



ABC of NC
IMPACT REPORT 2023





dear friends,



Reflecting on my time with ABC of NC, it is hard to believe the work that began in my car more than two decades ago is now a flourishing school and autism clinic that has provided life-changing services for hundreds of families in our community and beyond. We owe tremendous gratitude for the steadfast dedication and determination of our founders, Felice and Richard Brenner. They saw the crucial need for autism-specific services in our community and bravely navigated uncharted, and often choppy, waters. And, because of you, our generous supporters, we have served more families, extended our reach and evolved, ensuring that we remain a state leader of autism services providers. I am in awe of your philanthropy, trust, and commitment to our mission year after year.

Through your kindness, ABC of NC has prioritized accessibility by serving families from any socio-economic background; teaching critical communication skills through assistive technology; translating parent/caregiver materials into Spanish; ensuring all areas of the campus, including our summer splash pad, are wheelchair accessible; installing playground communication boards for non-speaking clients; hiring Spanish-speaking employees; and improving service accessibility by offering graduate school scholarships to our staff who want to become licensed behavior analysts. We will continue prioritizing accessibility and remain committed to creating a world where all Autistic people/people on the autism spectrum* reach their full potential, and are valued, accepted, and included.

This report outlines what you have helped us accomplish by supporting our local Autistic community. We hope you feel *your impact* when you read about our clients' successes and our organizational accomplishments. Thank you for valuing accessibility, celebrating neurodiversity, and creating a kinder and more accepting world for our Autistic community.

With gratitude,

Selene Johnson
ABC of NC Executive Director

watch our video



**ABC of NC respects that people may prefer different terminology to refer to themselves and/or their loved ones on the spectrum.*

everyday inspirations

Sean

Our teen years are important and adventurous times in our lives. There are school dances, homecoming, prom, and, most importantly, GRADUATION! Along with all these events come lifelong memories that we hold dear to our hearts for years to come.

When Sean* started at ABC of NC, his family shared that all they wanted was for their son to be happy. “Whatever he decides he wants in life, we support it.” One event Sean’s family knew would make him happy was attending junior prom with friends. To support this goal, Sean’s team at ABC of NC role-played and practiced getting ready for prom and interacting with friends and classmates.

After a few weeks of practice, Sean was ready! He and his dad went shopping to get his suit and boutonniere, they took prom pictures, and he met up with friends for a magical night that he will never forget. His team and his family made sure Sean knew that if he got overwhelmed or overstimulated, he could call, and they would pick him up. Ultimately, Sean had the time of his life!

Sean’s family was so happy to see their son smile and succeed in something that he really wanted to accomplish. Sean continues to set goals and make progress in many areas, and we are happy to assist him on his journey. Next up... Graduation 2024!

Written by

Ariadne Graham, RBT, Teacher/Behavior Technician III



**Some clients’ names may have been changed in this report to protect their real identities and allow ABC of NC to share treatment details confidentially. Photos are used for illustrative purposes with permission and do not necessarily indicate the identities of those described in these articles.*



Danny

Danny* is an 11-year-old who is loving, energetic, creative, and intelligent. Video games and computer programming are some of his passions and he has expressed interest in becoming a content creator on YouTube. This Swiftie (i.e., Taylor Swift fan) also loves listening to music and participating in theater, even playing Gary in a local production of *SpongeBob The Musical!* Over the past several years, we've enjoyed getting to know him and seeing him grow as an individual.

While attending ABC of NC, Danny has overcome barriers and reached many milestones, including increased spoken communication through interventions such as Functional Communication Training and use of visual supports. Danny had difficulties expressing his feelings, often

denying his emotional state during teaching opportunities. He is now more comfortable talking about his emotions with a trusted adult. His communication skills have improved, and he can now share feelings and requests even when something is really bothering him and when he is dysregulated.

Our ABC of NC team tailors activities to Danny's learner profile to ensure he is successful, happy, relaxed, and engaged. ABC of NC provides Danny with the supports and opportunities to reach his full potential while learning in a fun, safe, and inclusive environment.

Written by
Madison Tolley, RBT, Clinical Executive Liaison
& **Becky Payton, BCBA, Program Supervisor**

letter from a Program Supervisor

It's hard to put into words what it's like to feel purpose. I can't quite explain it, but I do know that I am privileged to know the feeling. At ABC of NC, I get the chance to spend time with some of the most amazing people you'll ever meet. More importantly, I get the chance to help make their lives better and alleviate suffering to make way for fulfillment. With that responsibility comes immense pressure. However, it's good pressure. It's good because it's incredibly meaningful.

Over the last few years at ABC of NC, I've learned to wear many different hats, and I really had to grow up professionally. Looking back, I was so naive in my early days as a registered behavior technician (RBT). Thankfully, I've always had a natural clinical intuition, but I've realized there is a world of possibility that was totally untapped. Some of that knowledge I would learn from textbooks and coursework, but most of what I've learned can't be found in text—it had to be learned from my clients. Clinical success resides in the nuances of individuality and developing a sincere understanding of the person you're supporting. I have never seen anything more carefully personalized than the applied behavior analysis therapy (ABA) and educational program at ABC of NC. As I've developed from an RBT to a newly licensed behavior analyst, I've made it a point to hold the value of individualization at the forefront of everything I do.

What's best about individualization as a practice is that it's infinitely more effective. When our clients succeed, we

get to revel in the small role we played to help them get there. Whether it is helping a child learn their first words or getting a young adult ready for college, there is always another milestone on the horizon. In addition to those big successes, we have the day-to-day experiences that are equally important parts of the process. It wasn't until working at ABC of NC that I truly learned the value of a smile. One smile might seem insignificant, but our lives are really just an amalgamation of tiny moments. To be able to influence the quality of those moments and make them more joyful for our clients is a tremendously fulfilling responsibility when you are working with someone on the spectrum.

ABC of NC is a microcosm for the conscientious betterment of the field of ABA. Minding the complexity of an ever-evolving landscape, I can only offer my account and what our ABA practice means to me—a unique space where science meets hope. It's a space where intellectual inquiry meets child-like curiosity; where rigor and technicality meet well-being. Social change starts within each individual, as they embrace and embody the principles and behaviors that make for a more equitable and inclusive society. There will be a day for each of our clients when it is time for them to move on from our services to the greater world. We are unrelenting in our efforts to ensure a world where they are appreciated and loved for their differences, not in spite of them.

Nick Platt, BCBA, Program Supervisor



“Clinical success resides in the nuances of individuality and developing a sincere understanding of the person you’re supporting. I have never seen anything more carefully personalized than the ABA programs here.”

– Nick Platt, BCBA, Program Supervisor

letter from an **Assistant Program Supervisor** & Scholarship Participant





“ABC of NC helped me find my passion for the Autistic community. Here, I learned that what I loved the most about working in this field is not the impact I am having on the clients but the impact the clients and their families are having on me.”

– Vanessa Rodriguez, M.Ed., BCBA, Assistant Program Supervisor

Becoming a board certified behavior analyst (BCBA) was not my plan after high school. The title BCBA is not a very well-known term or profession, but I am biased and think it should be! I stumbled upon ABC of NC in college while looking to learn more about autism. I had a recently diagnosed family member and had to assist my family in navigating the autism world, all while translating and interpreting it into Spanish. I became an ABC of NC volunteer and quickly realized this was it—working with individuals on the spectrum was the career for me! I wanted to make an impact not only in the Autistic community but also in helping the Spanish-speaking community navigate this world of autism.

After I graduated with my bachelor’s degree, I immediately began working at ABC of NC as a registered behavior technician (RBT). I took one year to learn more about applied behavior analysis and to ensure I wanted to become a board certified behavior analyst (BCBA). After one year of working in the field, I was sure! My time as an RBT confirmed the immense need for BCBAs, specifically Spanish-speaking BCBAs. With letters of recommendation from ABC of NC, I applied to The University of North Carolina at Charlotte and was accepted into their master of education program with a concentration in applied behavior analysis.

During my last year of graduate school, ABC of NC began offering the Burress-Brenner Employee Scholarship Program. As all BCBAs know, working full time,

gaining those fieldwork hours, and completing coursework are stressful. I decided to apply, hoping to ease some of my financial strain. I was so happy to receive the scholarship and grateful that ABC of NC chose to invest in me. Receiving the scholarship allowed me the freedom to focus on coursework and gain my final fieldwork hours. After graduation, I sat for my BCBA exam and finally achieved my goal of becoming a BCBA.

ABC of NC helped me find my passion for the Autistic community. Here, I learned that what I loved the most about working in this field is not the impact I am having on the clients but the impact the clients and their families are having on me.

Watching our clients reach goals and be happy is the best feeling. ABC of NC has helped mold me into the BCBA I am today and has been a safe space for me to grow in my career. The organization continues to support my professional growth and my wishes to be a helpful resource for Spanish-speaking families who have Autistic loved ones.

I am excited for ABC of NC to continue offering the Burress-Brenner Employee Scholarship, as there is a great need for more BCBAs. This scholarship program will support other people motivated to work in this field while improving service accessibility for our community.

Vanessa Rodriguez, M.Ed., BCBA
Assistant Program Supervisor

Board of Directors & Staff

Executive Director

Selene Johnson M.Ed., BCBA

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ABC of NC Staff

Special thanks to all our wonderful volunteers and staff. Please visit our website to meet our dedicated staff members.

abcofnc.org/about/staff



ABC of NC would like to thank all the volunteers who served on the Board of Directors over the past 20 years. Your contributions to ABC of NC will always be remembered and appreciated.

Tom Adams
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39K+
 hours of
 1:1 therapy
 provided

from June 2022-May 2023

financial statement

06.01.2022 - 05.31.2023



INCOME

contributions

unrestricted	415,243
restricted	500
in-kind	52,804
	468,547

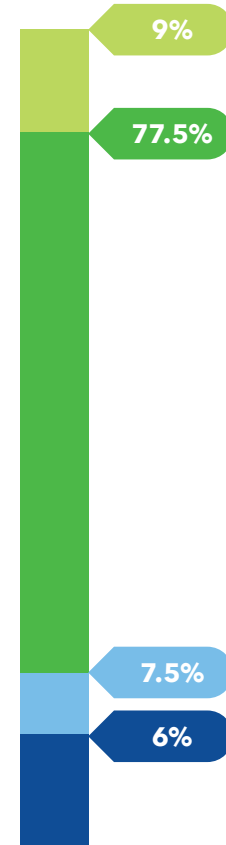
programs/services

education center	765,762
secu autism clinic	3,301,392
	4,067,154

grants **398,940**

*other **304,807**

total **5,239,448**



**Includes forgivable portion of Small Business Administration's COVID-19 Paycheck Protection Program*

Our Vision

The vision of ABC of NC is that all Autistic people/people on the autism spectrum* reach their full potential in a world where they are valued, accepted, and included.

Our Mission

ABC of NC is committed to providing high-quality, evidence-based diagnostic, therapeutic and educational services to autistic people/people on the autism spectrum*; ensuring service accessibility to individuals from any economic background; offering support and hope to families; and advocating for inclusion and acceptance.

**ABC of NC respects that people may prefer different terminology to refer to themselves and/or their loved ones on the spectrum.*

EXPENSES

personnel	3,868,749
professional services	366,480
general operations	454,693
occupancy	262,826
events	108,062
interest	43,010
bad debt	26,913
depreciation	275,026
in kind	51,718
other	24,063
loss on disposal of assets	2,690

5,484,230

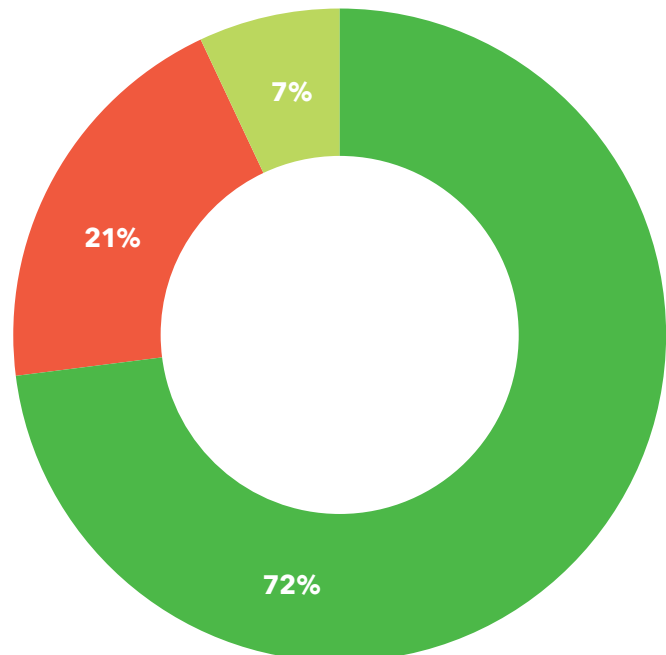
change in net assets

total income	5,239,448
total expenses	5,484,230

-244,782

functional expense allocation

program/services	3,940,753
management and general	1,184,227
fundraising	359,250





supporters: thank you

Remarkable individuals like you and generous businesses in our community have made it possible for ABC of NC to provide services to children on the spectrum and their families for more than two decades! We are forever grateful for your dependable, consistent, and unwavering support. With your continued help, we look forward to serving our community for many years to come.

Mission Visionaries \$25,000+

Mary Ann and Rob Bacon
Ann Brenner
Felice and Richard Brenner

John and Mary Louise Burress
Mindy and Larry Feinstein
Schwab Charitable

Twin City Development Foundation
The Winston-Salem Foundation

Accessibility Heroes \$10,000+

Missie and Greg Alcorn
Van Brenner
Communities Foundation of Texas
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Suzy and Arthur Kurtz

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Ann and Herbert Brenner
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Kaplan Early Learning Company
The Kurtz Family Foundation
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The Morris and Gertrude
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 The Variable
 Tito's Handmade Vodka
 Truist Foundation
 Trust Company of the South
 Claire and Randall Tuttle
 WXII-TV
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 Debbie Wittenberg
 Michael Wittenberg



20

number of families
that received
financial aid

from June 2022–May 2023

Dedicated Believers \$1,000+

American Endowment Foundation	Constance and Lyons Gray	Pinnacle Pool Service
Katherine and Anthony Atala	Beth and Louis Guttman	Riazzi Rhyne & Swaim Investment Group
Bank of America Matching Gifts	Jeffrey Herman	Anna Reilly and Matthew Cullinan
Ran and Frank Bell	Highland Presbyterian Church	Lorre and Jim Ruffin
Beverage-Air	Kimberly Hobin and Mitchell Spindel	Sarah MacGregor Ruffin Charitable Fund
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Goldman Sachs Philanthropy Fund		

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Lisa and Greg Carter	Selene Johnson	Rooster's Wood-Fired Kitchen
Adena and Charlie Cytron-Walker		Susan and John Royster
Dewey's Bakery		Carla and Chip Rumph



letter from the Development Team

Our team is striving to lift the mission of ABC of NC, and you, our donors, make this possible year after year. We have been in awe of your abounding kindness and consistent generosity. We recognize that you have made an intentional choice to support our work, and your impact is felt by our clients and staff every single day. Your gifts have gone toward many areas of need, such as financial aid for families who wouldn't otherwise be able to access our services, scholarship funding to support eligible RBTs (registered behavior technicians) in pursuing a graduate degree that prepares them to become licensed and board certified behavior analysts, and supporting our broader community in becoming more inclusive, accepting, and appreciative of folks on the autism spectrum.

Our team committed to keeping you informed and engaged in our day-to-day efforts to meet our mission. We

want to connect with you through social media, build community through volunteer opportunities, and develop relationships with those people who believe in and contribute to our mission. The Development Team is revamping our internship/volunteer program, enhancing our donor stewardship, and creating streamlined processes for reporting. We continue to work intentionally to ensure long-term sustainability within, and we are confident because of the strong foundation you've helped us build over the years.

We express our sincere gratitude to each of you, and look forward to continuing to get to know you, our generous supporters!

Warm Regards,

Erin Richardson, Director of Development
Jordan Chapman, Assistant Director of Development
Cindy Barrett, Administrative and Database Manager



Generous Supporters (Continued)

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	Sabrina Coone	Foundation for the Carolinas

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Maaheen Hasnain	Katrina Lacaria	Lori Hof Nespoli
Hawk's Pumpkin Patch	Suzanne and Robert Ladka	Michelle Newton
Emma Hebard	Barbara LaForce	Hai Nguyen
Allyn Helsabeck and Jimmy Burke	Judy Lambeth and Jerry McAfee	Liz and Ben Noland
Sue and Doug Henderson	Barbara and Jeff Lawyer	Nothing Bundt Cakes
Ursula Henninger and Jim Stroupe	Lazy 5 Ranch	Faye and Bill Novick
Jan and Robert Hiersteiner	Marcy and Lewis Lefko	Jodi and Rob Nye
Brittany Holman	Vickie Lents	Jennifer and Jon Orndorff
Home Moravian Church	Leonard Ryden Burr Real Estate	Merritt and Laney Orr
Emily Hoody-Russell	Alexandria Levitt and	Kenneth and Amy Otterbourg
Carla and Jimmy Hoots	Raymie Muzquiz	Debbie and David Owens
Ashby and Jim Hopkins	John Levitt	Paul Paisant
Toni Horton	Nancy Long	Pampered Chef
Sue Ellen and Phillip Horwitz	Janet Lovelace	Mark Pashayan and Bonnie Phillips
Royce Hough	Robert Lowe	Rebecca Payton



\$228,969

amount of financial aid provided to families

from June 2022-May 2023



136

total number of clients that received services
from ABC of NC

from June 2022-May 2023

Linda Skeen Pearce
John and Becky Perkinson
Angela and Jonathan Pesenti
Piedmont Distillers
Crystal Pitman
Dixon Pitt
Robin and Jimmy Post
Gina and Alan Proctor
Tim Proctor
Deborah and David Pryor
Mary and David Puett
Lisa and Clifford Purcell
Jeffrey Purgason
Sara A. Quandt
Katie and Rick Rauck
William and Peggy Reingold
Stephanie and Charles Reitz
Elizabeth Repetti and Walter Pitt
Reynolds American Foundation
Lisa and Mark Rhoades
Stacy Rice and Robert Nash
Erin and Camden Richardson
Ken Roberts
Mary Robinson
Rockin' Jump
Richard and Karen Rogers
Lucia and Dave Rosenblatt
Lisa and David Rowell
MJ Royall
Pam Saunders
Claudia and Marcus Schaefer
Tonja Schiltz
Vicki and George Schober
Megyn Sebesta

Tiffany Secoges
Marshall See
Lynn and Scott Segal
George and Phyllis Setzer
Scott Sewell
Ilicia and Bob Shapiro
Susan Shields
Rebecca Shneiderman and
Herman Krauland
Stanford Shoaf
Deborah and David Shoenfeld
Sara and Paul Sinal
Steven Sloan
Maryetta Smith
Shonetta Smith
Vivian and Jeff Smith
Pam Sof
Jacqueline Spencer
Stardust Cellars
Elizabeth Steadman
Laurie Steadman
Cary and Bill Stevens
Robin Stinson
Dan and Carita Stokes
Christine and Brian Storch
Mary and J.D. Storch
Carolyn Strickland
Annie and Emily Taylor
Julie and Maxwell Taylor
Renee and Charles Tegeler
Mary Craig and Andy Tennille
Tina Thanos
Mark Thee
Cynthia and Danny Thomas

Total Escape
Trader Joe's
Margaret Turner
Molly and David Twine
Brett and Peter Van Dorsten
Suzanne and Norman Veasey
Village Tavern
Sheila and Steven Virgil
Toni and Tory Walker
McLain and Marybeth Wallace
Anne Walter
Martin and Phyllis Walthall
Jesse and Elizabeth Watson
Anissa and Parks Welch
Elizabeth Welch
Kathy and David Welch
Patrice West
Kathryn White
Maggie and Bob Wilkins
Wilson Insurance Services
Angela and Toney Wilson
Janie and J.D. Wilson
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