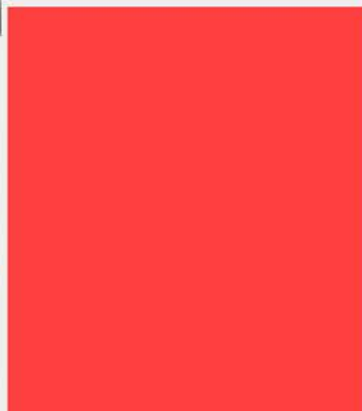
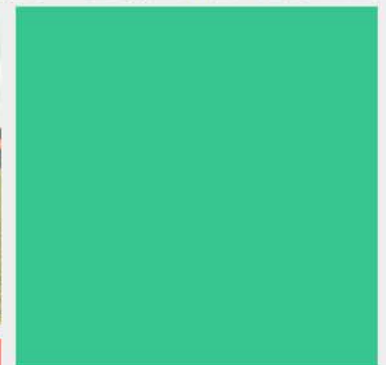
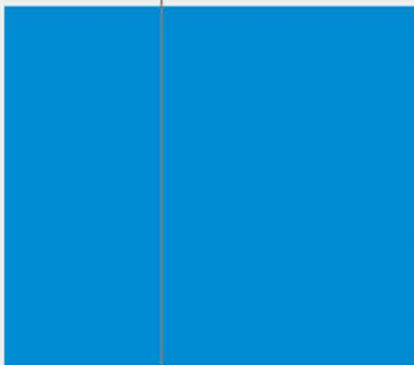




2025 Impact Report



CEO Message

Dear Friends and Stakeholders,

As we reflect on the past year, we are filled with gratitude for the role you have played in helping GHA Autism Supports create meaningful opportunities for the individuals we serve. Our mission has always been to provide a quality life for people with autism, and thanks to your commitment, we have been able to make that vision a reality for so many.

In 2024-2025, we saw incredible growth in the quality and depth of the services we provided. From enhancing therapeutic services, to providing new opportunities for recreation and community engagement, each achievement was made possible because of your belief in our work. Your support helped us:

- Provide personalized services to individuals ranging in age from young adults to seniors, allowing them to live, learn, and work with dignity and purpose.
- Expand life skills training helping participants gain independence and confidence.
- Increase access to creative arts and sensory activities that improve emotional well-being and social connections.
- Strengthen partnerships within our community, ensuring that individuals with autism are welcomed, included, and celebrated for their unique gifts.

Behind every number and statistic is a story—a person who has learned a new skill, found a meaningful job, moved into a home they can call their own, or experienced the joy of friendship and belonging. These successes are the direct result of your trust in GHA Autism Supports and your investment in a brighter future for individuals with autism.

As we look ahead, we remain committed to innovation, advocacy, and compassion in all we do. The journey toward greater understanding and acceptance is ongoing, and with your continued partnership, we will keep opening doors and creating opportunities that last a lifetime.

On behalf of the individuals, families, and staff of GHA Autism Supports—thank you for standing beside us, believing in our mission, and making an enduring impact in our community. Together, we are building a more inclusive world.

With heartfelt appreciation,
Dawn Allen, CEO
GHA Autism Supports



Who We Are

Our History:

Since 1978, GHA Autism Supports has served individuals from across North Carolina with Autism Spectrum Disorder. A group of parents in Stanly County seeking supports for their children secured funding for the opening of the first children's residence in the late seventies. Since that time, GHA has expanded offering a number of services for individuals with autism.

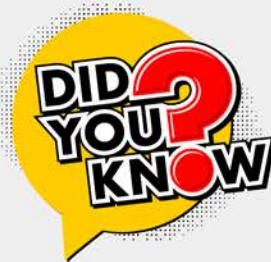
GHA Autism Supports has grown from an organization serving five children to an organization that currently supports more than 100 individuals in multiple programs providing residential, vocational, educational, community and in-home services. GHA Autism Supports is recognized as a model community for individuals with Autism Spectrum Disorder and hosts visitors from all over the world who are interested in using similar practices in their native 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 2025, "GHA Autism Supports" was serving 102 individuals in over 25 different programs and operating on a budget of nearly \$17 million with over 250 staff members!



Board of Directors

Dr. Robert Craft
Granseur Dick
Lisa Ewers
Brian Freeman
Dr. Phil Julian
Beverly Moore
Al Sadowsky
Dr. Russ Sharples



**Currently
serving
103
individuals**



20 Residential Facilities

• Innovations/DD Residential Sites

- Burress Home
- Gary Cowan Home
- Doby Home
- Durrett Home
- Holbrook 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



2024 Summarized Financial Information

for Years Ended June 30

Statement of Financial Position

	2024	2023
Assets		
Cash and Cash Equivalents	\$2,124,833	\$772,743
Accounts Receivable	1,146,853	4,264,366
Contributions Receivable, Net	18,667	35,900
Prepaid Expenses/Inventory	75,385	66,490
Property and Equipment, Net	8,203,159	8,394,925
Other Investments	298,905	328,584
Total Assets	<u>\$11,867,802</u>	<u>\$13,863,008</u>
Liabilities and Net Assets		
Liabilities	\$6,529,879	\$7,909,944
Net Assets	5,337,923	5,953,064
Total Liabilities and Net Assets	<u>\$11,867,802</u>	<u>\$13,863,008</u>

Statement of Activities

	2024	2023
Revenues		
Contributions	\$166,565	\$150,159
Grants	91,740	246,653
Program Revenues	15,560,296	14,576,645
Other Income	929,311	695,435
Total Revenues, Gains and Other Support	<u>\$16,747,912</u>	<u>\$15,668,892</u>
Expenses		
Program Expenses	13,786,056	12,940,133
Supporting Expenses	3,576,997	3,229,583
Total Expenses	\$17,363,053	16,169,716
Change in Net Assets	(\$615,141)	(\$500,824)
Net Assets, Beginning of Year	5,953,064	6,453,888
Net Assets, End of Year	<u>\$5,337,923</u>	<u>\$5,953,064</u>

Federal Tax ID #56-1218105



Accreditation

For the 2022-2025 period, GHA achieved a three-year CARF accreditation award, the highest possible. As part of the accreditation survey, independent surveyors interviewed current and former persons served, guardians and family members, board members, agency leadership personnel, direct care staff, stakeholders, and community representatives. Additionally, CARF surveyors directly observed operations and service delivery, inspected service locations, reviewed policies, examined financial statements, and evaluated a variety of program records. In their findings, CARF noted “GHA is a well-established and -respected organization...The organization’s reputation is remarkable, not only within the community but also nationally and internationally. The services GHA provides are high quality and innovative.”



We value the uniqueness of each individual with Autism Spectrum Disorder and seek to incorporate their strengths, abilities, values, interests and choices in the planning and provision of services.



We develop programs of excellence that are flexible, accountable, and continually responsive to individual, family, and community needs.



Enhancement of Virtual Trainings

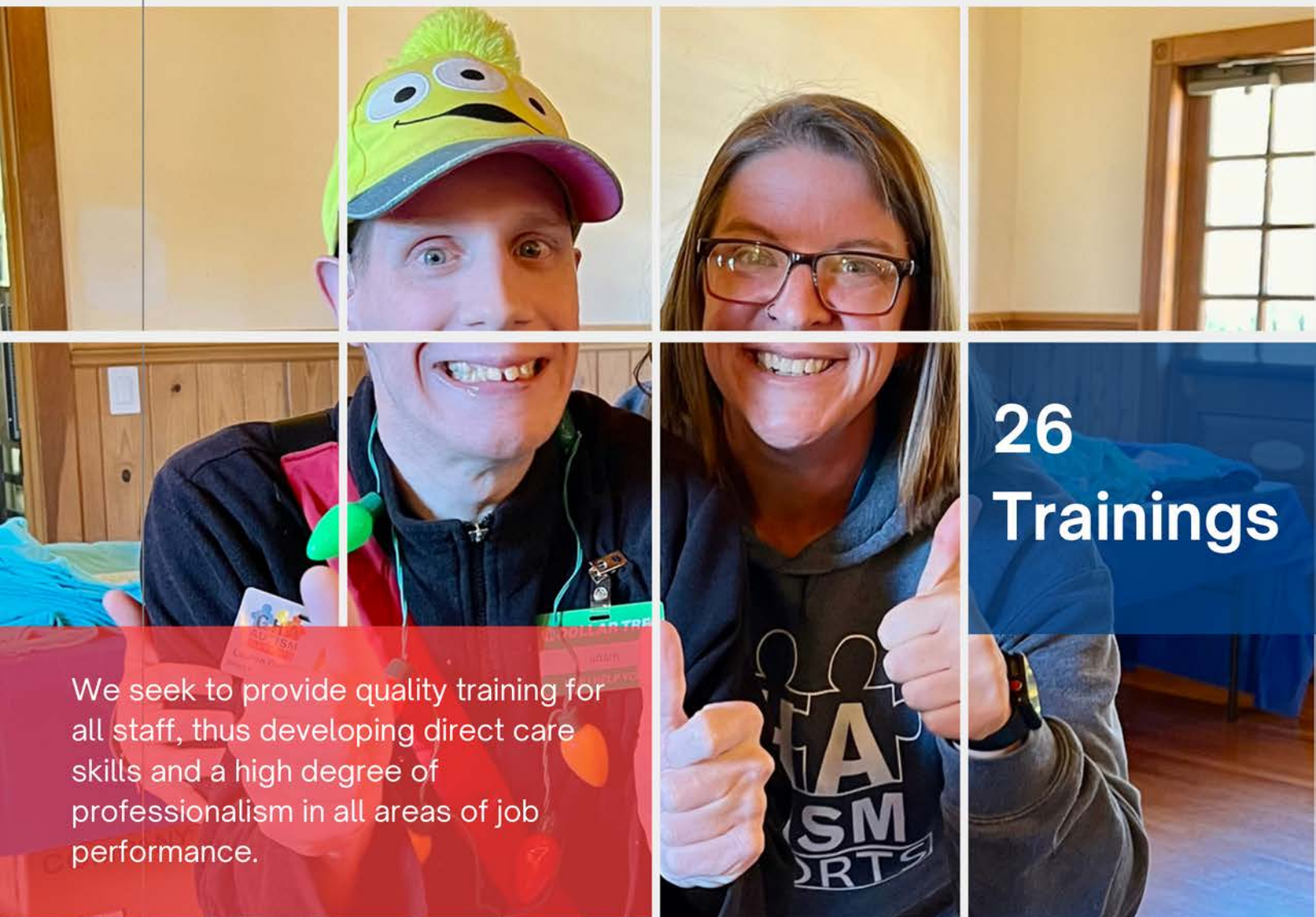
In addition to required trainings, GHA has utilized internal resources to develop 26 virtual training modules to enhance staff skills and safety such as dietary training, water safety, active shooter, and safe driving.



This flexibility ensures that all staff members have access to the same high-quality training without the barriers of travel, scheduling conflicts, or location.



When training is done virtually, we can ensure that every employee receives the same information and instructions. This consistency is critical for safety protocols, compliance standards, and skill-building across our workforce.



26
Trainings

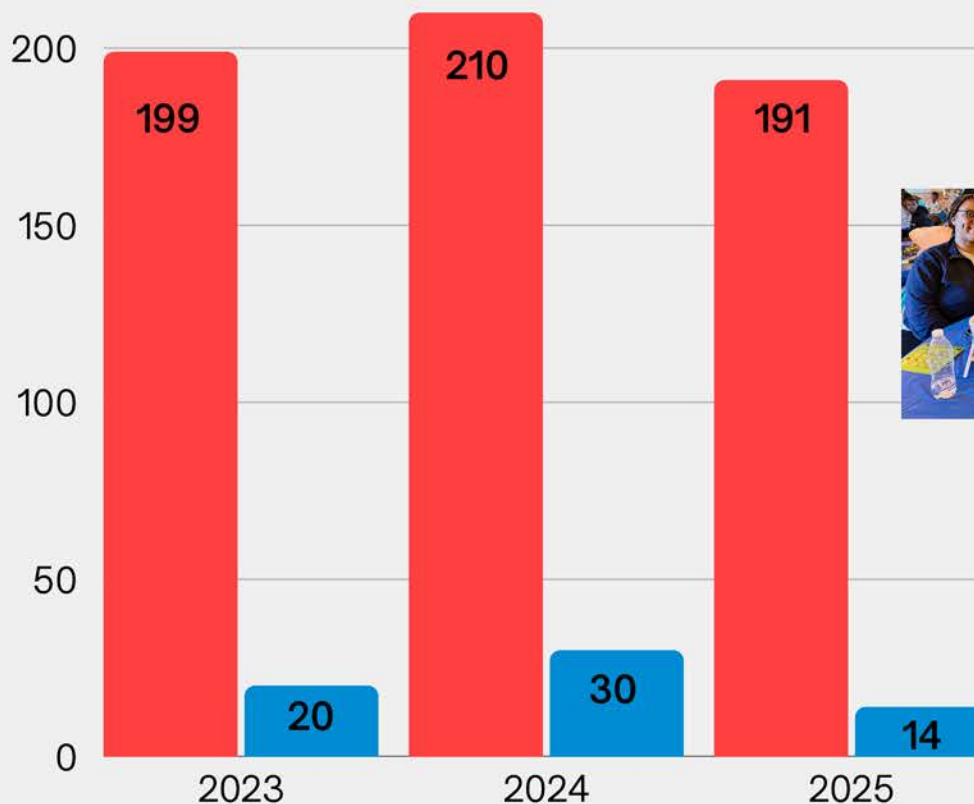
We seek to provide quality training for all staff, thus developing direct care skills and a high degree of professionalism in all areas of job performance.

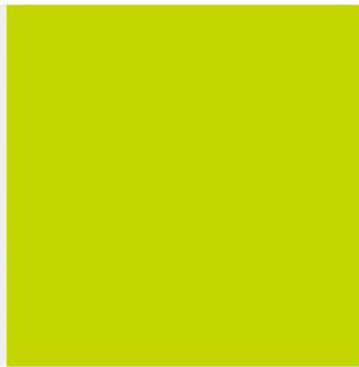
Staff Retention

As staff separate from GHA Autism Supports either voluntarily, involuntarily, or other, the rate of turnover is calculated each year as a workforce study for comparison between years. The external turnover rate is relevant to GHA Autism Supports as it provides the appropriate department(s) information regarding staff that were terminated or voluntarily resigned within the current year in comparison with other years past. The population under review would include staff who either have been terminated or resigned from their position within calendar years of 2023, 2024, 2025. Employees that are reassigned to a substitute/PRN status are not considered for this rate calculation. The GHA Human Resources Department calculates all staff that have been terminated or voluntarily separated from GHA and divides that number by the total number of staff for the calendar year (average); the percentage yielded is the turnover rate for the year. Staff that transfer positions within the organization are not taken into consideration for this calculation.



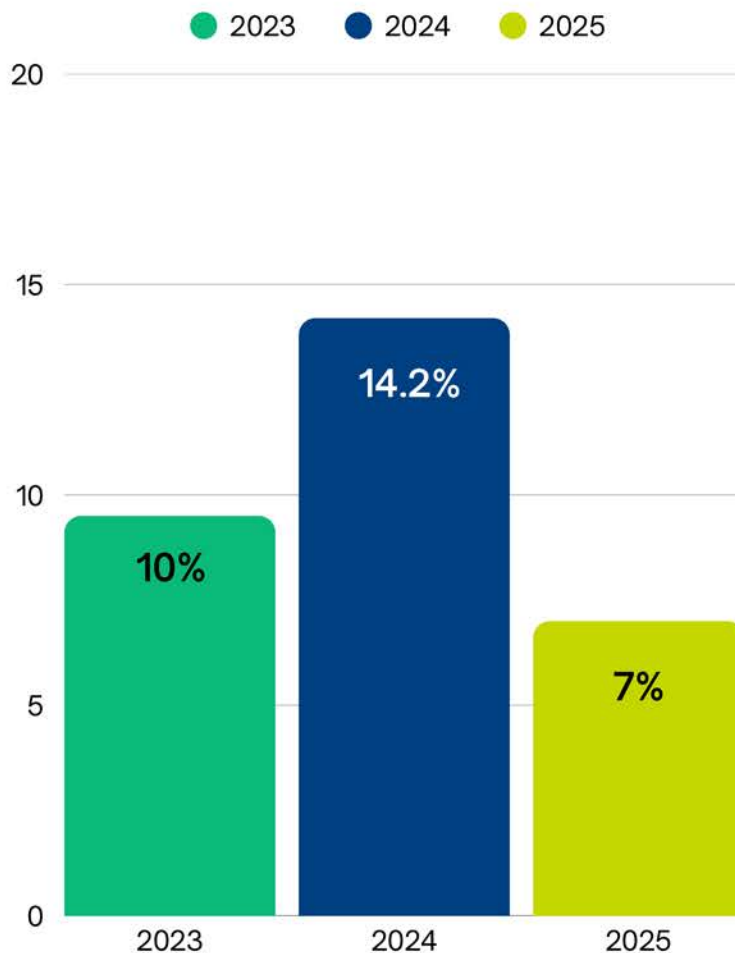
- Total Average Number of Staff
- Total Number of Staff Turnover





Staff Turnover

At GHA Autism Supports, we are proud to maintain a staff turnover rate that is significantly lower than both state and national averages. This stability reflects the dedication of our team, the supportive culture we have built, and the meaningful connections formed with the individuals we serve. Our staff choose to stay because they believe in our mission—and that consistency makes a lasting difference in the quality of care and support we provide every day.



39.7%
National
Average



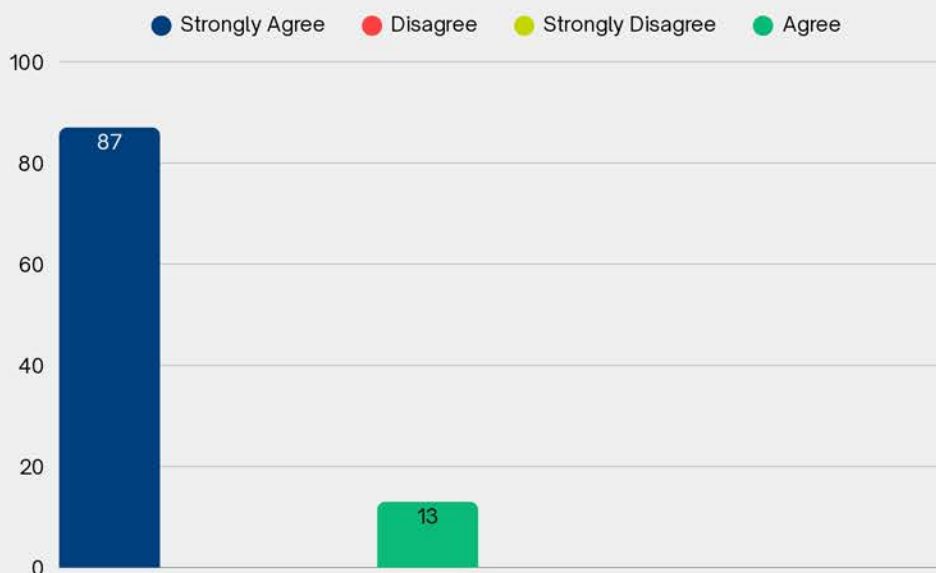
The NCI-IDD reported a weighted average turnover ratio of 39.7% for Direct Support Professionals in 2023, with individual states showing a range of 23.6% to 48.6%.

Satisfaction Surveys

GHA's Quality Management Department completes the Individual Satisfaction Survey, the Parent-Guardian Satisfaction Survey, the Staff Satisfaction Survey, and the Stakeholder Satisfaction Survey annually. We are interested in whether the individuals we serve as well as their parents-guardians believe the quality of their life has improved as a result of their relationship with GHA Autism Supports. Responses to our written Individual Satisfaction Survey indicated that 100% of the individuals we serve believed the quality of their life was better as a result of services with GHA; 100% of their parents and guardians strongly agreed or agreed their relationship with GHA Autism Supports had improved the quality of their lives.

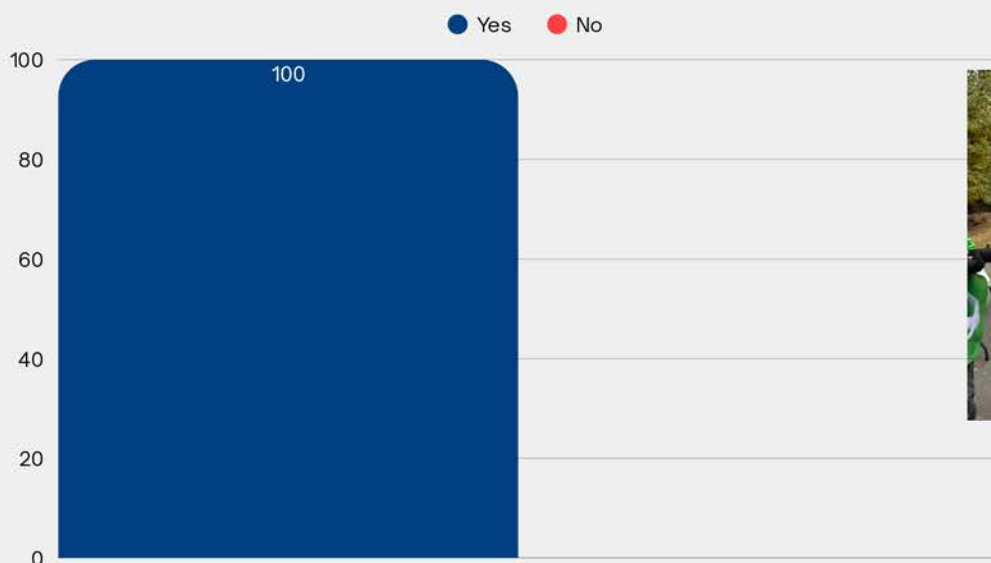
GHA Parent-Guardian Satisfaction Survey/Parents and Guardians of Individuals Served by GHA

*As a result of services with GHA, the quality of my life has improved.



GHA Individual Satisfaction Survey Individuals Supported by GHA

*As a result of services with GHA, is the quality of your life better?



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

100

80

60

40

20

0



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

*Overall, I am satisfied with GHA and its service and supports.

● Strongly Agree ● Disagree ● Strongly Disagree ● Agree

100

80

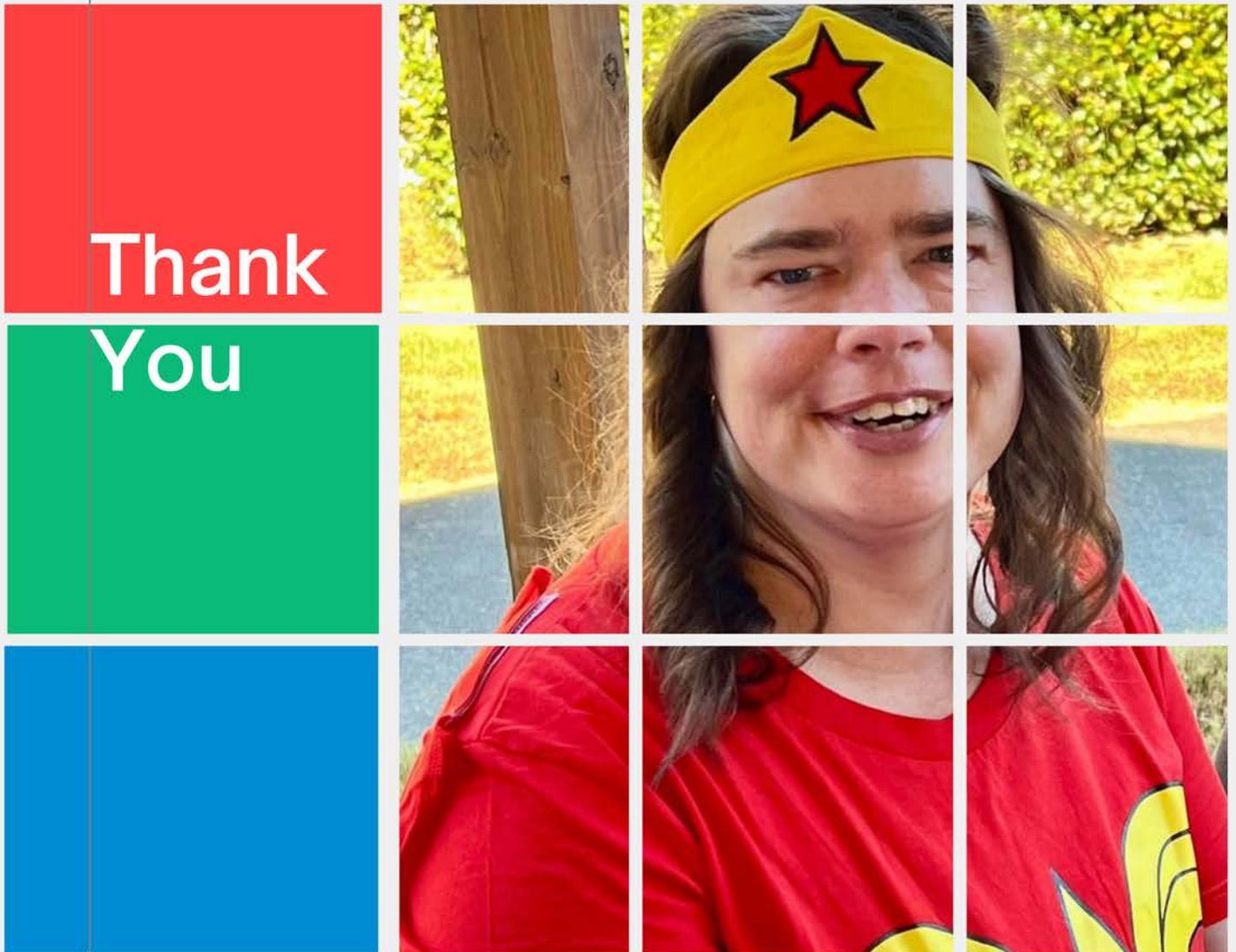
60

40

20

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We are deeply grateful for your generosity, partnership, and belief in our mission. Because of your support, individuals with autism are empowered to thrive, discover new possibilities, and live meaningful lives. Together, we are creating lasting impact—and we could not do this important work without you. Thank you for being an essential part of the GHA Autism Supports extended family!



704-982-9600



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P.O. Box 2487, Albemarle NC 28002 (mailing address)



www.ghaautismsupports.org