visiting the pumpkin patch, or shopping at local stores—to creative projects such as art, music or theater activities.



At SOAR365's Respite program, weekends are filled with hands-on, meaningful activities.

Jerri, one of the direct support professionals (DSPs) who works with Zach in both programs, has watched him blossom in this setting. "When I first met him, he was a little reserved," she says. "Now he's more social. He goes up to his peers, gives a thumbs up, and says 'good boy.'"

Jerri is proud of Zach's increased confidence. "I get emotional seeing our participants open up and try new things," she says. "Zach communicates more now. He's learning how to greet people in the community, say hi to a cashier, or ask for something he wants."

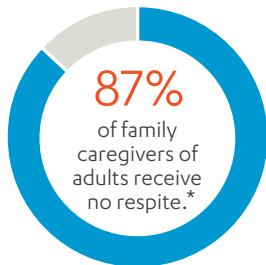
For Jessicah, SOAR365 has provided more than just care—it's helped Zach to thrive. "He's happier, calmer, and more independent," she says.

Jerri agrees. "SOAR365 is like a family," she says. "We're here with these individuals every day. We care for them; we celebrate with them. Seeing them succeed means everything."

For Zach and his mom, that family feeling makes all the difference. "I'm so thankful," Jessicah says. "There's no other place like this."

SOAR365's Respite program is one of very few respite options in Central Virginia for people with disabilities.

* SOURCE: National Alliance for Caregiving and AARP Public Policy Institute, Caregiving in the U.S. 2025.



A Summer to Remember: Phil's First Camp Adventure

SOAR365's Summer Camp gives families peace of mind—and campers unforgettable joy!

When Ann first heard about SOAR365's Summer Camp for kids and adults with disabilities, she was excited.

Her son, Phil, loves to be outside—visiting parks with his caregiver, Dala; jumping on his trampoline; or spending time with his family's goats, chickens and dogs.

She knew he'd enjoy all the outdoor fun at Summer Camp—but she was also worried. Like many of our campers, Phil has both developmental disabilities and medical conditions—and he had never been to an overnight camp before.

"I really wanted him to have the experience—and I wanted us to have the experience of the respite—but I was really nervous about it," she adds. "Phil requires a pretty intense level of care."

Tricia Puryear, VP of Human Services, offered to give Ann and Phil a personal tour of our Camp Baker location. She took the time to hear Ann's concerns, provide honest answers to her questions, and help ease her mind.

"Tricia is just so wonderful—so warm and welcoming. I felt understood by her," says Ann. Tricia also made sure to personally greet Ann and Phil when he arrived for Summer Camp. "She made me feel really supported and comfortable," Ann says.

Still, it took some time to relax. "That first night, my husband and I were waiting for a call; second night, we were waiting for a call; third night, we were waiting for a call," says Ann, with a laugh. "Finally, we settled in and decided he must be having a good week!"

When she arrived to pick Phil up, she could see it was true. "A couple of counselors were able to communicate really well with Phil. That meant the world to me, that these folks who had never met him before could see past his challenges and connect with him, be silly and have fun."

"Phil has a great sense of humor. He's very expressive and has a big personality," says Ann. Phil's favorite activities were swimming and exploring Camp Baker on an accessible Utility Task Vehicle (UTV). His fellow campers and counselors loved to encourage him by chanting his name. It lit Phil up.

"I was so happy with the experience. A parent can tell when people who work with their child are actually enjoying the work and feeling connected to them," explains Ann. "The staff at SOAR365's Summer Camp really care. They are diligent with their work and go above and beyond to make sure campers are safe and parents are informed. It was just a wonderful experience."



288

campers joined us
last summer, with
many of them
staying multiple
weeks!

Altria Named SOAR365's Volunteer Group of the Year

For more than 17 years, our friends at Altria have shown what true partnership looks like—rolling up their sleeves, pitching in, and helping people with disabilities. This year alone, 166 Altria volunteers contributed over 500 hours of service.

That's why we were proud to honor Altria as SOAR365's 2025 Volunteer Group of the Year.

In May, Altria employees landscaped garden beds, laid mulch and gravel, built shelves and organized art supplies at Camp Baker. And another group of volunteers joined us the very next month. This time, Altria employees helped assemble snack packs for our program participants to take on community outings.

But they still weren't finished—in September, Altria volunteers came to Camp Baker for our largest volunteer event ever.

Volunteer teams painted and reorganized the Lodge and Price House, refreshed campgrounds with mulch and gravel, stained picnic tables, and even assembled brand-new furniture. They also put together LEGO sets for Pediatric Therapy and Adult Day Support and created special holiday therapy kits for children.

In just one afternoon, the group accomplished what would have taken our staff weeks to complete. Our Adult Day Support, Respite and Summer Camp participants are so grateful for their hard work.

Altria has not only supported us with their time and talent, but also with much-needed funding. Over



ABOVE: Altria volunteers at Camp Baker. **BELOW: (FROM LEFT TO RIGHT)** Liz Harris Baker, SOAR365 Volunteer Engagement Director; John Walker, SOAR365 President & CEO; Elicia Taylor, Altria; Savannah Simonds, Community Foundation for a greater Richmond.

the years, Altria has contributed more than \$460,000 to SOAR365 through grants and volunteer projects, much of which has funded enhancements to Camp Baker.

In 2025, SOAR365 received a \$25,000 Give Together grant from Altria's Contributing Together (act) employee giving program. The program gives employees the opportunity to make personal contributions to an Altria-matched fund and then direct the distribution of those funds. This contribution will fund camp scholarships, helping more families experience the magic of Summer Camp. Give Together grants always feel extra special because Altria employees decide what organizations they want to fund and where they want to have an impact.

Altria also contributed to SOAR365 each time they volunteered in 2025—resulting in an additional \$34,500 in funding support.

Year after year, Altria leads with generosity and compassion. We're so grateful for the ways they help us achieve our mission.

Greener Spaces, Brighter Futures

As you travel across Central Virginia, our hard work is everywhere: clean roadways, vibrant green spaces, and beautiful library gardens. Behind it all is SOAR365's Commercial Grounds team. Here, employees with and without disabilities can earn competitive wages while improving our community.

SOAR365 cleans roughly 600 miles of roads each month in Henrico County. That's more than 300,000 pounds of trash removed each year! It's hard work, but it gives employees a strong sense of purpose.

"Our people take great pride in what they do," says Randy Britt, Director of Commercial Grounds Operations. "They take it very seriously." That's why Henrico County has hired SOAR365 for over two decades.

The team's high-quality results have led to new partnerships as well — like those with the James River Association (JRA) and Richmond Public Libraries. Their first project involved maintaining rain gardens and bio-retention areas at five local libraries. Since July 2025, their service area has grown to include all nine Richmond Public Library branches.

Katy Riley, Community Conservation Coordinator at the JRA, explains why the partnership works so well: "SOAR365's commitment to community and inclusivity is one the James River Association wholeheartedly shares. Together, we're creating and maintaining green spaces that reflect the diverse needs of our local community while fostering a shared sense of stewardship for the James River."

Many of our employees performing this work have a disability, including substance use disorder. They often face challenges securing food, housing, transportation — and a steady job. Luckily, SOAR365 provides the support they need to succeed. In fact, "ninety percent of the accommodations we provide support their lives outside of work," Randy explains. "We're not only training employees on job skills, we're also supporting life skills and personal growth."



Ashley Absher and Randy Britt from SOAR365's Commercial Grounds team proudly pose in front of the future home of a new tree with representatives from the James River Association and PlanRVA.

These partnerships do more than beautify our community. When our clients choose SOAR365, they're investing in a more inclusive Richmond where everyone has the chance to contribute, earn a living, and build a brighter future.

OUR PARTNERS



Rising to a New Challenge

When the federal government announced its “return to in-person work” order in early 2025, thousands of military and civilian employees returned full time to the Defense Supply Center Richmond (DSCR). Keeping those buildings clean and welcoming is SOAR365’s Janitorial & Custodial Services team.

SOAR365 employs 45 people with disabilities on this team alone, giving them the opportunity to build their skills and take pride in meaningful work. At DSCR, their efforts support the men and women who serve America’s military, helping to keep the base running smoothly.

SOAR365’s work at DSCR is part of the AbilityOne Program. AbilityOne partners with SourceAmerica to award federal contracts that provide meaningful jobs and competitive pay to people with disabilities.

As the pace at DSCR continues to pick up, the SOAR365 crews are meeting the challenge head on. Crew leaders Jesse Patron and Brandon Benton know teamwork and communication are key.

“There are more spills, more trash, more people asking for help,” says Brandon. He and Jesse rely on schedules to keep their teams on track. “It’s more important than ever that I coordinate my team so everything stays organized,” says Jesse.

Through it all, they are gaining key leadership skills. “Different people have different disabilities,” Brandon explains. “You learn to talk to everyone in a way that helps them succeed.”

Both Jesse and Brandon take pride in their crews’ work and the positive role they play in supporting America’s military. “We get a lot of compliments,” Brandon says with a smile. “People tell us we’re doing a good job and that feels great.”



SOAR365’s Janitorial & Custodial Services team earns competitive wages and supports America’s military at the Defense Supply Center Richmond.



Cheney Makes the Most of Opportunity With Walgreens

Through Supported Employment and the Walgreens Retail Employees with Disabilities Initiative (REDI), Cheney found the perfect fit.

For Cheney, finding the right job was about more than just earning a paycheck, it was also about finding his confidence. Thanks to SOAR365's Supported Employment program and a partnership with Walgreens, he's now thriving in a role that brings out his best every day.

SOAR365's Supported Employment program helps people with disabilities discover meaningful work opportunities in the community. Employment specialists guide each participant through every step, from identifying their interests and skills to interviewing, on-the-job coaching, and creating necessary accommodations and supports that ensure long-term success.

"We observe each person's skills and match them to the right environment," explains Lizzie Graham, a Supported Employment Specialist at SOAR365. "It's my favorite part—getting to know participants and helping them find a job they're going to love."

When Lizzie met Cheney, she quickly saw his potential. He was eager to work, especially in a stocking role, but he needed the right opportunity. The Walgreens REDI Program, a corporate initiative that provides job training and experience for people with disabilities, provided the perfect fit.

Cheney strolls to his next task as his job coach, Lizzie, recaps all of the work they've already completed and reminds him of what's left to get done during today's shift at Walgreens.

"I got a call from Walgreens corporate asking if I could sponsor a young man through SOAR365," recalls Angie Chubb, Store Manager at a Walgreens in the Tuckahoe area. "They told me a little about the program, and I just said, 'I have to do this.' It's so important to give somebody a chance to develop their skills."

With Lizzie's guidance and Angie's encouragement, Cheney began learning new skills and gaining independence every day. His daily responsibilities include restocking shelves, checking expiration dates, placing price stickers, and helping with other store duties.

"When he finishes a task, he'll give us high-fives or fist bumps. We all pitch in to help him succeed, and that's what it's all about," says Angie.

With determination, smiles, and a strong support system, Cheney has found more than just a job—he's found a place where he belongs, and a community that believes in him.





Columbia Gas of Virginia volunteers gave 86 hours of their time to SOAR365.

NiSource Charitable Foundation and Columbia Gas of Virginia: 2025 Community Partner of the Year

For more than a decade, NiSource Charitable Foundation and Columbia Gas of Virginia have been true partners in helping SOAR365 achieve its mission. Their dedication runs deep, spanning 12 years of support through generous financial gifts and hands-on volunteering that directly impact the people we serve.

This year, Columbia Gas made a major investment in SOAR365's Supported Employment program, helping to expand opportunities for people with disabilities to find meaningful, competitive jobs in the community. But their commitment goes far beyond funding.

In 2025 alone, 35 Columbia Gas volunteers gave 86 hours of their time to brighten the lives of SOAR365 participants. From planting trees on Arbor Day to cheering at our Summer Camp Talent Show to creating festive fall crafts alongside Adult Day Support participants, their enthusiasm and compassion have made a lasting impression.

For their exceptional partnership, Columbia Gas of Virginia and the NiSource Charitable Foundation were named SOAR365's 2025 Community Partner of the Year, a well-deserved recognition.

Meet Our Volunteer of the Year

John McCarroll used to spend his days running, reading, and working on his stamp collection. "My wife pointed out, 'John, everything you're doing is solitary. You're missing something.'"

That "something," John realized, was connection. He had always valued volunteering—20 years ago, he began helping immigrants learn English and pass the U.S. Citizenship Test through Literacy for America. But those experiences were different, he says. In those settings, people needed him. At SOAR365, he needs them.

John cherishes his new role: reading to Adult Day Support participants at our Staples Mill location. "I go there for the same reason I go to church," John explains. "I need the grounding. At church, I find solemnity, and at SOAR365, I find the absolute joy I crave."

One morning each week, John gathers the group to read the Richmond Times-Dispatch—horoscopes, Hints from Heloise, grocery prices, and funny news stories. They also read novels together.

"It's wonderful," he says. "They like each other, they have a good time, and they enjoy it. I just love them. They're so much fun."

Reading time has boosted participants' confidence, social skills, and sense of belonging. And for John, SOAR365's Volunteer of the Year, it's the highlight of his day. "There's no better thing in life than seeing them laugh and smile," he says. "It makes you realize what's important."



John McCarroll, 2025 Volunteer of the Year, enjoys reading with Michael, Logan, and Jeremy.

Celebrating 10 Years of PARK365

In 2015, SOAR365 opened the gates to PARK365 with one big dream: to create a place where everyone—children and adults, with and without disabilities—could play, explore, and connect. Today, that dream is still going strong. An average of 9,800 people visit each month to swing, slide, and laugh together in a space made for all.

PARK365 was designed so everyone can play safely and comfortably. It has an accessible treehouse and merry-go-round, supportive swings, and sensory-friendly play areas. And it's become one of the most beloved birthday party destinations in the region!

PARK365 has won Best Community Playground (Richmond Magazine) for three years in a row, and PARK365 was also named a Top Playground in Central Virginia (Virginia Living Magazine) in 2023 and 2024.

Now, as we celebrate 10 amazing years, SOAR365 is planning for the future. With so many visitors every day, PARK365 will soon need updates—like new play surfaces, additional shade features and updated equipment. These improvements will help PARK365 stay safe, fun, and welcoming for years to come.

For the past decade, PARK365 has proven that play is for everyone. With community support, we can make sure the next ten years are just as joyful. Let's keep PARK365 a place where everyone belongs.

Stories from PARK365

Read about how PARK365 is making an impact in our community! Check out **Stories from PARK365** on the **Richmond Family Magazine website**. A new column is published every other month.



Community partnerships flourish at PARK365. Over the years, we have partnered with organizations such as Beyond Boundaries, Greater Richmond Fit4Kids, Jacob's Chance, Special Olympics, and Sportable.



Sportable has collaborated with SOAR365 for the past three years to provide opportunities for people to learn about and interact with adaptive sports and recreation at PARK365. This partnership means so much to us because we are able to go where the people are, PARK365, an accessible and inclusive playground which provides a venue for kids with and without disabilities to play and exist in the community together. We are so grateful for the opportunity and are excited to see what it brings in the future!

DAVID ROBBINS | SPORTABLE, COMMUNITY OUTREACH MANAGER

Ladybug Fund Winetasting & Silent Auction Celebrates 25 Years

In 2025, we celebrated the 25th anniversary of the Ladybug Fund Winetasting & Silent Auction, SOAR365's signature fundraising event! Guests enjoyed delicious food, fine wines, and a fun silent auction.

Ladybug started when a group of parents wanted to increase funding for SOAR365's Pediatric Therapy program. They knew firsthand how much SOAR365 meant to parents and caregivers of children with disabilities.

Since then, the event has raised nearly \$3 million. This year alone, it brought in \$294,000 to help support SOAR365's programs.

"This event provides much-needed funding, continuing SOAR365's mission to create life-fulfilling opportunities for individuals with disabilities," says SOAR365 Board Member and Ladybug Co-Founder, Thom Horsey.

We're so grateful to everyone who attended, the event's 40 sponsors, and our silent auction donors.

Dr. Joe and April Niamtu spoke during the evening, sharing their family's story. Both of their sons, Joey and Evan, have disabilities. When they first found out about their sons' diagnoses, they weren't sure where to turn. "You don't know what to do. You're lost," says Dr. Niamtu.

"When we found out about SOAR365, it was like being in the desert, crawling in the sand, being thirsty for days and suddenly finding an oasis," he adds. Joey and Evan received SOAR365 Pediatric Therapy early intervention services.



Thom Horsey, Meg Downs, John Walker and Tom Cricchi share a celebratory moment together.



Help us send kids to summer camp!

Ladybug Co-Founder, Thom Horsey, enjoys the event with Dr. Joe and April Niamtu.

April recalls the impact her sons' therapists had. "They were just remarkable. They were also instrumental for them in starting school," says April. "I would have never imagined Joey going to school. But it was them saying, 'Oh, definitely by the time he's two years old...' They went with me to the school and met the whole team."

"That's another thing about SOAR365—the people that they hire are 100% unconditionally committed," says Dr. Niamtu. "And they're there for the right reasons," adds April.

SOAR365's pediatric therapists stayed with Joey and Evan through their early years in school, until they outgrew the services. But the Niamtus will never forget how much SOAR365 meant to their family.

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.

2025 Donors

\$50,000 and above

Anonymous
Mr. and Mrs. Michael Beall
Chesterfield County Department of Community Enhancement
Genworth
William R. Kenan Jr. Charitable Trust
The LEGO Group
McGeorge Family Enterprises
The Pauley Family Foundation
David B. Pincus and the Pincus Family
Robins Foundation
Synergy Technical
United Way of Greater Richmond & Petersburg
Virginia Department of Rail and Public Transportation

\$10,000 to \$49,999

Anonymous (4)
Altria
Call Federal Credit Union
The CarMax Foundation
Chesterfield County

Community Foundation for a greater Richmond
Julia and Tunnicliff Fox Charitable Trust, Bank of America, N.A., Trustee
James M. Frye Endowment Fund II
Richard and Caroline T. Gwathmey Memorial Trust
The Wilbur Moreland Havens Charitable Foundation
Heartwood Wealth Advisors
Henrico County
Herndon Foundation
Jenkins Foundation
Eric and Kate Margolin
Mr. and Mrs. Robert Mizell
Dr. Joe and April Niamtu
NiSource Charitable Foundation and Columbia Gas of Virginia
Moses D. Nunnally, Jr. Charitable Trust B
Karen E. and William D. Poole R.E.B. Foundation
Satyanarain Rangarajan
The Walter W. Regirer & Maria Teresa Regirer Foundation

City of Richmond
Sheltering Arms Foundation
Shelton Hardaway Short, Jr. Trust
Mr. and Mrs. Wallace Stettinius
Michelle and Bill Thomson
The Universal Leaf Foundation
Mr. and Mrs. Coleman Wortham, III

\$5,000 to \$9,999

Anonymous
Buzz and Fran Brown
Charles M. Caravati*
James and Lynne* Carney
Tom and Bonnie Cricchi
CoStar Group
Aggie and Richard Cullen
Timothy Dickson
Dominion Energy Charitable Foundation
Meg and David Hendrick Downs
Enterprise Mobility
The Estes Foundation
FCCI Insurance Group
Foundation for Greater Good
Freeman Family Foundation
The Gorrell Family Foundation
Betsy Haas Fund For Children
Carolyn Jones
Clinton and Katie Kelly
J.E. Liesfeld Contractor, Inc.
John G. Myers, Jr.*
The Nest Schools of Mechanicsville
Mary Beth Nolan
Bradley and Jane Nott
Rick and Nancy Patterson
PCSI
E. Bryson and Franny Powell
The Rock Foundation
Susie Salsitz
Sentara Health Plans
Bob and Janet Sommerville
Katherine J. Timberlake
Edward Villanueva
Anne and John Walker
The Dennis and Phyllis Washington Foundation

\$2,500 to \$4,999

Anonymous
Aetna
Altria
Marshall Butler, Jr.*
Hank and Shannon Carter
Carter & Shands, P.C.
CIGNA
Eckert Seamans
Steve and Christie Fargis
Julee and Steve Fletcher
Gentry Locke Attorneys
Alex Golubitsky and Megan Driscoll
GroundForce IT, Inc.
Hilb Group
Keiter CPAs
Maureen and Chuck McBride
McGriff Insurance Services
Eric Livingston and Rosa-Lyn Morris
Jeff and Lisa Penny
Jonathan and Annemarie Perel
Bob and Kathleen Redmond
St. Mary's Catholic Church
Carl and Diane Simon
Mr. and Mrs. William Slate
RJ Smith Companies, USA Civil
SouthState Bank
Mr. and Mrs. Charles Story, III
Brenda Street
Towne Insurance
Trinity United Methodist Church
Mark and Lisa Tripodi
Walmart Super Center Stores - 1523, 2295, 2821, 4191
The Waltie Fund
Honoring Tommy J. West – West Charitable Trust
Whiteford

\$1,000 to \$2,499

Anonymous (3)
Michelle and Adam Alford
Anthem Healthkeepers Plus
Atlantic Union Bank
David and Diana Beran
Jack Berninger
BerTech LLC

* deceased

Scott Blackwell and Jim Handly
 Charles and Teresa Blair
 Wayne Boggs
 Mr. and Mrs. Kevin H. Brandon
 Suzanne and William Broaduss
 Ric and Lynda Brown
 Caravati Family Foundation
 Cathedral of the Sacred Heart
 Wayne and Nancy Chasen
 Daisy Coates
 Jeff Conley
 Keyanna Conner
 Ann Cricchi
 Custom Kitchens, Inc.
 Davenport & Company LLC
 Delta Dental of Virginia
 EAB
 Fahrenheit Advisors
 Mike and Cindy Foley
 Michael and Hampton Ford
 Foundation for Children with
 Intellectual and Developmental
 Disabilities
 Manju and Surendra Ganeriwala
 Jane Hamilton and Steve O'Brien
 Joyce Hann and Robert Hunt
 Phyllis Herriges
 Cecil R. and Edna S. Hopkins
 Family Foundation
 Diana Chase and Edwin Houchens
 Walter and Sharon Hutchinson
 Ippon Technologies
 James River Rotary Club
 Walter and Leila Jones
 Juno Financial Group
 Bruce and Janet Kay
 Mike and Kim Kremer
 John and Libby Lewis
 Alex and Lucille Lindamood
 Loyal Order of Moose Manchester
 Richmond Lodge 699
 Jaime and Michael McClure
 Mr. and Mrs. Monty McFadden
 Trent and Christi McFadden
 William and Betty McLean
 Kelli Massey-Makhoul and
 Ray Makhoul
 Debbie Meeks*

Diana and Jeff Miller
 Nina Moskowicz, Psy.D.
 Matt and Barbara O'Connell
 Outdoor Kitchen Creations
 Project Give Back to Community
 Publix Super Markets Charities
 Tricia and Brian Puryear
 Jim and Vickie Quigg
 Julie Renstrom and James Thomas
 Richmond Christmas Mother Fund
 John and Elizabeth Schmohl
 Richard and Leslie Sliwoski
 Mrs. Mildred S Stillman
 Lauren and Aaron Templeman
 John Torrence
 Jack and Caroline Walker
 Scott and Vicki Warren
 Kim and Larry Watson
 Polly and Doug White
 Patricia and William Wilkerson
 Williams Mullen
 Dana and John Wilson
 Kathy and Glenn Wright
 Bill and Marie Yascko

\$500 to \$999

Anonymous (2)
 Ashland Christian Church
 Edilia and Mike Bendel
 Ros and Didi Bowers
 Bob and Doris Brody
 Patricia and Dewey Brown
 Rodney Caldwell
 Terry and Janet Chalker
 Maxwell Chance
 Pat and Annmarie Cleary
 Nancy Crone
 Christopher and Beth Daly
 Richard and Mary Beth Deutsch
 Dominion Payroll
 Dr. Nakeina E. Douglas-Glenn and
 Mr. Howard Glenn
 Eidson & Son Concrete & Repair, Inc.
 Ron and Donna Essex
 Dr. and Mrs. William F. Falls, III
 Louanna and Allen Goolsby
 David Gossett and Kimberly Klaus
 The Haltom Family

Cliffe and Elizabeth Harris
 Jesse and Sally Hawthorne
 Lansing Foundation
 Clarissa McDonough
 Mr. and Mrs. Wheat McDowell
 Ms. Margaret McGeorge
 Col. and Mrs. Mose A. McWhorter
 Jeffrey and Mary Ann Markunas
 Eunice Morck
 Suzanne Munson
 Megan and Kevin O'Neill
 Pfizer
 The Pozen Spraker Charitable Fund
 Bruce Pullen
 Ms. Martha G. Rhodes
 Kara and Andrew Romano
 Susan and Fred Russell
 Mike and Susie Stough
 Target Corporation
 Tito's Handmade Vodka
 Anne F. Waring

In Memory of

Mark J. Balbach
 John Turner Coffman
 Harvey L. "Bubba" Crone
 Emily Claire "Eclair" Essex
 Steve Fetrow
 Leigh Gordon
 Gregory Milo Gotwals
 Betsy Haas
 Charlie Harris
 Larry Hatton
 Dan Hurley
 Robert "Bob" Lehmann
 Robert A. Levin
 Punky Lumpkin
 William "Bill" Martin
 James MacNeill Nolan
 Fain Peebles
 Serena Renstrom
 Robert "Bob" Salsitz
 Nick Sharp
 Peter W. Squire
 John R. Story, Jr.
 Burke Whitney

In Honor of

Waverly Abell
 Delilah Allen
 Mike and Ann Beall
 Mike Beall
 Ric Brown
 James Patrick Brown
 Gavin Cox
 Tom Cricchi
 Brian C. Crone
 Matt Davis
 Meg Hendrick Downs
 Cathy Durvin
 Trever Edwards
 Robert Frank
 Carter Hendrick
 Don Jones
 Clint Kelly
 Lauren Lipscomb
 Dial B. Love
 Chris Martin
 Spencer Munro
 Joey and Evan Niamtu
 Dr. Joe Niamtu and Family
 Susan Pryor
 Cathy Redford
 Marilyn Rice
 RVA Rogue Runners
 Jamie, Robin, and
 Owen Ann Seagraves
 Sarah Seltzer
 Ann and Rebecca Sharp
 SOAR365 Next Generation Council
 SOAR365 Saunders Staff
 Angie Thomson
 Michelle Thomson
 Michelle and Bill Thomson
 John Walker

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.

* deceased

Your Partnership. Stronger Finances. Brighter Future

SOAR365 remains financially healthy. Although we continued to operate at a deficit, our financial results show significant year-over-year improvement as planned.

Revenue grew 6% in 2025, reflecting significant growth in our fundraising efforts. Giving increased by 45% to \$2.9 million — a record high. Our Business Solutions revenue remained strong, and our Employment Services program continued to show significant growth, up 53% year-over-year. This growth buoyed our other Human Services programs, which were down slightly.

Over the past year, we’ve maintained a strong focus on expense management efforts. As a result, our operating expenses declined by 2%!

Lastly, we continue to have a healthy balance sheet, with \$2.7 million in unrestricted cash. Our financial outlook is strong. In 2026, we look forward to further growth in Employment Services, our margin-producing businesses and philanthropic support.

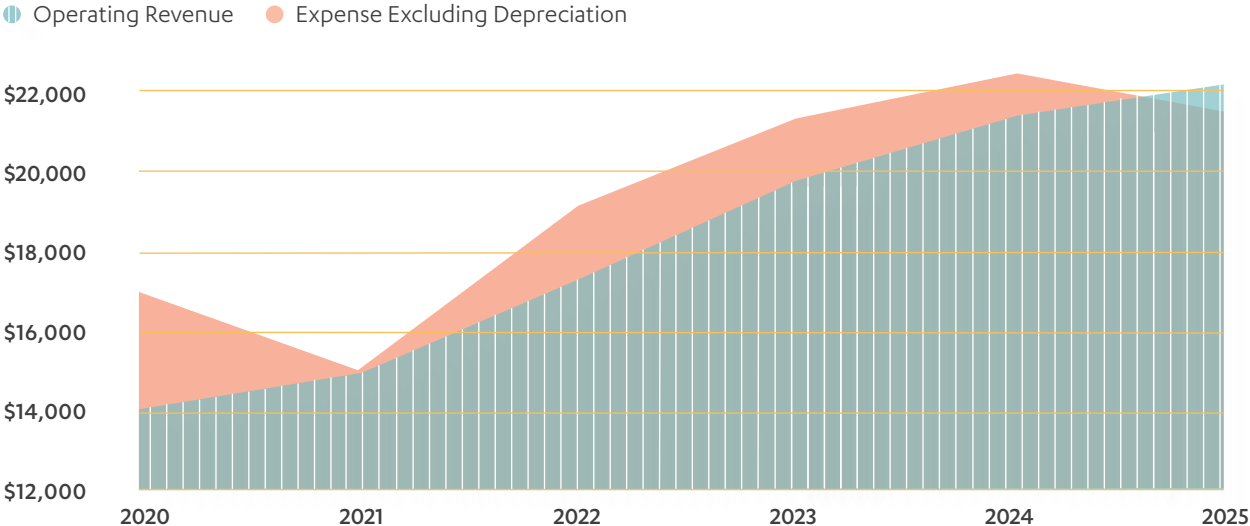


CORE REVENUE
GREW 6%



GIVING INCREASED
BY 45%

6-YEAR FINANCIAL TRENDS (\$ in thousands)



STATEMENT OF ACTIVITIES (\$ in thousands)

	2025	2024	Better / (Worse)	
			\$	%
REVENUE				
Total Operating Revenue	\$ 22,173	\$ 20,953	\$ 1,220	6%
EXPENSES				
Program	\$ 20,248	\$ 20,788	\$ 540	3%
Fundraising	\$ 882	\$ 816	\$ (66)	-8%
Management & General	\$ 1,596	\$ 1,516	\$ (80)	-5%
Total Expenses	\$ 22,726	\$ 23,120	\$ 394	2%
Operating Revenue Less Expense	\$ (553)	\$ (2,167)	\$ 1,614	74%

BALANCE SHEET (\$ in thousands)

	2025	2024	Increase / (Decrease)	
			\$	%
Cash & Investments—Unrestricted	\$ 2,718	\$ 2,601	\$ 117	5%
Cash & Investments—Restricted	\$ 180	\$ 489	\$ (309)	-63%
Other Current Assets	\$ 3,375	\$ 2,943	\$ 432	15%
Operating Lease Right-of-Use Asset	\$ 587	\$ 227	\$ 360	159%
Property, Plant, & Equipment, net	\$ 13,301	\$ 13,885	\$ (584)	-4%
Total Assets	\$ 20,161	\$ 20,145	\$ 16	0%
Current Liabilities	\$ 2,219	\$ 1,969	\$ 250	13%
Operating Lease Liability	\$ 425	\$ 60	\$ 365	608%
Long Term Debt	\$ 4,074	\$ 4,194	\$ (120)	-3%
Other Liabilities	\$ 427	\$ 353	\$ 74	21%
Net Assets	\$ 13,016	\$ 13,569	\$ (553)	-4%
Total Liabilities & Net Assets	\$ 20,161	\$ 20,145	\$ 16	0%
Current Assets to Current Liabilities	3:1	3:1		
Total Assets to Total Debt	5:1	5:1		

BOARD OF DIRECTORS

Thomas J. Cricchi | *Chair*
Rohana Meade | *Vice Chair*
Jeff Conley | *Secretary*
Meg Downs | *Immediate Past Chair*
Ric Brown | *Executive Committee*
Eleanor Jones | *Executive Committee*
Scott Blackwell
Henry Stokes Carter, Esq.
Keyanna Conner
Nakeina E. Douglas-Glenn, PhD
Thomas Horsey
Clinton Kelly
Sid Martin
Maureen A. McBride, PhD
Jeff Penny
William Poole
Robert F. Redmond, Jr.
Valerie Fleming Tillies
Mark Tripodi
Anne Waring

EXECUTIVE OFFICERS

John Walker
President & CEO

Julee Fletcher
Senior VP & CFO

Trent McFadden
Assistant VP, AbilityOne Business Line

Diana Miller
VP, Marketing & Communications

Nina Moskowitz
Assistant VP, Compliance

Tricia Puryear
VP, Human Services

Jim Quigg
VP, Business Solutions

Bill Slate
VP, IT & Chief Information Officer

Charles D. Story, III
VP, Human Resources & Chief Compliance Officer

Michelle Thomson
VP, Community Engagement



SOAR365
3600 Saunders Avenue
Richmond, VA 23227

NON-PROFIT ORG
U.S. POSTAGE
PAID
RICHMOND, VA
PERMIT NO. 851



Every age. Every individual.
Every solution possible.

- ▶ Pediatric Therapy
- ▶ Adult Day Support
- ▶ Respite
- ▶ Summer Camp
- ▶ PARK 365
- ▶ Employment Services
- ▶ Business Solutions

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

soar365.org



An affiliated
chapter of



SourceAmerica

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 increase the number of individuals with disabilities we serve or employ to 3,000.