

Garfield

INCLUSION CENTER
WORK BEGINS

(the journey continues...)
opening 2026



Lawrenceville

EXPANDED TEAM TO 25
PURCHASED NEW HQ @5025 PENN AVE.
2022-present



East Liberty

BECAME A NON-PROFIT
2014-2018



Southside

FIRST ART SHOW
2018-2020



Point Breeze

DEBUTED YEAR-ROUND FILM
APPRENTICESHIP PROGRAM
(pandemic recovery)
2021

evolve's

Journey through Pittsburgh

annual report | 2024

WE ALL HAVE TALENTS TO SHARE



A Decade of Evolving!

In 2024, we took time to celebrate the accomplishment of 10 years of service as a nonprofit organization. The year was a “leap year” in more ways than one.

We prioritized expanding our mission to support people with disabilities through education, employment and the arts by building new partnerships to make change on a larger scale, aiming to have a greater impact on systems and environments, like places of employment, in addition to supporting more coaching clients than ever before.

We invested in team members to support an exciting new organizational structure that delineates operations, arts, inclusion programming, coaching, and fundraising roles and departments.



Felisha Guy
OPERATIONS
DIRECTOR



Amanda Denham
ARTS AND FILM
PROGRAM MANAGER



Joey Murphy
INCLUSION PROGRAM
DIRECTOR



Anju Agrawal
ENGAGEMENT &
ADVANCEMENT SPECIALIST

At our annual Evening of Arts for Autism we highlighted 10 “Evolvers” (clients past and present) who shared their personal stories and the small and large ways their work with Evolve helped them reach their goals.

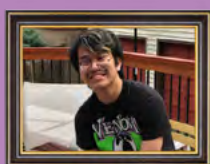
The community, foundations, and corporations came together to support our mission with the largest outpouring of support we’ve experienced, raising more than \$100,000 for the 30 artists in the show and for the support of our general operations. This support came at an essential time as we make strides towards building a more inclusive Pittsburgh, both figuratively and literally, with the renovation of the future Evolve Coaching Inclusion Center.

We’re truly grateful for the amazing support that allowed us to grow and thrive in 2024.

Heather Conroy

Heather Conroy | EXECUTIVE DIRECTOR

10 YEARS...



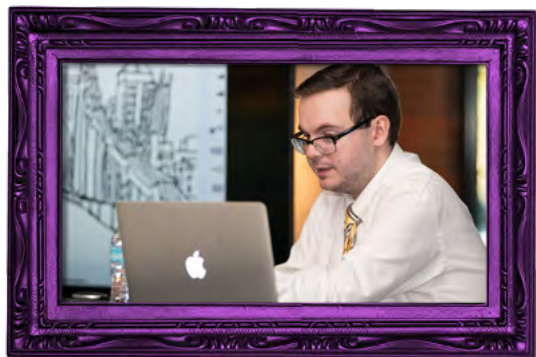
10 EVOLVERS!

An Evening of Arts for Autism highlights our impressive community.

When highlighting Evolve Coaching's success, we can't ignore the extraordinary clients we serve. This work can't be achieved or measured without them. In honor of our 10th anniversary, we celebrated 10 hard-working evolvers who have engaged with a wide range of Evolve services, including Future Camp and film apprenticeship programming, artist workshops and individualized entrepreneurial support, and College, Employment, and Arts Coaching.

These Evolvers were highlighted throughout the Evening of Arts for Autism, commemorating a decade of impact with their personal stories. **The 10 Evolvers included:**

- Melinda Bacurin
- Benjamin Friedman
- Ishara Henry
- Trista Orosz
- Opal Sullivan
- Sydney Francis-Perka
- Kirkland Glover
- Jace Martin
- Ethan Riling
- Joseph Vernon Smith



Kirkland Glover was 2024's featured artist at An Evening of Arts for Autism. Attendees were treated to Kirkland creating art live in the venue. His whimsical Pittsburgh themed works are fan favorites and very coveted. This year, all three pieces attracted multiple live auction bidders, creating a bidding war!

"It was fun and exciting to quickly create the artwork live at the event and then experience the live bidding process." He also enjoyed being interviewed onstage. Lately, Kirkland has been working on his cartooning and making new characters of his own. He is looking forward to creating artwork for next year's event!



Ishara Henry, an accomplished photographer and visual artist, served as our gallery show juror, helping to select an impressive 68 pieces by 30 artists to be included in the show. She found the evening reflective of the impact Evolve has on the community and her fellow artists involved.

"The Evening of Arts was a beautiful experience. It was incredibly moving to witness neurodivergent and neurotypical individuals in the same space, celebrating creativity together. The atmosphere felt joyful, and deeply respectful. As someone who is also neurodivergent, it was affirming to be in an environment that embraced that identity so openly. Being part of the event and seeing people interact with my artwork reminded me why I do what I do"

The Evolve team grows and brings unique perspectives.

Our team has expanded to include 25 people who bring clinical and educational experience, lived experience, and progressive and creative thinking to the table, which combine to help us meet the unique needs of the unique people we support. In their own words, Coaches Anne Funk and Lyx Adamaszek share their stories of choosing to work with Evolve.



"My family's journey with Evolve began in the spring of 2021 when we were struggling to find an agency to work with our autistic 19-year-old son, John. Following a great deal of research, we reached out to Evolve. Joe Farrell's calming presence and genuine care helped to create a meaningful connection with our anxious, and sometimes angry young man.

From the inception of [John's Funky Inflatables](#), (John's inflatable display rental and repair business) to job coaching at retailer At Home, Joe Farrell and Evolve Coaching have been instrumental in transforming John into a fulfilled, confident, and joyful member of society. Evolve creates safe and validating spaces for their clients, and my child has been on the receiving end of that treasure chest.

When I retired as a public school music educator in January 2024, I wanted to find part-time work where I could use my years of teaching and my lived experience raising a child with Autism Spectrum Disorder (ASD). How

fortunate for me that Evolve's expansion included job postings for college and employment coaching.

I thank Evolve for giving my son the tools he needs to successfully navigate this world. I also thank them for a work environment and colleagues who are not only wickedly smart but kind, compassionate, genuine, and thoughtful in their approach to life and work."

Anne Funk | COACH

"During the pandemic, I completed my master's degree but took a brief hiatus from social work after graduation due to burnout. After completing an AmeriCorps term, I was open to any opportunity that would help me get my foot back in the door. While I never really "left" the social work profession, I was nervous to return to the more therapeutic/clinical side of things since I spent a couple of years in a more educational role. I was also unofficially diagnosed with autism around that time of seeking employment, after also living with an ADHD diagnosis most of my life.

Evolve really spoke to me because I knew I was someone who would have benefited from the services they offered, and thought it would be great to then be the one offering that support—it truly felt like a perfect match. I feel like I fit right in and I'm doing the work I was meant to do."

Lyx Adamaszek | COACH



Social Groups

Each week, over 20 adults joined free community-based, in-office, or online sessions covering a range of topics. Social groups average about seven participants, allowing ample time to practice conversation and social skills. Outings included the Pittsburgh Zoo's Jack O' Lantern Extravaganza and a meditation walk in Frick Park, where participants enjoyed a light hike and physical and mental wellness activities led by group leaders.

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College and Employment Coaching

Our coaches met with hundreds of students—on campus, in the community, and at their workplaces—to support their self-defined goals for success and independence. In addition to weekly sessions, we're available to help students and job-seekers stay on track with tasks like finishing assignments or completing job applications. We also aim to create a fun, supportive space to share a laugh!

(PHOTO: Jasmine and Taryn meet for a "body doubling" session online.)

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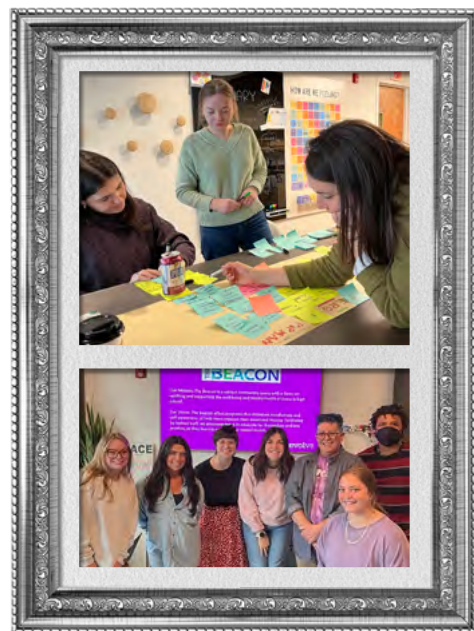
Training and Consultation

In 2024, thirty partners—including UPMC, Tobii Dynavox, Assemble, and the City of Pittsburgh—engaged with Inclusion Program Director Johanna (Joey) Murphy. After each session, employees reflect on actionable next steps to create more inclusive workplaces. These partnerships send a strong message to both staff and the broader community about embracing Autistic and Neurodiverse individuals. We frequently hear glowing feedback about Joey and her training:

"My team has found the content really helpful and applicable. I've also heard from my staff that they really like Joey's style of presenting and that she's so engaging. It's really been great." —Kaitlin Hens-Greco | The Beacon

"Johanna's session was one of the highlights of the conference for me. Engaging and thoughtfully delivered, her presentation struck the perfect balance between education and entertainment. She infused the session with humor, while also sharing a wealth of fascinating facts that explored neurodiversity from historical, social, and economic perspectives. Johanna is a truly exceptional teacher—her ability to communicate complex ideas in an accessible, relatable way made the hour fly by." —Erica Tamburo | getWITit

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Parent Group

Led by Anju and Jill and in partnership with [Autism Connection of PA](#), this free group offers a supportive environment for parents to share resources and connect with one another.

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To make a referral to any of these programs or to learn more about trainings, contact: info@evolve-coaching.org

We get by with a little help from our friends—in Garfield. Two amazing Garfield nonprofit organizations engaged in training and welcomed us into their spaces in 2024

Assemble

In December, we took a well-deserved break to make something fun at Assemble, an awesome nonprofit and Evolve employer partner. With no agenda other than to get creative, we gathered at Assemble to make FrankenPets. What are FrankenPets? Well, you take two or more stuffed animals, chop them up, and sew random parts back together to make a new stuffie friend (much like Dr. Frankenstein but without the angry mob!). Sharing this creative and silly activity together was great way to wrap up the year. Thank you to our future Garfield neighbor for hosting a great evening!



Pittsburgh Glass Center

The Pittsburgh Glass Center (PGC) has been a longtime Evolve partner, engaged in Welcoming Neurodiversity training for their staff, and inviting our community in for tours and demonstrations. PGC's inclusive facility is on full display with a recent studio expansion. We're excited for glass artist Travis Rohrbaugh to create "Inclusions" for our future donor wall. Inclusions in glassblowing refer to foreign materials trapped within the glass during the creation process. Travis's vision will have glass surrounding engraved metal as an intentional inclusion. We look forward to building upon our partnership in 2025!

(PHOTO: Heather working with husband Travis Rohrbaugh at PGC to prototype the future donor wall.)



A Message from Joe

Evolve has continued to grow in an extraordinary way over the last year! Each new staff member brings a wider variety of skills and experience to our already exceptional team. Each new program created provides more opportunities for growth and skill development for our clients. Each new employment partner, funding stream and successful grant application offers more avenues for access to the folks we serve. This has been an exciting ride so far, and we are so appreciative of everyone who has chosen to hop on and enjoy it with us!

Joe Farrell | EVOLVE CO-FOUNDER



evolve staff

Heather Conroy
Joe Farrell
Kristen Shephard
Felisha Guy
Anju Agrawal
Lyx Adamaszek
Amber Blue
Greg Del Duca
Amanda Denham
Anne Funk
Connor Griffin
Rae Guidry
Alyssa Lisle
Johanna Murphy
Monique Painton
Lawrence (Jim) Preston III
Luke Sumpter
Sarah Tiffany-Appleton
Vaishnavi Umalkar
Doug Wampler
Skukura Woods
Taryn Wright
Erin Zacher
Kahmeela Adams-Friedson*
Amy Adelman**
Amy Herlich**
Heather Lucas**
Yahne Jackson**

board of directors

Erica Cochran
Steven Fisher
Colin Healey
Angella Morgan
Erin McPeak
Matt Pierce
Gerri Sperling
Justin Williams
Patricia Wright
Kristen Buonomo*
Sam Caushaj*
Daphna Gans*
Ginny Nemchick*
Paula Pasquinelli*
Libby Powers*
Allia Pugh-Mathis*
Michelle Jamison**
Emma Lamberton**
Dan Moses**
Trish Romano**
Jocelyn Gaviola**

*new in 2025
**past service

foundation support

Edith L. Trees Charitable Trust
FISA Foundation
Neal Martin Christensen Foundation
Next for Autism
Posner Foundation of Pittsburgh
Snee Reinhardt Foundation
United Way

corporate support

ANSYS
Bistro to Go
Central Outreach Wellness Center
Cloud Adoption Services
Compass Business Solutions
Compass RE - Zach Restelli,
Lillian Denhardt, Julie & Ted Block
Creative Dialogues, LLC
Cycle and Balance Corporation
EF Lighting
EG Conley, PC
Esspa Kozmetika
Field Day
Firstline Consulting Services
Haus Media

corporate (cont.)

Horne | Dallar LLC
Iron City Circus Arts
Kishor Mehta
L&L Ventures
Laurelwood Townhomes
& Apartments
Monroeville Area Chamber
of Commerce
Naval Nuclear Laboratory
Pittsburgh Regional Transit
R E Heakins Expert Services
RE/MAX Select Realty -
Anita Nischal
Sigal Development
Springboard Design
Strassburger McKenna
Gutnick & Gefsky
TABLE Magazine
Tobii Dynavox
Trace Brewing
University of Pittsburgh
Autism Center of
Excellence (REAACT)
University of Pittsburgh
School of Social Work
Winchester Thurston School
Zacks Trust & Estate Law LLC

2024 revenue & programs by the numbers

operating revenue



>**\$1.7**
million

clients served



411
clients

programs participants by the numbers



employment
coaching
179



college
coaching
168



employers
trained
30



arts
programs
83

800 total team members

We want to also thank all of the individuals who donated their time, resources, and dollars to help us surpass our goals in 2024!

Make a gift and make your mark!

A DONATION TO EVOLVE GOES A LONG WAY.

FOR ALL THE WAYS TO SUPPORT US, VISIT
evolve-coaching.org/donate



The Bridge Fund (our general fund)



Sustained Membership

(Support our work with a monthly donation)



Directly Support the Inclusion Center



Sponsor the Evening of Arts for Autism

(November 15th, 2025)



Employer Matches & Incentives

Does your employer match your contributions of time or dollars?
Consider doubling your support to Evolve with an employer match!

TO MAKE A CONTRIBUTION:

contact Anju at (412) 758-5287 or anju@evolve-coaching.org

Join the Volunteer Ambassador Program

Ask us how you and your staff can become Ambassadors for the Neurodiverse talent pipeline in Pittsburgh! Learn the cultural elements of accepting and including autism and neurodiversity in a lively and informative training that is also a volunteer opportunity!

Contact johanna@evolve-coaching.org



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