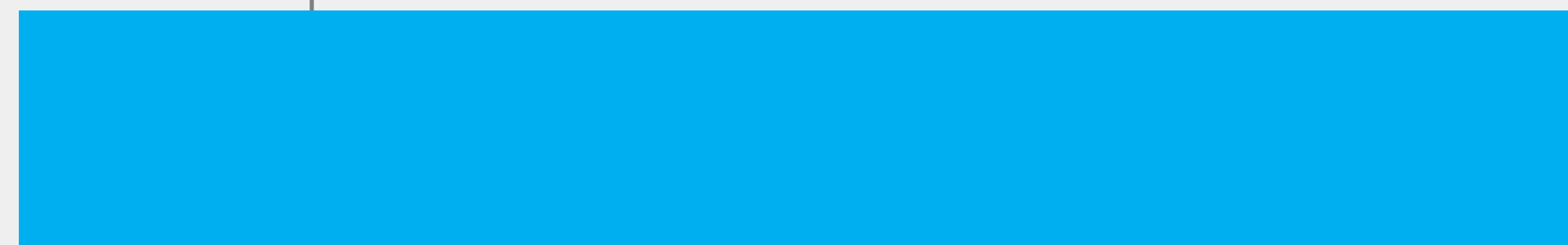
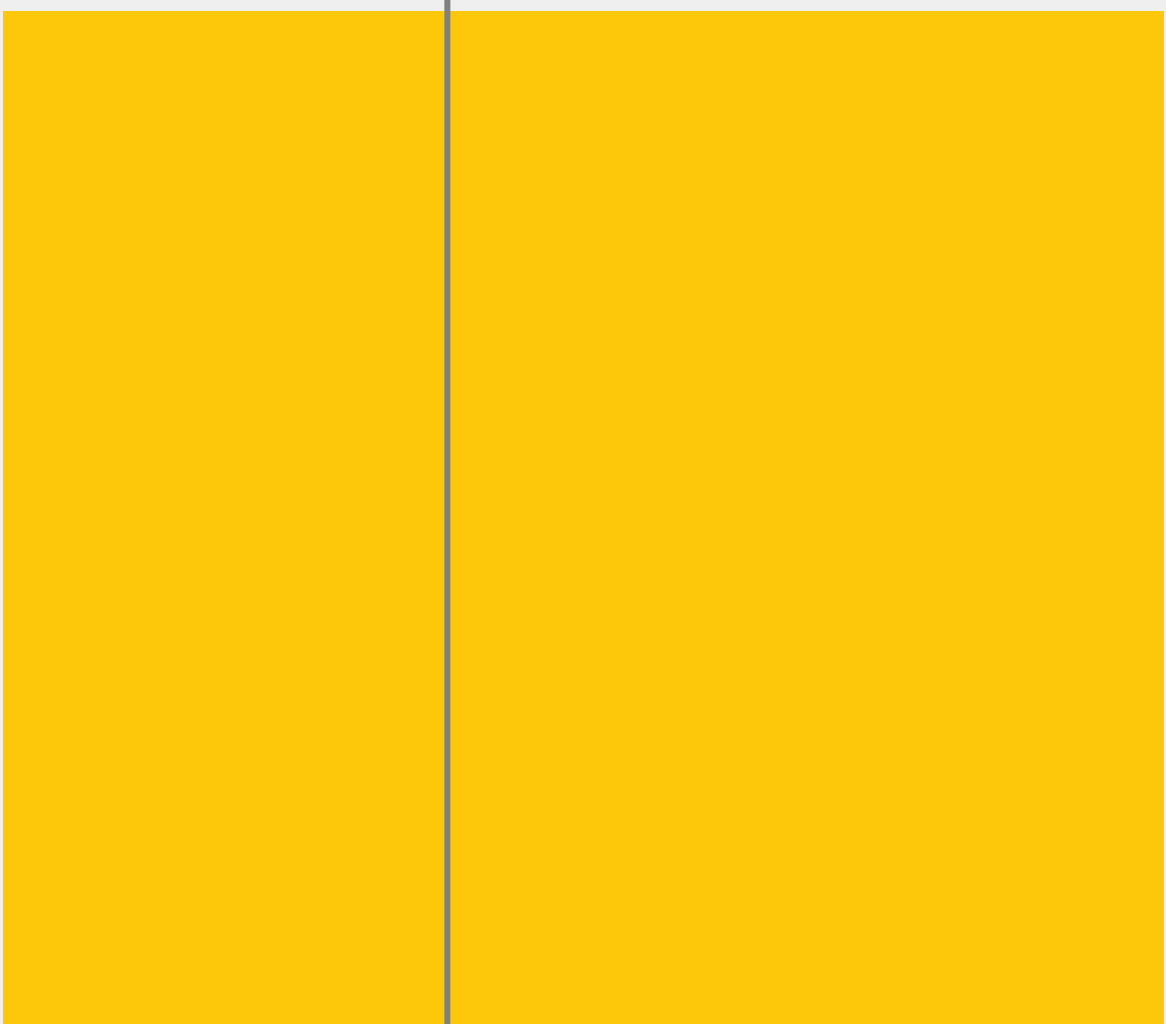




2025-2026 Impact Report



CEO Message

Dear Friends and Stakeholders,

As we reflect on the past year at GHA Autism Supports, I am filled with gratitude for the many accomplishments, milestones, and meaningful moments that have shaped our organization and the lives of those we serve.

For nearly five decades, GHA has remained committed to one purpose: improving the quality of life for individuals with autism and supporting them in living lives filled with opportunity, dignity, purpose, and joy. That mission would not be possible without the incredible people who surround and support our organization.

To our families, friends, donors, volunteers, community partners, board members, and other stakeholders—thank you. Your encouragement, generosity, advocacy, and belief in our mission make a lasting difference every day. You help us create opportunities, strengthen our programs, invest in our staff, and continue finding new ways to serve individuals with autism.

I am especially thankful for the dedicated GHA team members who bring compassion and commitment to their work each day. Their efforts, combined with the support of our stakeholders, allow us to continue growing and improving while keeping the people we serve at the very heart of everything we do.

As I look back on this past year, I am proud of how far GHA has come, but I am even more excited about the possibilities that lie ahead. Together, we will continue to build upon our strong foundation, embrace new opportunities, and remain focused on making a meaningful difference in the lives of individuals with autism and their families.

Thank you for believing in GHA Autism Supports and for being an important part of our journey. Your partnership truly helps us change lives, one person at a time.

With sincere appreciation,
Dawn Allen, Chief Executive Officer
GHA Autism Supports



Who We Are

Our History:

Since 1978, GHA Autism Supports has served individuals with autism spectrum disorder from across North Carolina. The organization began when a dedicated group of Stanly County parents, seeking meaningful supports and opportunities for their children, worked to secure funding for the opening of GHA’s first children’s residence in the late 1970s. What began as an organization serving just five children has grown into a comprehensive provider supporting more than 100 individuals through a wide range of residential, vocational, educational, community-based, and in-home services.

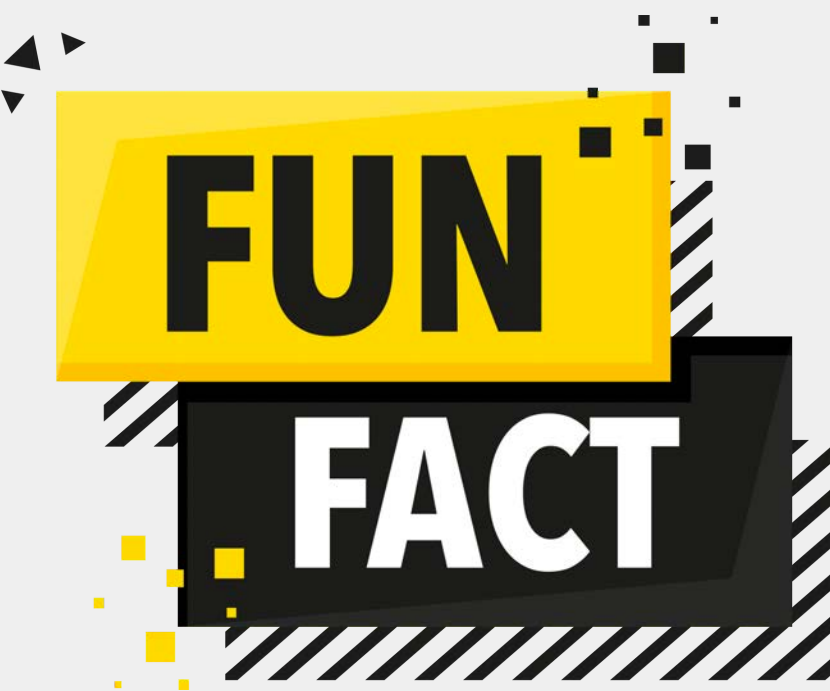
Over the years, GHA Autism Supports has become recognized as a model community for individuals with autism spectrum disorder. Its innovative programs and person-centered approach have attracted visitors from across the United States and around the world who are interested in learning from GHA’s practices and exploring how similar approaches can be implemented in their own communities and countries.

Our Mission:

GHA Autism Supports provides quality, community services to meet the unique needs of individuals with Autism Spectrum Disorder and Intellectual and Developmental Disabilities (IDDs).

Our Vision:

To create environments where people of all ages with Autism Spectrum Disorder are understood, valued for their diversity and are given opportunities to grow, as well as contribute to the community.



In 1978, “The Group Home for the Autistic” was developed to serve 5 children with autism and operated on an annual budget of \$78,000.

By 2026, “GHA Autism Supports” was serving 101 individuals in over 25 different programs and operating on a budget of \$17 million with over 250 staff members!



Board of Directors 2025-2026

- Dr. Robert Craft
- Granseur Dick
- Lisa Ewers
- Brian Freeman
- Dr. Crystal Gaddy
- Dr. Phil Julian
- Markl Liles Kies
- Beverly Moore
- Al Sadowsky
- Dr. Russ Sharples



Currently
serving
101
individuals

- 46 ICF Individuals
- 48 Residential Innovations Individuals
- 7 Community Innovations Individuals

19 Residential Facilities

- **Innovations/DD Residential Sites**

- Burress Home
- Gary Cowan Home
- Doby Home
- Durrett Home
- Hollinger Home
- Lowder Home
- McGee-Hudson Home
- Martin Apartments
- Morrell Home
- Starr Apartments
- Tanglewood Home
- Taylor Home

- **ICF/IID Residential Sites**

- A. Jack Wall Home
- Carolina Farms #1 Home
- Carolina Farms #2 Home
- Carolina Farms #3 Home
- Marie G. Smith Home
- Morrow Valley Farmstead
- Robert W. Thompson Home



- **HUD Sites**

- A. Jack Wall Home
- Gary Cowan Home
- Durrett Home
- Starr Apartments

- **Licensed Day Programs**

- Albemarle
- Port City Academy in Wilmington



- **Additional Programs**

- Carolina Farms and Potting Shed
- Classroom at Albemarle High School
- The Cottage
- Kure Beach House
- Second Street Sundries Cafe and Coffee Shop
- Creative Arts Program and Gift Shop
- Balliet Program in Pittsboro, North Carolina
- Alternative Family Living Program (AFL)
- Vocational Rehabilitation (VR) Vendor

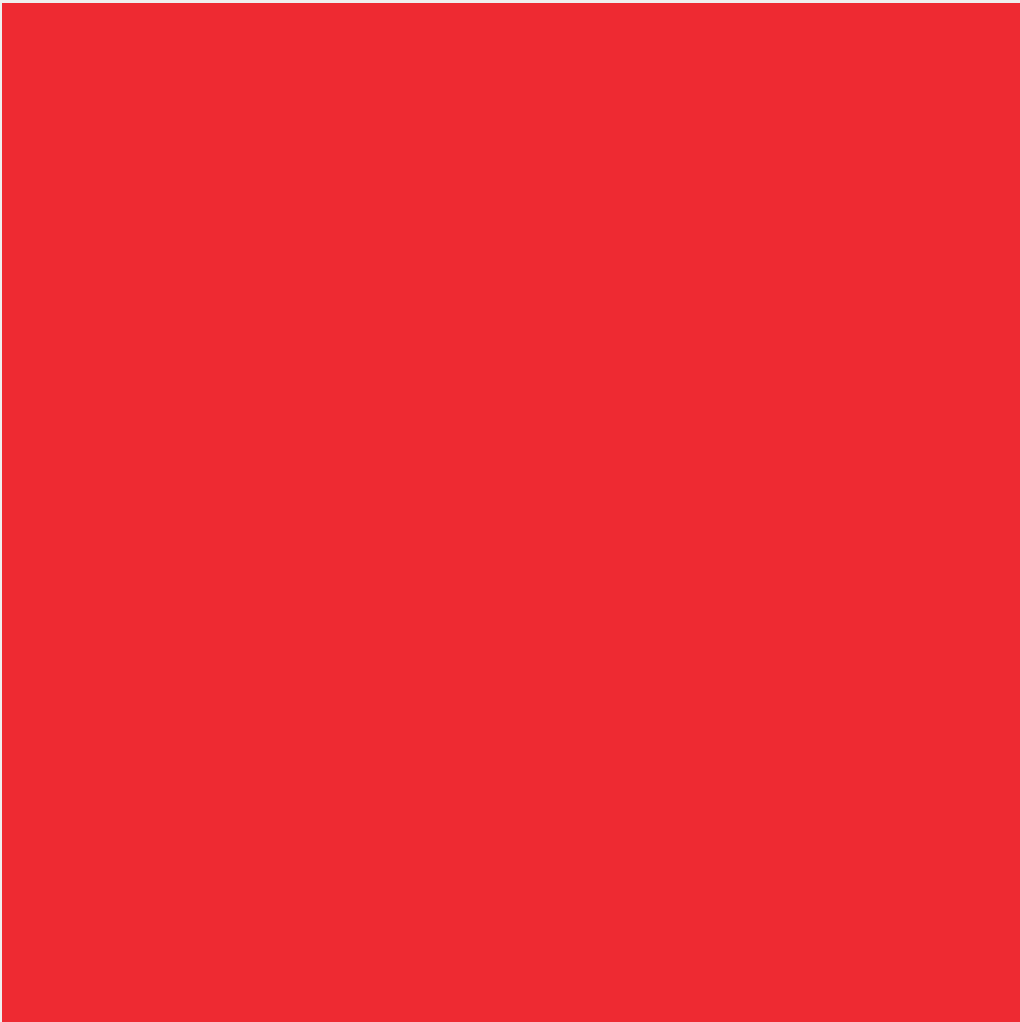


2025 Summarized Financial Information

for Years Ended June 30

Statement of Financial Position	2025	2024
Assets		
Cash and Cash Equivalents	\$2,573,562	\$2,124,833
Accounts Receivable	903,236	1,146,853
Contributions Receivable, Net	16,401	18,667
Prepaid Expenses/Inventory	136,927	75,385
Property and Equipment, Net	7,719,040	8,203,159
Other Investments	401,558	298,905
Total Assets	\$11,750,724	\$11,867,802
Liabilities and Net Assets		
Liabilities	\$6,386,598	\$6,529,879
Net Assets	5,364,126	5,337,923
Total Liabilities and Net Assets	\$11,750,724	\$11,867,802
Statement of Activities	2025	2024
Revenues		
Contributions	\$328,667	\$166,565
Grants	141,000	91,740
Program Revenues	15,754,558	15,560,296
Other Income	1,023,183	929,311
Total Revenues, Gains and Other Support	\$17,247,408	\$16,747,912
Expenses		
Program Expenses	14,024,167	13,786,056
Supporting Expenses	3,197,038	3,576,997
Total Expenses	\$17,221,205	17,363,053
Change in Net Assets	26,203	(\$615,141)
Net Assets, Beginning of Year	5,337,923	5,953,064
Net Assets, End of Year	<u>\$5,364,126</u>	<u>\$5,337,923</u>

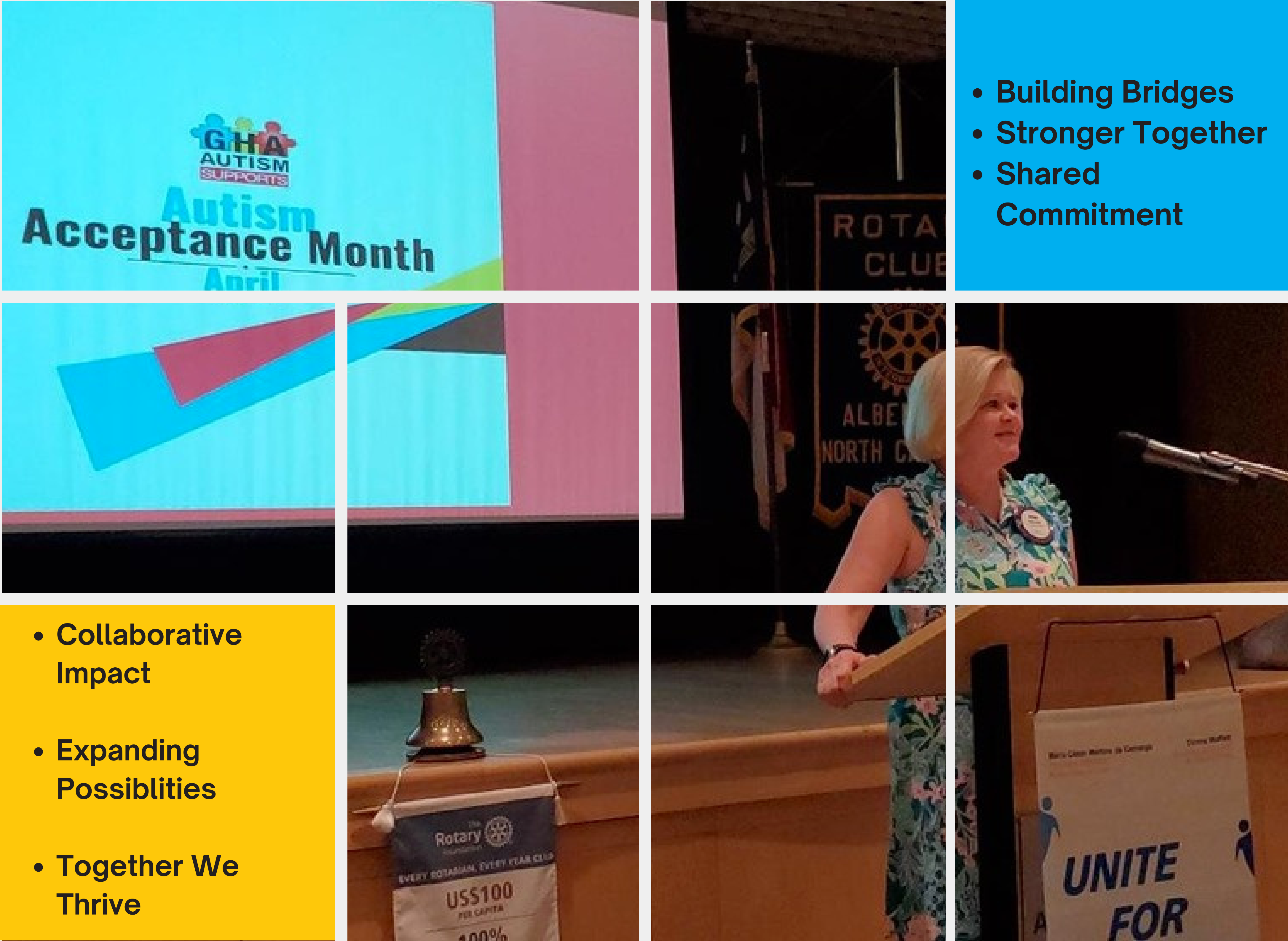
Federal Tax ID #56-1218105



Community Partnerships

At GHA Autism Supports, we believe meaningful change happens when a community comes together. Our partnerships with local businesses, organizations, schools, foundations, churches, civic groups, and individual supporters help create opportunities that extend far beyond the services we provide. These relationships open doors to employment, education, recreation, inclusion, and meaningful community connections for the individuals we serve. Every partnership—whether through a financial contribution, volunteer support, in-kind donation, or shared opportunity—strengthens our ability to fulfill our mission and empowers individuals with autism to live, work, learn, and thrive as valued members of their communities. We are deeply grateful to the many partners who believe in our mission and continue to stand alongside GHA in building a more inclusive community where everyone has the opportunity to belong and contribute. Our 2025-2026 partners include the following:

- Highland Baptist Church, New London
 - Pfeiffer University, Misenheimer and Albemarle
 - Stanly Community College, Albemarle
 - Rialto Theater, Raleigh
 - First Presbyterian Church, Albemarle
 - First Lutheran Church, Albemarle
 - Bethany United Methodist Church, Albemarle
 - Pine Grove United Methodist Church, Albemarle
 - Pelican’s Snoballs, Albemarle
 - Foundation For The Carolinas, Charlotte
 - Wake the World Lake Tillery, Norwood
 - Tidal Wave Auto Spa, Albemarle
 - Jay’s Downtowner, Albemarle
 - New Hanover County Fire Department
 - The Gathering Place, Wilmington
 - Coastal Carolina Therapeutic Riding
 - Mitchell Surf Company, Wllmington
 - Yoga Village, Wilmington
- Stanly County Family YMCA
 - Wendy’s, Richfield & Albemarle
 - Special Olympics, Albemarle and Wilmington
 - Albemarle Rotary Club
 - Stanly County Public Library
 - Stanly County Schools
 - Immanuel Baptist Church, Albemarle
 - Night to Shine, Wilmington
 - The Harrelson Center, Wilmington
 - Stanly Adult Care Center, Albemarle
 - O’Brien Service Company, Wilmington
 - Albemarle Fire Department
 - Joyful Hearts NC
 - Stanly County Meals on Wheels
 - Airlie Gardens, Wilmington
 - Queensboro Shirt Company, Wilmington
 - Ironclad Golf, Wilmington
 - Voices Together NC
- Trinity Place, Albemarle
 - Sk8 City and Entertainment
 - Pilot House Restaurant
 - Walgreens, Wilmington
 - Albemarle Parks & Recreation
 - Kendall’s Baptist Church, New London
 - Speedway Children’s Charities
 - Cohen Construction, Norwood
 - Tillery Therapeutic Massage, Albemarle
 - West Albemarle Baptist Church
 - Sweet Everything, Albemarle
 - Stanly County Senior Services
 - Spring Arbor, Albemarle
 - Stanly Community Christian Ministry
 - 7-Mile Post, Wilmington
 - Second Street Sundries, Albemarle
 - The Local Room, Locust
 - Central Elementary School, Albemarle

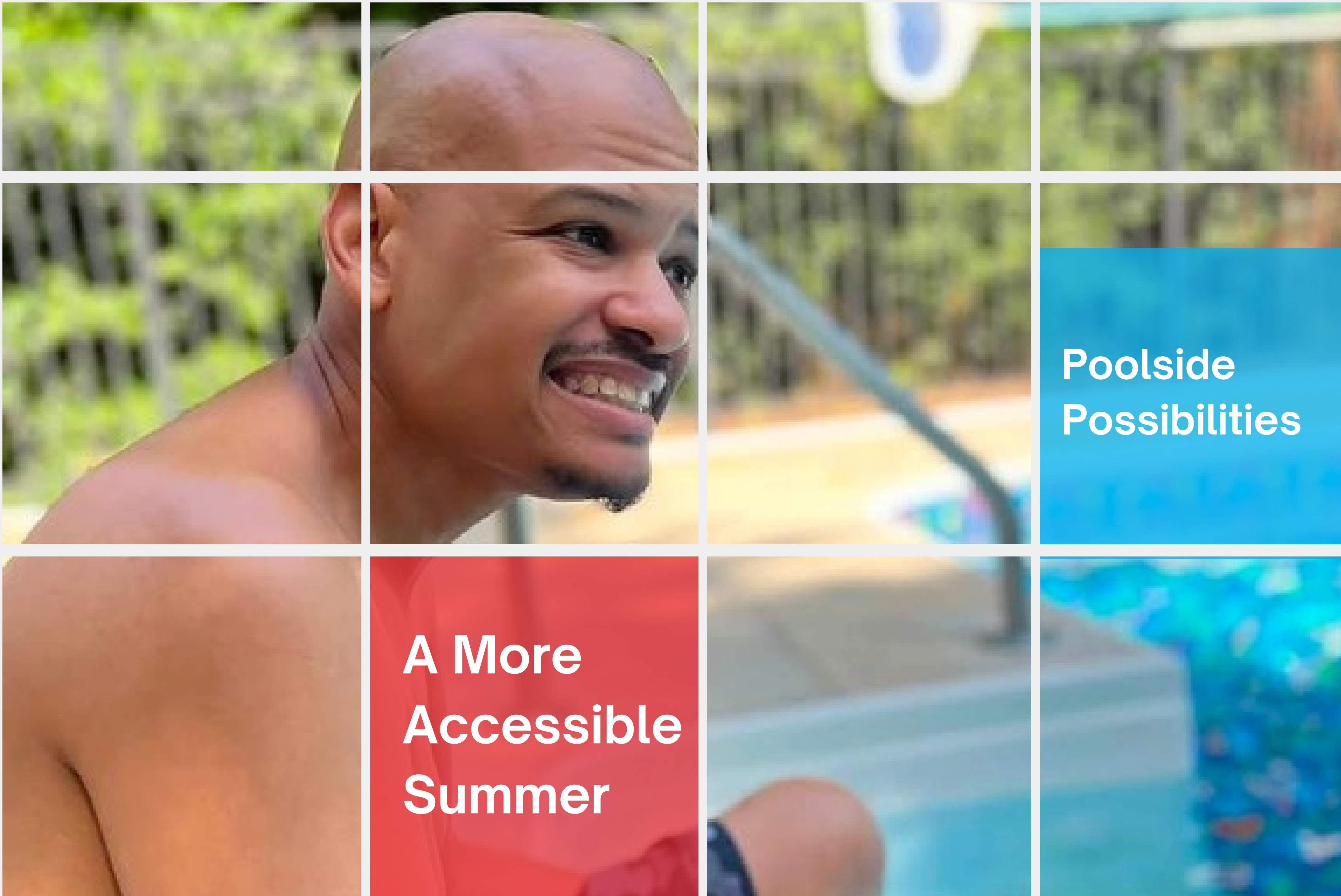


Pool Construction Completed

The pool experience at GHA Autism Supports has been better than ever with the addition of a beautiful new pool house and a brand-new pool liner at Carolina Farms. Constructed over the past year, the new pool house features handicap-accessible bathrooms and a convenient changing area, making it easier and more comfortable for everyone to enjoy time at the pool. These thoughtful additions create a more accessible and welcoming environment for the individuals we support and the staff who accompany them.

The pool house was made possible through the generous support of Mike and Lesley Graves and the Graves Enrichment Fund, Raymond and Eman Sundquist, First Lutheran Church of Albemarle, the Joy W. Pope Foundation, and the Fanning Foundation. We are incredibly grateful for their generosity and commitment to enhancing the lives of the individuals we support.

The pool itself also received a wonderful makeover with a new liner generously donated by Hudson Pool Company, with installation donated by Pool Time Pools. Their contributions have given the pool a fresh new look while helping ensure it remains a place for fun, relaxation, connection, and meaningful time together. We extend our heartfelt thanks to all of our donors and community partners who helped make these enhancements possible. Your generosity goes far beyond a new pool house or pool liner—it creates opportunities for recreation, independence, connection, and joy for the individuals we proudly serve!

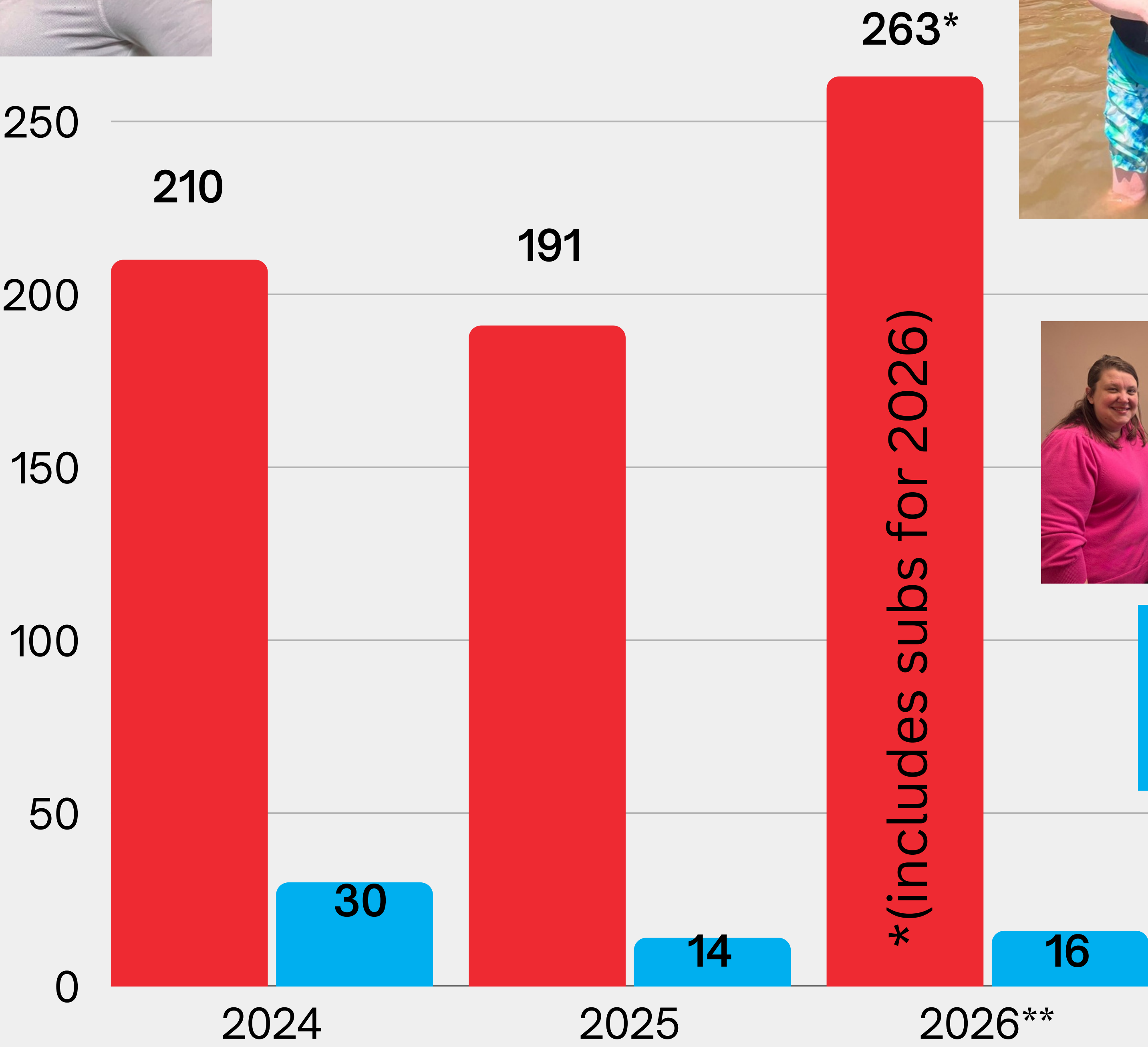


Staff Retention

Staff turnover is calculated annually as part of GHA Autism Supports’ workforce analysis and is used to identify trends and compare turnover rates between years. The external turnover rate provides GHA departments with valuable information regarding employees who have voluntarily resigned or been involuntarily separated from the organization during the current year, allowing for comparison with previous years. The review population includes employees who separated from GHA Autism Supports during calendar years 2024 and 2025 for full-time and part-time employees and 2026 for full-time, part-time, and substitute staff either through voluntary resignation or involuntary termination. Employees who transition to a substitute or PRN status are excluded from the turnover calculation, as are employees who transfer to another position within the organization. The Human Resources Department calculates the annual turnover rate by dividing the total number of employees who voluntarily or involuntarily separated from GHA during the calendar year by the average total number of employees for that year. The resulting percentage represents GHA Autism Supports’ annual external turnover rate.



- Total Average Number of Staff
- Total Number of Staff Turnover



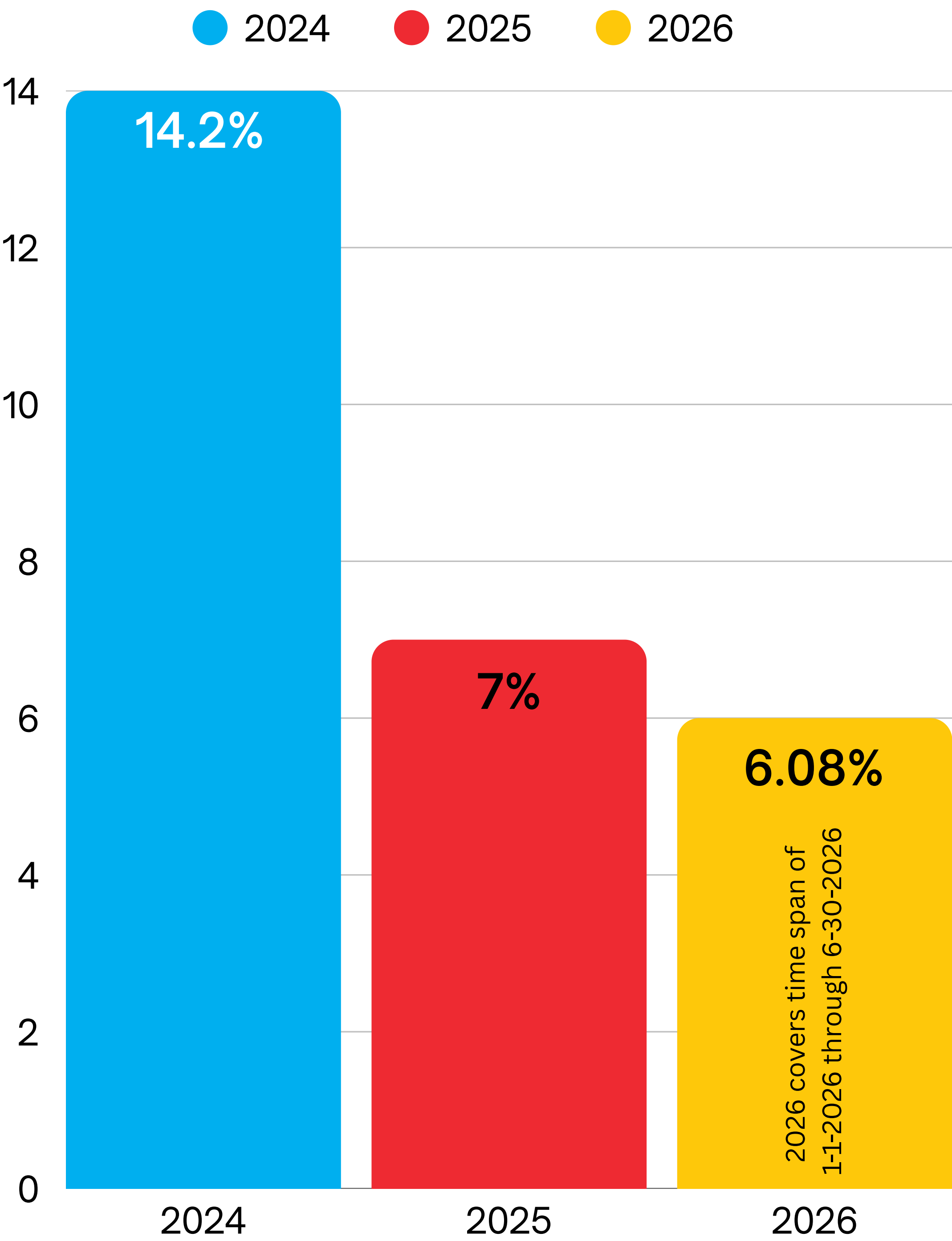
**covers time span of 1-1-2026 through 6-30-2026





Staff Turnover

At GHA Autism Supports, we are proud to maintain a staff turnover rate significantly below both state and national averages. This level of stability reflects the dedication of our employees, the strength of our supportive workplace culture, and the meaningful relationships our team builds with the individuals we serve. Our staff remain committed because they believe deeply in our mission and understand that continuity and consistency are essential to providing exceptional care and support. Their commitment makes a lasting difference in the lives of the individuals and families we serve each day.



37%
National
Average



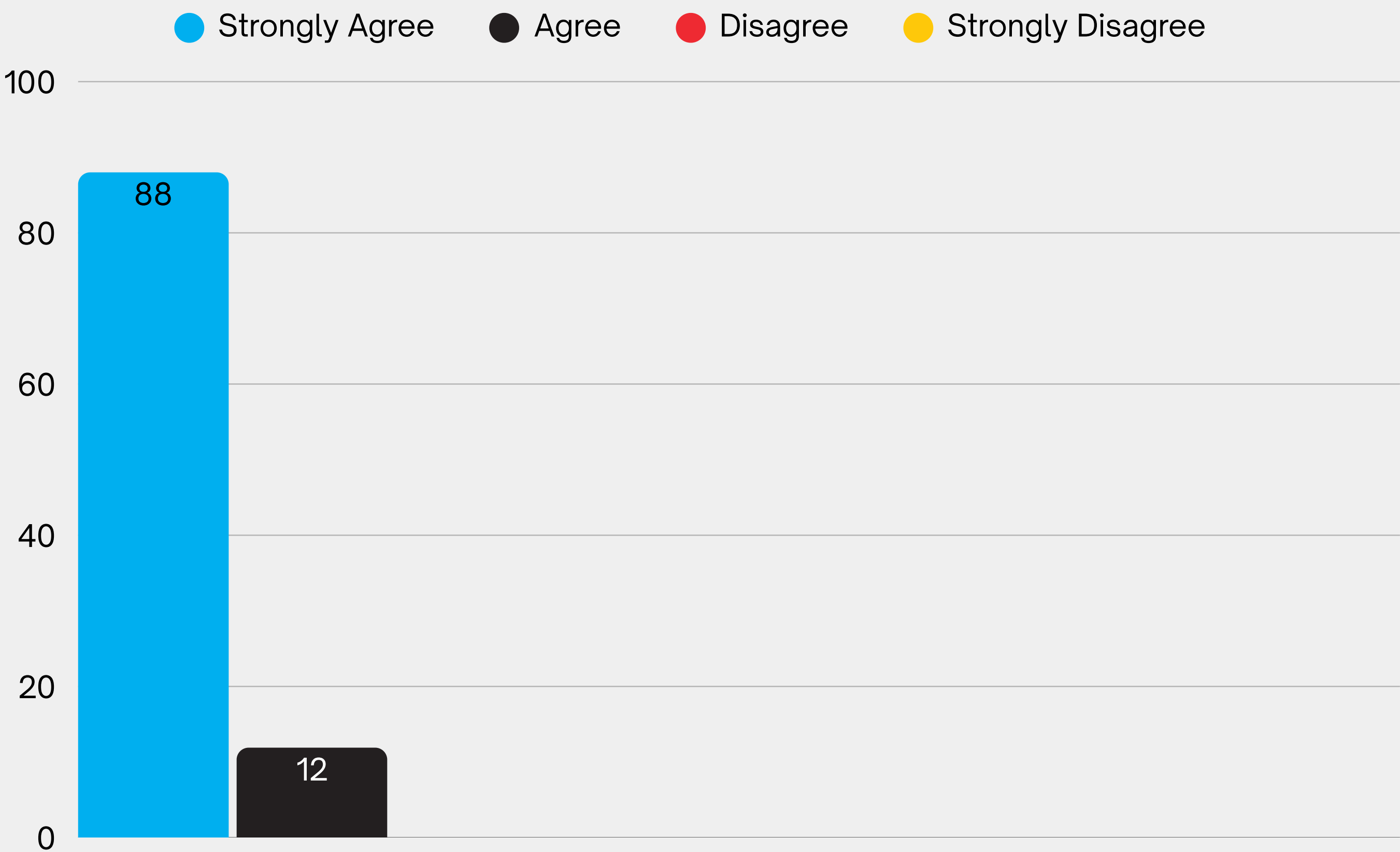
The NCI-IDD reported a weighted average turnover ratio of 39.7% for Direct Support Professionals in 2023, with individual states showing a range of 17% to 54%.

Satisfaction Surveys

Each year, GHA’s Quality Management Department conducts surveys to gather valuable feedback from the individuals we serve, their parents and guardians, our staff, and key stakeholders. These surveys help us better understand their experiences and identify opportunities for continued growth and improvement. Most importantly, we want to know whether the individuals we serve and their parents and guardians feel that GHA’s support has positively impacted their quality of life. Their perspectives help guide our efforts to ensure that the services and supports we provide are meaningful, responsive, and focused on the unique needs of each individual.

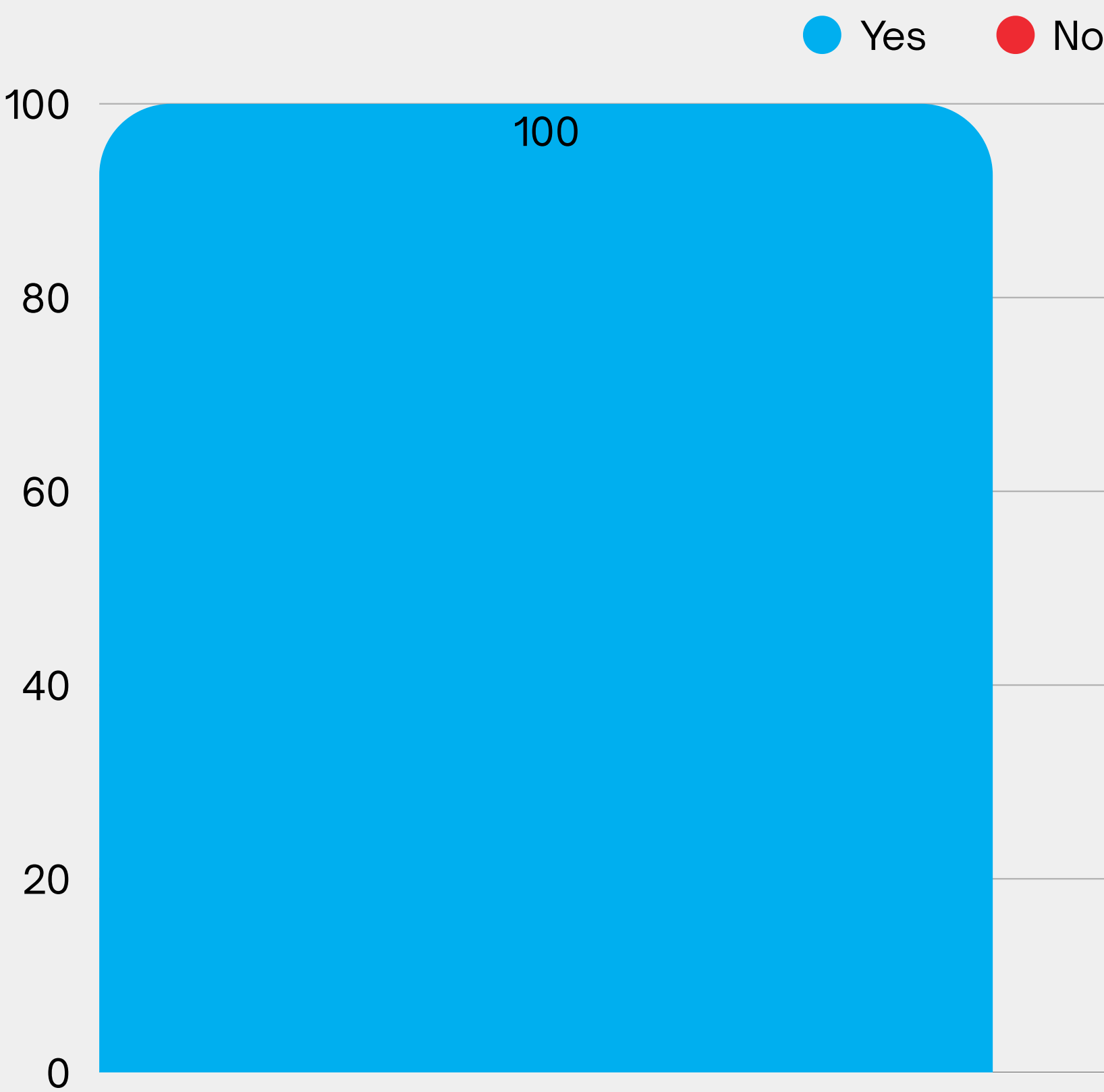
2025 GHA Parent-Guardian Satisfaction Survey/Parents and Guardians of Individuals Served by GHA

*GHA Autism Supports provides high quality services for my family member-appointee.



2025 GHA Modified Staff Satisfaction Survey (For Individuals Supported by GHA)

*Do you like your job?

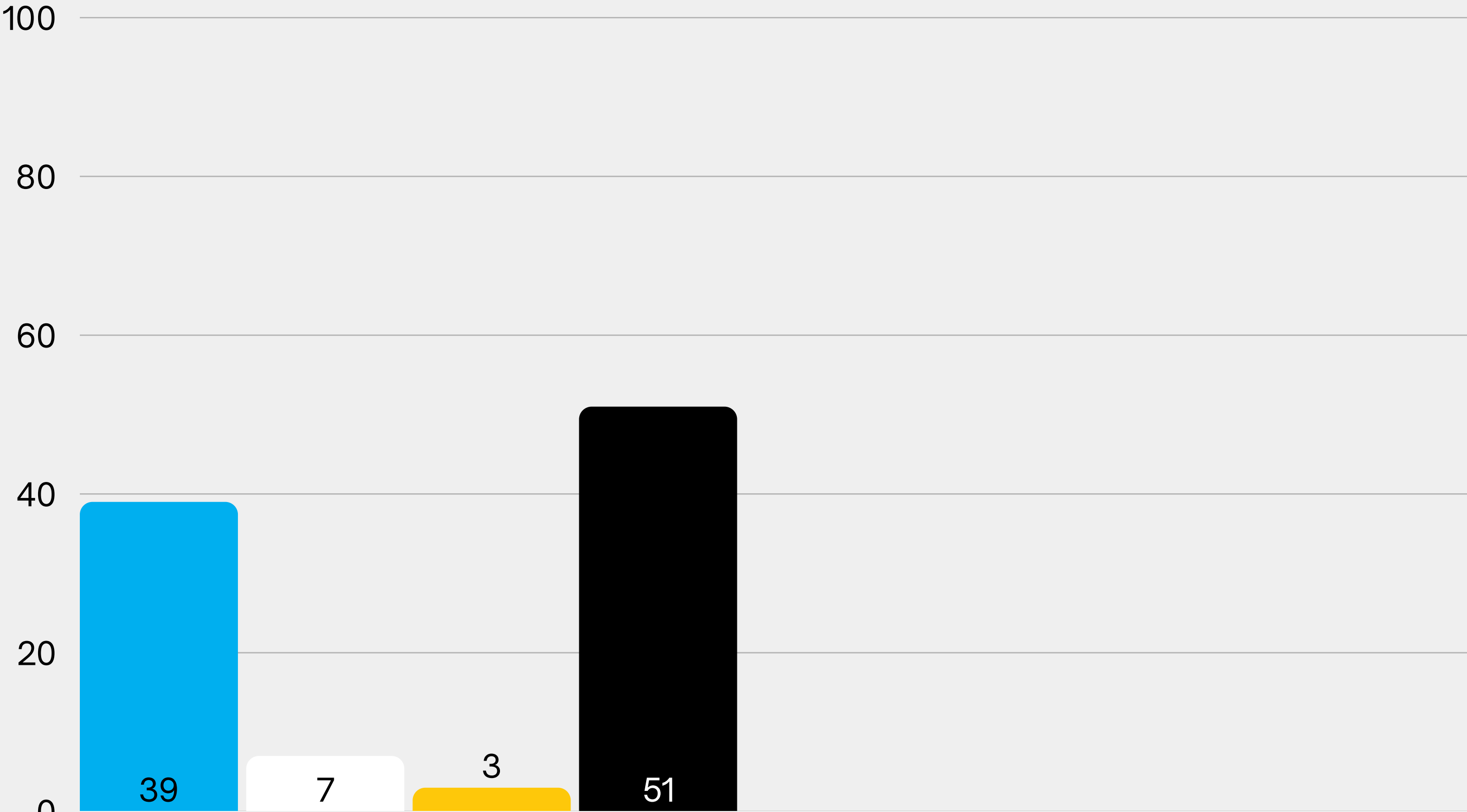


Satisfaction Surveys Continued...

GHA Staff Satisfaction Survey/Employees of GHA

*Overall, I am satisfied with my employment at GHA.

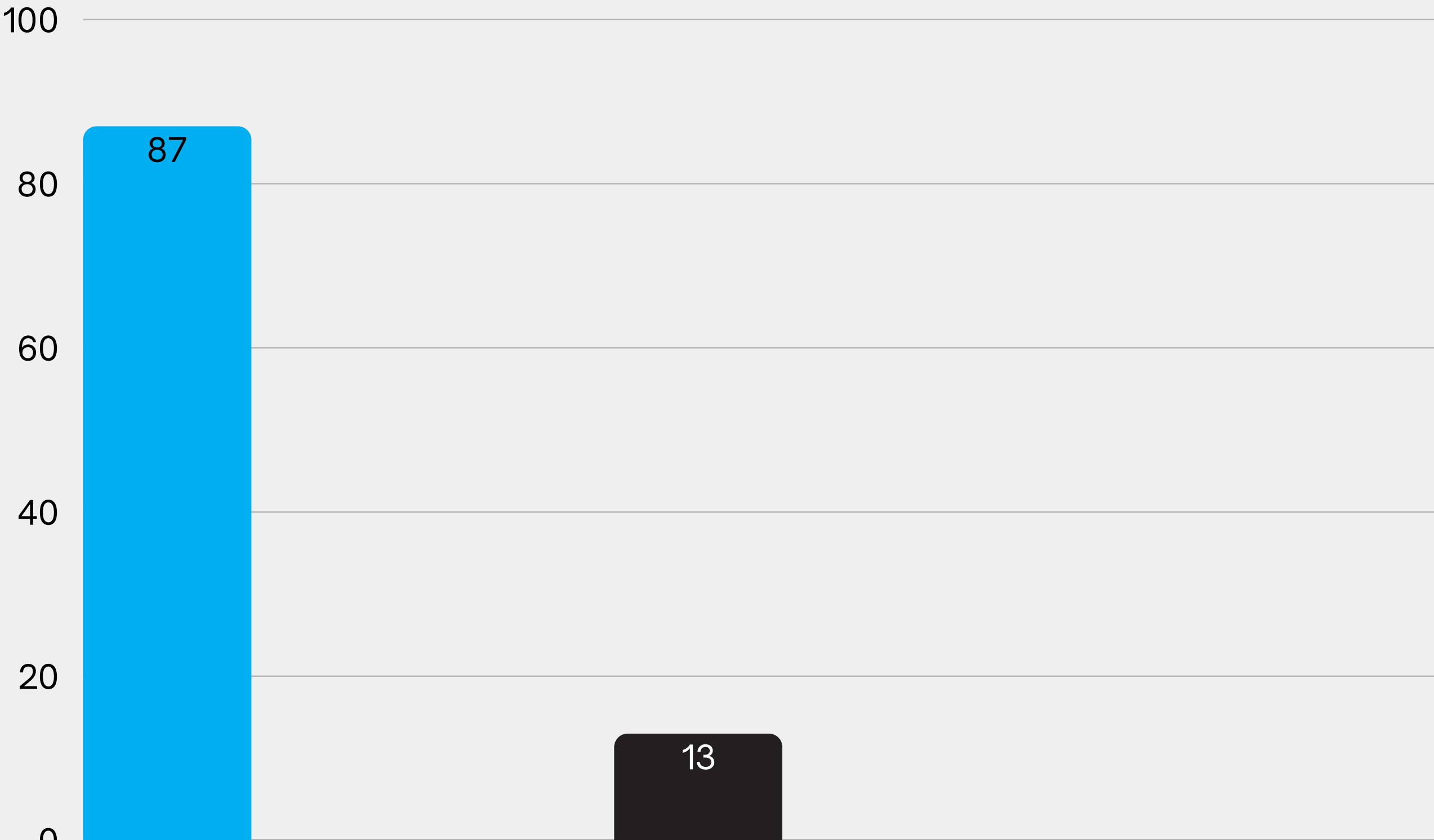
Strongly Agree Disagree Strongly Disagree Agree

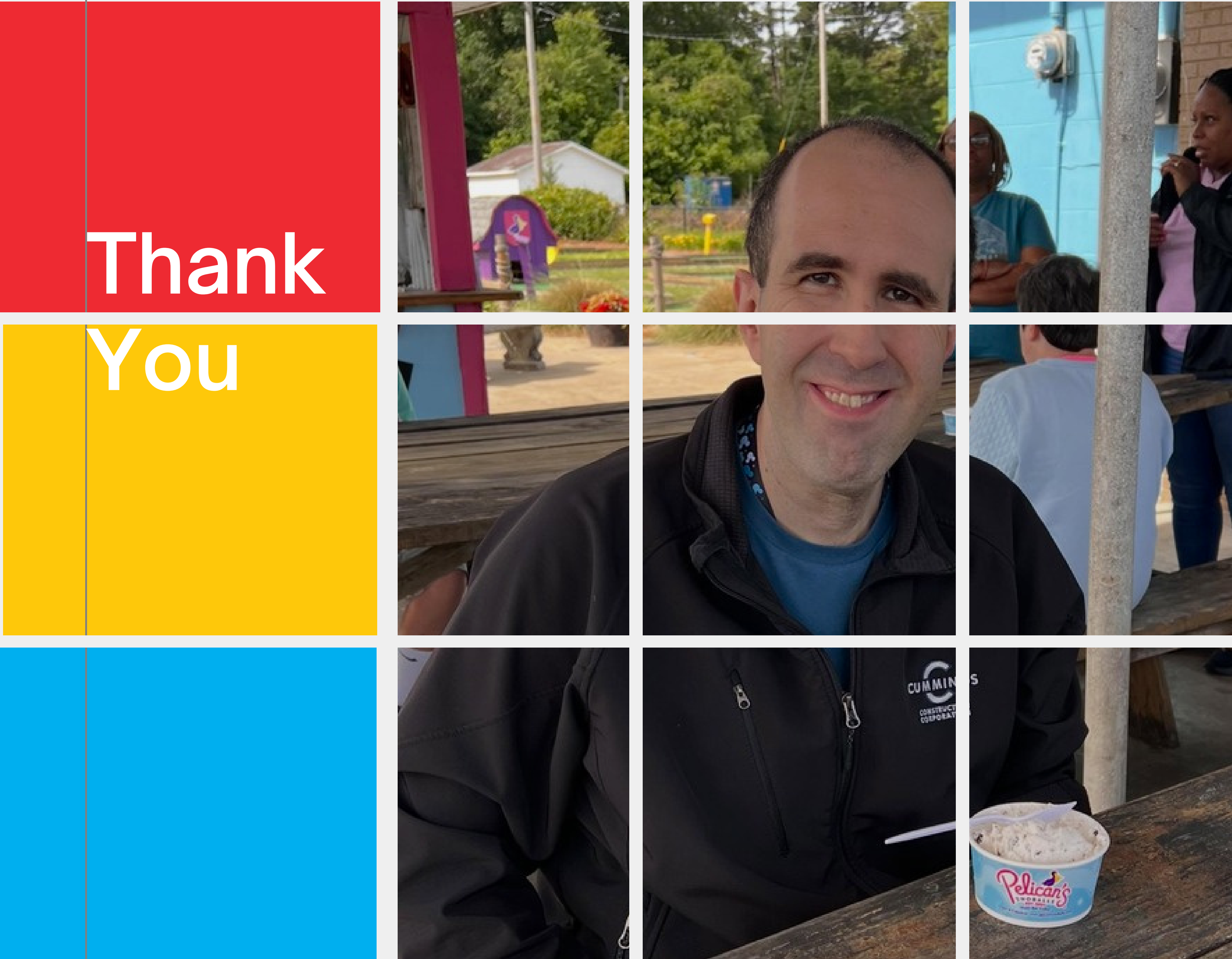


GHA Community Stakeholder Satisfaction Survey/Community Members Familiar with GHA's Supports and Services

*Overall, I would recommend GHA services to others?

Strongly Agree Disagree Strongly Disagree Agree





We are deeply grateful for your generosity, partnership, and unwavering belief in the mission of GHA Autism Supports. Because of your support, individuals with autism have greater opportunities to thrive, discover new possibilities, and experience meaningful, fulfilling lives. Together, we are creating lasting change and making a meaningful difference in the lives of the individuals and families we serve. We could not do this important work without you. Thank you for being an essential part of the GHA Autism Supports family and for helping us build a more inclusive community where every individual is valued, supported, and given the opportunity to reach their fullest potential.

 704-982-9600

 213 N. 2nd St., Albemarle, NC 28001 (Administrative Office)
P.O. Box 2487, Albemarle NC 28002 (mailing address)

 www.ghautismsupports.org