ELS FOR AUTISM FOUNDATION

Building to Empower Potential

COMMUNITY REPORT 2021-2022
**What is autism?**

Autism Spectrum Disorder (ASD) or more commonly known as autism, is a complex developmental disability that can cause significant social, communication, and behavioral challenges. The term “spectrum” refers to the wide range of symptoms, skills, and levels of impairment in functioning that can occur in people with autism.

1 in 44 children in the United States have been diagnosed with autism.

**Why are more people being diagnosed?**

- broadened criteria for diagnosis
- better access to healthcare
- increased awareness
- extensive screening by pediatricians
- environmental factors
- improved diagnostic tools

A single factor can’t be attributed to the increase in prevalence rates. The trend may reflect more awareness and wider availability of services, rather than a true increase in the number of children with autism. (Shaw KA, Maenner MJ, Bakian AV, et al., 2021)

**What are the risk factors?**

There are certain environmental and genetic factors associated with a higher risk of ASD due to the effect on brain development. There are genetic variations associated with a risk for ASD, and repeated or deleted sections of DNA and chromosomal abnormalities have also been implicated (Autism Speaks, 2017).

Advanced paternal age (over 34), poor maternal physical and mental health, maternal prenatal medication use, maternal exposure to chemicals, preterm birth, complications during birth, low birth weight, and post birth infections are some environmental risk factors associated with ASD (Karimi, Kamali, Mousavi, & Karahmadi, 2016).

Sources: National Center on Birth Defects and Developmental Disabilities, Centers for Disease Control and Prevention (CDC) and National Institutes of Health (NIH)
Dear Friends,

Over the past year, we have created a new and better normal where we have united and brought forth a focused message of acceptance and inclusion for individuals with autism. Our staff came together in countless ways to support not only the individuals we serve, but each other. We are facing a new year with gratitude and optimism as we continue our journey to empower potential in every individual with autism. We have the capacity to support families and individuals affected not only within the walls of The Els Center of Excellence®, but worldwide through our launch of telehealth services and through our growing global initiatives.

We are celebrating two major milestones in the history of Els for Autism®. Dr. Marlene Sotelo joined Els for Autism in 2014, and has been working with individuals of all ages with autism and other developmental disorders for over 25 years. In 2021, she was promoted to Executive Director of the Foundation.

Our excitement this year is also in part due to our celebration of breaking ground on a new Adult Services building. The building will be a place where we continue to provide state of the art programs and services to the ever growing population of adults with autism and other developmental disabilities. There has long been a growing need for services for these individuals who age out of the school system at the age of 22. Adults with autism are known to contribute greatly in their employment settings, yet 75% of these individuals are without employment. We are paving the way to provide the resources necessary to promote independence for these adults through employment programs, our adult day program (ADT), career support, recreation activities and continuing education and therapy.

It is through the execution of these milestones that we continue to achieve our vision of being a world class resource to individuals and families impacted by autism. Our gratitude overflows to each organization, sponsor and countless individuals who have provided Els for Autism with the means to transform the lives of so many with autism, which now affects 1 in 44 children in the United States.

Thank you for your continued partnership and support.

Marc R. Shanken, Founder and Chairman
Ernie Els, Founder
Liezl Els, Founder and Secretary

OFFICERS

MARVIN R. SHANKEN (CHAIRMAN)
Publisher & Founder, M. Shanken Communications & Founder, Els for Autism Foundation

LIEZL ELS (SECRETARY)
Founder, Els for Autism Foundation

BOARD MEMBERS

ERNIE ELS
Founder, Els for Autism Foundation
World Golf Hall of Famer and four-time Major Champion

MICHAEL ALESSANDRI, Ph.D.
Clinical Professor & Executive Director, University of Miami-Nova Southeastern University Center for Autism and Related Disabilities (UM-CARD)

CINDY CHRISTY-LANGENFELD
President, Asurion

GIUSEPPE CIUCCI
Managing Partner & Deputy Chairman of the Board, Stonehage Fleming

PATRICK MCMAHON
Founder, Chief Executive Officer & Co-Chief Investment Officer, MKP Capital Management, LLC

PAMELA MINELLI
Co-Founder of The Autism Project of Palm Beach County

STEVE PECK
Global SAP Alliance Relationship Leader, EY

STUART MAKIN (TREASURER)
Partner - Head of Sports & Entertainment, Stonehage Fleming
Els for Autism Foundation® was established in 2009 by World of Golf Hall of Famer and four-time major champion Ernie Els, his wife Liezl, and board chairman Marvin Shanken. The Els' son, Ben, is impacted by ASD. The Els Center of Excellence, located in Jupiter, Florida, is the hub from which world class programs and services are provided both in person and globally via Telehealth.

VISION

Els for Autism is a game-changing resource, delivering and facilitating programs that are leading examples of what can be available to people with autism.

MISSION

We are committed to better understanding the aspirations of people with autism and helping them to fulfill their potential to lead positive, productive and rewarding lives, through:

- Understanding the nature of autism and facilitating the development and delivery of treatment therapies, educational, training, recreational, and independent living programs
- Ensuring the development of global outreach that will facilitate the sharing of best practices and programs
- Raising awareness and promoting the value, acceptance and inclusion of people with autism

Providing Services Across the Lifespan

12 months to 7 years of age:
Summary of services: Diagnostics, therapeutic interventions (speech therapy, behavior therapy, occupational therapy), education (early intervention, parent training), recreation

School-Age:
Summary of services: therapeutic interventions, education, recreation

18 years and older:
Summary of services: therapeutic interventions including mental health counseling speech-language and occupational therapy, education (Adult Day Program, Employment Programs, Self-Advocacy training, independent living training), social groups, recreation

IN CELEBRATION

The Foundation honors an exciting milestone in its history on April 4, 2022 with a groundbreaking ceremony for the newest building on The Els Center of Excellence Campus: The Stoops Family Foundation Adult Services Building.
Who We Are

MEET THE LEADERSHIP TEAM

Liezl Els
Managing Director

Dr. Marlene Sotelo
Executive Director

Yvonne D'Amelio
Chief Financial Officer

Dr. Erin Brooker Lozott
Program Director

Paige Thomas
Director of Events

2022 GOALS

- Enhance staff recruitment and retention practices
- Develop a new five-year strategic plan
- Complete the Stoops Family Foundation Adult Services building
- Partner with corporations for multi-year sponsorships
- Conduct an indepth community study with a broad range of Els for Autism stakeholders
- Produce a comprehensive global marketing and development plan
- Refine and broaden scope of adult programs and services
- Expand financial assistance for families to improve access to programs
- Extend global outreach and messaging
The Stoops Family Foundation Adult Services building
Since its inception, Els for Autism Foundation® has committed itself to building potential in each child, teen, and adult with autism, while providing parents and siblings with evidence-based services to manage the many challenges of having a family member on the spectrum. A unique set of personal and family challenges arise upon reaching age 21 and the end of public schooling. The desire for independent living, income-producing employment and acceptance in work and social settings often poses a daunting set of challenges during the transition to adulthood.

Thanks to our generous donors, the Els for Autism Foundation will begin construction of The Stoops Family Foundation Adult Services building in early 2022. As the newest addition to the 26-acre The Els Center of Excellence® campus, the building will become the local, regional and global epicenter for all education, vocational training, employment partnerships, job placement, therapeutic, and recreation/social programs for our adult clients with autism, as well as their families and community partners.

Building the potential of each and every adult with autism requires proven, evidence-based, lifespan approaches, dedicated and supportive staff and families, and the innate drive found inside every adult with autism. With this building as our anchor, and our donors and employment partners and staff working together, Els for Autism will exponentially expand our national and international impact on individuals, families and employers interested in identifying, building and nurturing the full potential of every adult with autism.

The Els for Autism Foundation
The Els for Autism Foundation is grateful to all our donors whose financial commitments will soon make the Stoops Family Foundation Adult Services building a reality. We are extremely grateful to two special families who ‘led the way’ during our recently concluded campaign and whose leadership continues to inspire many others to join this most important endeavor.

The Stoops Family Foundation
The Stoops Family Foundation is a private foundation formed by Jeff and Aggie Stoops focused on medical, social services and educational causes. Understanding the growing prevalence of ASD and the importance of expanding Els for Autism's adult programs, services and research, The Stoops Family generously made a naming-level gift to construct the Adult Services Building and build the hope for a better future for all adults with autism and their families.

The Langenfeld Family
For Cindy and Randy Langenfeld, the Els for Autism campus is more than beautiful buildings with programs and services for their daughter, Jennifer, it represents her future. Jennifer, a young adult with ASD, is an active participant in Els for Autism programs and recreational activities, and will soon join with other adults in developing the skills necessary to lead productive, rewarding lives. For Jennifer and all adults with ASD, the Langenfeld Family has made a generous major gift to construct the new Adult Services Building.

WITH GRATITUDE
What We Do

Individuals and Families

For parents across the globe, an autism diagnosis is a life-changing event. The Els for Autism team of highly skilled professionals begins helping families from the earliest possible signs of autism.

The CADI Program is for children under the age of 7 years. Els for Autism Foundation transdisciplinary CADI team of specialists includes professionals in the areas of pediatric neuropsychology, clinical psychology, special education, speech-language pathology, and applied behavior analysis.

The acronym, CADI, was not a coincidence. Just as a golf “caddie” guides and supports a golfer through a round of golf, our “CADI” team will walk side-by-side with you and your family, providing information, recommendations and support throughout the identification, evaluation, and intervention process. Our team of highly skilled professionals provides a comprehensive evaluation and report which includes a profile of strengths and weaknesses, recommendations that can be used in the development of treatment goals, and a formal diagnosis of ASD, as applicable.

Our vision is to impact individuals with autism (at every age) and their families to influence and support autism acceptance and appreciation worldwide. The Els for Autism Foundation delivers and facilitates programs, services, education and support to individuals and families impacted by autism across the globe.

AN IMPACT ACROSS THE LIFESPAN

Business & Workforce Partnerships

In today’s competitive employment environment, corporate and other employers are increasingly eager to explore the marketable skills of individuals on the autism spectrum. With a goal of maximizing the potential of every adult and adding value to every employer, Els for Autism offers employers a workforce and a workplace initiative.

Our U CAN EMPLOY Program links an employer eager to successfully hire and retain individuals with autism with the professional guidance, clinical capabilities, vocational training, and work skills analysis expertise of the Els for Autism Foundation.

As many parents and siblings of individuals with autism often feel unprepared and ill-equipped to mitigate the many challenges associated with autism, specialized services, support, and training are essential. Els for Autism Workplace Partner Program links therapeutic services, training, and consultation delivered by our transdisciplinary team to companies whose employees may be in need of autism-specific supports and services.
CONFERENCE SUMMARY

In March 2021, the first virtual Autism Innovations and Global Impact conference was held and featured topics such as Hiring Best Practices, Recruiting and Onboarding, Management and Supervisory Styles, Retention, Productivity and Brand Impact. The Conference included keynotes from world renowned individuals in both the employment and autism space. The objective of the conference was to provide tools and best practices for businesses or individuals interested in hiring employees with autism, initiating a neurodiverse workforce program, or expanding an existing program. HR Professionals in attendance received SHRM Professional Development Credits. A special thank you to our Grand Sponsor, Shanken Family Foundation. Two programs were developed from feedback from attendees:

UCANEMPLOY:  
A roadmap for hiring individuals with autism spectrum disorder.

Watercooler Wednesdays  
Monthly education sessions running from April 2021 to March 2022 on a variety of topics surrounding neurodiverse employment

EXPANDING POTENTIAL:  
A customized plan for employers to build a neurodiverse workforce

U CAN EMPLOY: A Roadmap for Hiring Individuals with Autism Spectrum Disorder is a partnership program linking an employer eager to successfully recruit, hire, and retain employees on the autism spectrum with the professional guidance and clinical capabilities of the Els for Autism Foundation.

With the support of clinicians in the field of Employment Services, Applied Behavior Analysis, Speech-Language Pathology, Occupational Therapy, and Mental Health Services, Els for Autism’s transdisciplinary model of intervention comes to life in the workplace for appropriate placement and support of neurodiverse employees, leading to greater success and higher retention rates.

The Els for Autism team will provide an easy to navigate roadmap to get companies started in building a neurodiverse workforce.

To learn more, visit elsforautism.org/ucanemploy
Ways To Give

General Donation
Our online donation form is fast, simple, secure and available any day of the week. www.ElsForAutism.org/Donate

By Mail or Phone
If you prefer to mail your donation, please make the check payable to ‘Els for Autism.’ Send your check to: Els for Autism Foundation, Development Office, 18370 Limestone Creek Road, Jupiter, Florida 33458. To donate by phone, please call 561-598-6197.

Donation Types
Checks/Credit Card Els for Autism safeguards your banking and credit card information.


In-Kind Goods and Services Els for Autism encourages companies to discuss donating in-kind goods and services with our Development Staff.

Qualified Charitable Contribution from Your IRA Retirees may consider re-directing their annual IRA Required Minimum Distribution to Els for Autism. Contact our Development Staff at development@elsforautism.org to learn more.

As a nonprofit organization, Els for Autism Foundation relies on charitable financial support. Donations received help sustain the Foundation’s mission to better understand the aspirations of people with autism and help them fulfill their potential to lead positive, productive and rewarding lives. There are many ways to make a tax-deductible donation today.

Estate Planning (Wills & Trusts)
Els for Autism would be honored to be remembered in your estate planning process. Our global mission and lifespan programs serve children and adults with autism around the world. Our Development Staff is available to answer your questions and any inquiries from your estate planning professional.

Els for Autism (EIN #26-3520396) is recognized by the IRS as a 501(c)(3) tax exemption charity.

NAMING OPPORTUNITIES:

A LASTING REMINDER OF YOUR SUPPORT

The Els for Autism Foundation offers our generous supporters a myriad of naming opportunities on our 26-acre campus in Jupiter, FL. Families, corporations, foundations, and community groups have left a lasting reminder of their support on our buildings, hallways, classrooms, social areas, walkways and dozens of other indoor and outdoor spaces, areas where lives are changed every day.

Whether you, your family or your organization wish to help Els for Autism with capital projects that will complete our Jupiter campus (Medical Services building; gymnasium; aquatics center; track and field; among others) or place your personal touch on our existing facilities (vocational training labs, therapy and social areas of our new Stoops Family Foundation Adult Services building; seats in The Els Center of Excellence® Auditorium; pavers in our Courtyard and walkways; among others), our development team can help you identify, and commemorate, the most appropriate and rewarding naming opportunity.

To inquire, please contact development@elsforautism.org
In addition to financial support, Els for Autism Foundation has ongoing volunteer opportunities for individuals looking to give their time and talents to further our mission and vision. Volunteers are an essential part of our operations, and through your gift of time, you have the opportunity to touch the lives of individuals affected by autism spectrum disorder on a large scale.

FOSTERING POTENTIAL

Volunteers are an essential and invaluable resource to the Foundation. Our volunteers care deeply for the people we serve and have a common desire to make a difference. Visit elsforautism.org/volunteer to view current opportunities and complete an application. Below are highlighted opportunities:

**Development Volunteer:**
Assists with fundraising activities and donor recognition.

**Sea of Possibilities Artist Assistant:**
Provides support to Adult Day Program participants involved in the Sea of Possibilities microbusiness.

**Recreation Volunteer:**
Many opportunities are available to provide assistance during our recreation programs including golf, tennis, kickball, music therapy, and chorus.

**Sensory Arts Garden Volunteer:**
Provides beautification and landscaping support in our state of the art garden on campus.

**Events Volunteer**
Provides support at fundraising events for Els for Autism. Duties include volunteering at events such as the Roots and Ruts 5k.

To make a donation that impacts individuals with autism spectrum disorder worldwide, use your smartphone to scan the QR code.
A FAMILY AFFAIR

Ernie and Liezl Els established the Els for Autism Foundation with board chairman Marvin Shanken in an effort to raise awareness of autism spectrum disorder, and influence acceptance of the diagnosis that challenges so many individuals and families around the world. With an understanding that the diagnosis can be life-altering for the entire family, the Foundation was established to provide supportive resources, programs and support rooted in their experience following their son Ben’s diagnosis at the age of three.

SIBLING SUPPORT

Sam's Sibs Stick Together is a partnership between Autism Science Foundation and Els for Autism, spearheaded by ambassador and sibling of Ben Els, Samantha Els.

Launched in 2020 in an effort to create a connection between these siblings, the program unveiled its new website in 2021. www.samssibssticktogether.com

Providing Services for the whole family

Sibling Support

Sams Sibs Stick Together Room is a virtual support group addressing the needs of siblings of individuals with autism and other developmental disabilities. The group is led by Dr. Kimberly Rivieccio, a mental health counselor. Sams Sibs Stick Together Room provides a safe space for siblings to connect, gain support, access mentorship, express their thoughts and feelings, and discuss critical issues related to each participant’s experiences as a sibling to someone with special needs.

RUBI Parent Training

The RUBI Autism Network parent training program teaches parents to use applied behavior analysis techniques to manage their child’s challenging behaviors and to teach new skills.

Mental Health

Counseling services are available to individuals and families in need of mental health support. Individual and group counseling services, offered both in-person and via telehealth, are designed to address challenges related to being a person with or family member of someone with autism and other co-morbid diagnoses (e.g., depression, anxiety, social isolation, obsessive compulsive disorder/behaviors).

Free Webinar Library

Utilize the Els for Autism E-TEAM virtual classroom for online learning webinar opportunities covering a variety of topics on autism spectrum disorder. CEUs are available for select webinars and professions. elsfora autism.org/autism-resources/free-webinars
Spotlight On: Therapeutic Services

The Foundation's Therapy programs and services utilize evidence-based practices for individuals on the autism spectrum and other related disabilities. Therapeutic programs are offered across disciplines, to individuals of all ages. With the expansion of our programs and services offerings into the telehealth space, we are able to provide support to individuals with ASD beyond the walls of The Els Center of Excellence.

Our Global Outreach Autism Learning Services (GOALS) provides families around the world access to a highly qualified transdisciplinary team of professionals (Speech Language Pathologist, Behavior Analyst, Music Therapist, Occupational Therapist) that work together to develop individualized programs for children with ASD, along with direct coaching and training of parents and therapists.

The Center’s state-of-the-art auditorium serves as a hub for professionals in the field of ASD to disseminate and gather research findings, best practices, and connect the global autism community via lectures and video conferencing. The Foundation hosts a variety of conferences and seminars to facilitate sharing of best practices.

**Applied Behavior Analysis (ABA)** is the application of the principles of learning and behavior to bring about changes in behavior that are socially significant. For individuals diagnosed with autism, ABA strategies and techniques can lead to improvements in communication (i.e., verbal behavior), social relationships, adaptive and daily living skills, play skills, academic abilities, and employment tasks. The Spring into Action (SIA) Early Intensive Behavior Intervention (EIBI) program uses only those treatments that have been characterized as "established" according to the National Standards Report. Specifically, the SIA EIBI program utilizes a Comprehensive Behavioral Treatment for Young Children (CBTYC). This program is an early intervention service for children up to age 5 years 12 months.

**Speech and Language Therapy**
Evaluates and treats speech, language, and communication disorders. Speech-language intervention provides individuals with access to speech, language, and at times, augmentative and alternative means to communicate their wants, needs, thoughts, and feelings. The overall objective is to optimize an individual's ability to understand and use language to communicate.

**Mental Health Counseling**
Counseling services, as described above, are offered live or via telehealth in both individual and group formats. Els for Autism mental health counseling services promote optimum mental, emotional, and social health and well-being of individuals with autism and their families.

**A GLOBAL IMPACT**
Telehealth is the key to reaching individuals and families impacted by ASD around the globe.

The Foundation's Therapy programs and services utilize evidence-based practices for individuals on the autism spectrum and other related disabilities. Therapeutic programs are offered across disciplines, to individuals of all ages. With the expansion of our programs and services offerings into the telehealth space, we are able to provide support to individuals with ASD beyond the walls of The Els Center of Excellence.

Our Global Outreach Autism Learning Services (GOALS) provides families around the world access to a highly qualified transdisciplinary team of professionals (Speech Language Pathologist, Behavior Analyst, Music Therapist, Occupational Therapist) that work together to develop individualized programs for children with ASD, along with direct coaching and training of parents and therapists.

The Center’s state-of-the-art auditorium serves as a hub for professionals in the field of ASD to disseminate and gather research findings, best practices, and connect the global autism community via lectures and video conferencing. The Foundation hosts a variety of conferences and seminars to facilitate sharing of best practices.

**Therapeutic Services are also offered as a compliment to participants in the Els for Autism adult programs, including Speech and Occupational Therapy.**
Events Spotlight

2020-2021

GOLF CHALLENGE

Spearheaded by World of Golf Hall of Famer Ernie Els, the Golf Challenge consists of a series of regional events at top-rated golf courses across the United States and Canada from April through October. The Els for Autism Golf Challenge regional event series is one of the largest charity-driven, amateur golf tournaments. Participants and sponsors support Els for Autism in our mission to better understanding the aspirations of people with autism spectrum disorder and helping them fulfill their potential to lead positive, productive and rewarding lives.

To learn more, visit e4agolf.com

WINE SPECTATOR & CIGAR AFICIONADO

ELS FOR AUTISM PRO-AM


AFFILIATE EVENTS

The Els for Autism Affiliate Program is a volunteer-run fundraiser that includes Els for Autism Foundation as a benefiting charity of the event. Each affiliate event host is responsible for their own fundraising efforts, programs, registrations and volunteers.

Examples of affiliate events include, but are not limited to a golf tournament, charity auction, 5K walk or run, casino night, fashion show, gala and more! Affiliate event hosts receive an exclusive Ernie Els memorabilia package to auction and Els for Autism branded gifts for each participant.

To learn how to start your own affiliate event to benefit Els for Autism, visit: elsforautism.org/affiliate-events
Arcis Golf, the second largest owner-operator of private, resort, and daily fee clubs in the United States, partnered with Els for Autism for the second time in the “Round Up 4 Els for Autism” fundraising campaign. The campaign supported the Foundation during the month of April for World Autism Month and had two components: purchases including merchandise, food and beverage, as well as golf rounds played by Arcis Golf club members, guests, and patrons.

All purchases were “rounded up” to the nearest dollar with the round-up amounts donated to Els for Autism. Each facility was free to stage its own affiliate events such as a golf tournament, fun run, casino night, or fashion show to raise additional funds. “Round Up 4 Els for Autism” raised over $132K for the Foundation, with 88% of clubs raising over $1,000.

“Arcis Golf is proud to support Els for Autism through the participation of our generous members and guests,” said Blake Walker, Founder and CEO of Dallas-based Arcis Golf. “Our goal is to promote the tremendous work of the Foundation, as well as raise funds for programs that create a better future for people with autism spectrum disorder, as one in every 44 children in the United States is affected by autism.”

In conjunction with April’s World Autism Month, the “Arcis Round Up For Autism” program launched at 60 Arcis Golf clubs around the country has encouraged members, guests, and patrons to “round up” to the nearest dollar on any purchases of merchandise, food, and beverage, or golf as a donation to the charity.

To learn more about how you can partner with Els for Autism as the benefitting charity of a round up campaign, please contact Director of Events, Paige Thomas at paige.thomas@elsforautism.org
We believe in the value of listening to individuals with autism spectrum disorder for their input, direction and guidance in pursuit of our vision of autism acceptance worldwide. This is no simple task, but we believe that we can make significant change in the autism community by giving people with autism a voice, making sure that our forward-thinking strategies serve to influence and significantly improve the lives of individuals and families affected by autism.

At Els for Autism, we believe our total commitment to the lives of individuals and families impacted by autism spectrum disorder (ASD) makes us stand apart from other organizations and Foundations. This commitment is demonstrated throughout the various facets of the Foundation, including the programs and therapy services we offer, best practices we share, the research we participate in, and through our community outreach—which promotes the value, acceptance, and inclusion of people with ASD.

As we grow and expand, we believe it is important to continue to seek input from the individuals we are on a mission to help and posit questions such as, “how would someone with autism like this?” or “would this help people on the spectrum live more productive and rewarding lives?”. If we serve people with autism, we must listen to their voice and act upon their advice and direction.

The Els for Autism Advisory Board meets quarterly via Zoom, led by Advisory Board chairman and Els for Autism Administrative Assistant Merrick Egber, and supported by Dr. Marlene Sotelo, Executive Director.

To learn more about the members of the Els for Autism Advisory board, please visit: elsforautism.org/get-to-know-us/our-board/

"NOTHING ABOUT US WITHOUT US." - JAMES I CHARLTON

ISABELLE PIWNICKI

2021 Recipient of The Els for Autism Spectrum Award

The award honors an individual with autism who has shined a positive light through his/her character, positive attitude, and contribution.

Isabelle Piwnicki was diagnosed with autism when she was two and a half. She received therapies including speech, play, ABA, occupational, social skills, and special education. She worked very hard to finish high school, and in 2013 went on to take classes at Westchester Community College.

In the same year, together with her mother, Isabelle created GirlAGain, a boutique in New York that specializes in American Girl® Dolls and accessories. GirlAGain is a retail experience that addresses the unemployment of women on the autism spectrum by creating, not just a place where women can be employed, but where they can be trained for employment in areas from inventory to bookkeeping while making an income.

Isabelle is now 25 and works at Sephora. She talks openly about her diagnosis and advocates for people with autism at as many autism-related events that she can attend. Thanks to her passion and persistence, GirlAGain has become a model for other autism employment training programs. Nominations for the 2022 Autism Spectrum Award will begin in Summer 2022.
ENDLESS OPPORTUNITIES

There are so many ways to impact the lives of those with autism. Here's how.

Sea of Possibilities
Sea of Possibilities is a microbusiness run by participants in the Els for Autism Adult Day Training Program. They create hand-crafted, ocean-themed products. This microbusiness allows participants to practice important social skills and provides them with learning opportunities, such as processing sales transactions, packaging products, and providing customer service.

seaofpossibilities@elsforautism.org

Josh Silver Banks Scholarship Fund
The Josh Silver Banks Scholarship Fund was created to honor Josh Silver Banks, who passed away in January 2021 at the age of 33. Donations made to this fund help make quality programs and proven interventions financially accessible for low income individuals with autism and their families.

elsforautism.org/scholarship-fund

AmazonSmile
We have partnered with AmazonSmile to provide all Amazon users an easy way to support the Els for Autism Foundation. By selecting the Els for Autism Foundation as your benefiting charity, 0.5% of each of your Amazon purchases go to supporting game-changing interventions and programs that directly impact the autism community. Follow the steps below to enroll on your smartphone:

1. Open the Amazon app and click the three lines on the bottom right of your screen
2. Navigate to "Gifting and Charity" and select "AmazonSmile"
3. Search for and select Els for Autism Foundation as the benefitting charity.
4. You will see your phone listed in your account. Be sure it is toggled to "ON" for purchases to be counted.

PayPal Giving Fund
The PayPal Giving Fund offers users the opportunity to select a "favorite charity" which gives them the option to donate $1 or more to the selected charity with each PayPal transaction. By selecting the Els for Autism Foundation as your charity of choice, you’re supporting events, programs, and interventions that greatly benefit the autism community.

To enroll in PayPal giving, visit the page below by scanning this QR code with your smartphone.

Click "Favorite Charity" to set Els for Autism as your charity of choice. It’s that simple!

Memorial Scholarship Fund
in honor of Josh Silver Banks

For the latest updates, follow us on social media:

facebook.com/elsforautism
@elsforautism
@els_for_autism
Els for Autism
2021 BY THE NUMBERS

We are thankful for our donors, employees and volunteers whose generosity and commitment make a meaningful difference in the lives of individuals and families impacted by autism.

FINANCIAL SNAPSHOT

<table>
<thead>
<tr>
<th>OPERATING REVENUE &amp; SUPPORT</th>
<th>Operating Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Contributions</td>
<td>$1,933,816</td>
</tr>
<tr>
<td>Business Contributions</td>
<td>$2,982,232</td>
</tr>
<tr>
<td>Foundations and Grants</td>
<td>$1,302,886</td>
</tr>
<tr>
<td>Programs, Rents and Other</td>
<td>$1,515,215</td>
</tr>
<tr>
<td><strong>Total Support &amp; Revenue</strong></td>
<td><strong>$7,734,149</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OPERATING EXPENSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
</tr>
<tr>
<td>Fundraising</td>
</tr>
<tr>
<td>Administrative</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
</tr>
</tbody>
</table>

Note: operating revenue excludes restricted capital contributions of $1,620,745.

OUR IMPACT

Programs and Services

<table>
<thead>
<tr>
<th>OUR CLIENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>adults</td>
</tr>
<tr>
<td>41%</td>
</tr>
</tbody>
</table>

LOCAL
287 clients = 306

GLOBAL
19 clients

*22% of clients are from the on-campus charter schools

**outreach**
number of individuals participating in non-direct services

EDUCATION & TRAINING

14,894

VIRTUAL

45

AWARENESS

1,223