



BUILT FOR THIS

evolve
coaching

WE ALL HAVE TALENTS TO SHARE

annual
report
2025

We Are Built For This.

When we reflect upon each year of growth at Evolve, we acknowledge what we have learned and what we can put to good use during the next year. 2025 truly prepared us for what's to come by laying the foundation, literally and figuratively, for the growth and expansion 2026 brings. Our team and the people we serve are built for what is next as a result of more than a decade of service hours, a mission that stretches the imagination of what is possible, and our intentional collaboration with those who receive services.



Built to be the go-to support for more Pittsburghers every year



Built for finding new and creative ways to meet community needs



Built for unique new programming that centers autistic and other neurodivergent people as leaders



Built, quite literally, to expand our work within the future Evolve Coaching Inclusion Center, thanks to the voices and support of our community

Heather Conroy

Heather Conroy | EXECUTIVE DIRECTOR

Inclusion Center Groundbreaking & Progress

On June 12, 2025, we reached a milestone in our journey toward a “forever home.” Surrounded by community members, our team, and Evolve Board members, we officially broke ground on the future Inclusion Center at 5025 Penn Avenue. Despite the summer heat, the atmosphere was one of celebration and shared purpose.

We were honored to be joined by a coalition of advocates who recognize the value of this new “third space” and its impact on our region. Pennsylvania Senator Lindsey Williams and Allegheny County Executive Sara Innamorato were in attendance, and Pennsylvania Representatives La'Tasha D. Mayes, Abigail Salisbury, and Dan Miller also voiced their support for the project.

Since then, the property has been a hive of activity. We have transitioned from accessibility-forward designs to a nearly complete renovation and are planning a grand opening in summer 2026.

This multi-use space is designed to foster connection and awareness through our art gallery and community hub, expand our film apprenticeship program via The Posner New Media Center, and offer an accessible and stimulating learning environment for our brand new Independent Living Training Program.

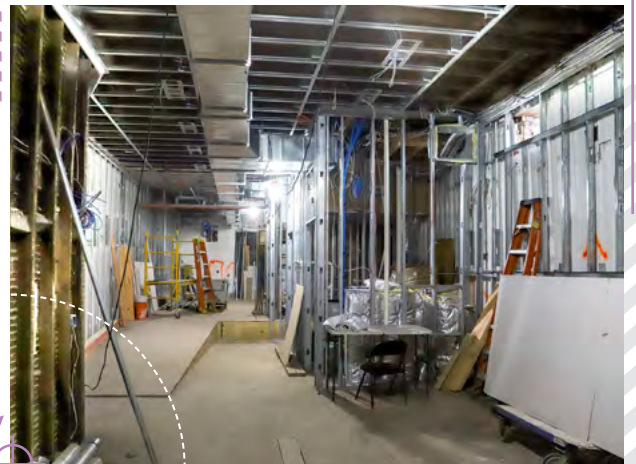
As we enter the final phases of construction, our focus shifts to the finishes that will make this space a home. Our remaining “To-Do” list includes:

- **Insulating and finishing our professional recording studio and media labs.**
- **Installing a full teaching kitchen and laundry suite to support life-skills programming.**
- **Drywall, flooring, paint, and the installation of glass doors and windows that will flood our center with light.**

We are in the final stretch of our capital campaign, with a goal of raising \$1 million in additional funds. With continued support, we look forward to opening our doors and providing our community with the physical manifestation of Evolve's big vision.



“Groundbreaking” Photo Credit: James Robinson



“1st Floor Progress”



“2nd Floor Progress”

Joey on Panel at NEXT for AUTISM

Johanna "Joey" Murphy, Inclusion Program Director, expanded Evolve's national reach through a high-profile collaboration with NEXT for AUTISM. As an organization dedicated to "transforming the national landscape of autism services through innovative programs", NEXT for AUTISM provided a premier platform for Johanna to share her expertise.

Representing Evolve on the "AUTISM EMPLOYMENT: The Rewards of a Neuroinclusive Work Culture" panel, Joey sat alongside leaders from Microsoft, Funko, Spectrum Designs, and The Ed Asner Family Center. The panel focused on how inclusive workplaces unlock the potential of neurodiverse talent. Expert panelists from a variety of industries shared strategies for fostering supportive cultures that empower employees with autism, ADHD, and other neurological differences.



Peer Specialist Support: Meeting a community need

With support from NEXT for AUTISM, and in collaboration with Allegheny County's Department of Human Services, four of our community members interested in careers in the helping professions completed a three-week Peer Training Program. Following a competitive selection process, the trainees completed an intensive 75-hour Certified Peer Specialist (CPS) training in mental health and recovery, followed by Evolve's week-long supplemental autism training. These individuals are now prepared to become certified and offer peer support to many Autistic adults in our region—70% of whom will have a co-occurring mental health diagnosis and whose wellness journeys can be positively impacted through shared experience and a supportive, listening ear.

Another thing worth celebrating:

With input from peer specialists, as well as insights from focus groups with parents, caregivers, and other Autistic self-advocates, we developed a comprehensive curriculum for the 2026 pilot year of Evolve's Transition to Independence Program!

NEXT
FOR **AUTISM**



Future Camp

From July 28 to August 8, 2025, the halls of Winchester Thurston School became a hub of boundless creativity as campers gathered for *Evolve's Summer Arts Academy, Future Camp*. Under the mentorship of highly skilled arts instructors, these students embarked on an ambitious journey to create a fully realized production from the ground up.

Prior to July 2025, the post-apocalyptic musical *Library at the End of the World* did not exist. Today, it stands as proof of what a group of innovative and dedicated creators can achieve. From scriptwriting and set construction to animation, music composition, and performance, students unlocked potential that extended far beyond the classroom.

While they mastered specific technical skills, the real impact are the life skills that drive success:



Critical Thinking



Collaboration



Self Advocacy



Building Lasting Peer Bonds

2025 revenue & programs by the numbers

operating revenue

\$1,987,000

clients served

410 clients

programs participants by the numbers

employment coaching
186

college coaching
166

employer partners
20
800 total team members

arts programs
60

The 13th Annual Evening of Arts for Autism



This sold-out event, hosted at the historic Bitz Opera Factory on November 15, 2025, allowed us to highlight a "Raise the Curtain" theme, providing an atmosphere of creative innovation.

The evening is known for a gallery show featuring neurodiverse artists from our region. We were honored to have local artist Jo Urda serve as our guest curator, selecting works that showcased a sophisticated range of media and styles, captivating our guests and highlighting the immense talent within our community.

This year, guests viewed a video highlighting Evolve artists Ishara Henry and Aimee Bungard, whose work was recently celebrated at our Evening of the Arts gallery show. In this video, Ishara and Aimee shared how their practices have evolved around their unique perspectives and lived experiences.

Leon Dixon and Matt Pierce served as event co-hosts, building the excitement for the evening with their charm and "dad" jokes. The stage came alive with musical performances by Evolve community members Dimitry Harmon, Joe Hnath, Lina Horwitz, and Andre Rhone, whose artistry underscored the evening's theme of personal expression. Iron City Circus Arts offered a breathtaking performance, including a gravity-defying champagne pour.

Under the dedicated leadership of Engagement & Advancement Specialist Anju Agrawal and the tireless efforts of our Host Committee, the event raised more than \$100,000 to support Evolve's programming.

Joe's Beard Win

In addition to his dedication to making a positive difference in the lives of our clients and our community, Co-Founder Joe Farrell has another passion: bearding! Mad Viking Beard Club, Pennsylvania, and the World Beard and Moustache Association crowned Joe with the title of 2025 Best Full Freestyle Beard at their annual competition last year.



One Beard to Rule Them All!

evolve staff

Heather Conroy	Rae Guidry
Joe Farrell	Alyssa Lisle
Kristen Shephard	Alexander Mikita*
Felisha Guy	Johanna Murphy Monique
Anju Agrawal	Painton Lawrence (Jim)
Lyx Adamaszek	Preston III Luke Sumpter
Kahmeela Adams-Friedson	Sarah Tiffany-Appleton
Irem Bilgili-Karabacak*	Vaishnavi Umalkar**
Amber Blue	Doug Wampler
Jill Constantin	Skukura Woods
Greg Del Duca	Taryn Wright
Amanda Denham	Erin Zacher
Anne Funk	Lucy Zhang*
Connor Griffin	

board of directors

Kristen Buonomo	Ginny Nemchick
Sam Caushaj	Paula Pasquinelli
Erica Cochran	Matt Pierce
Steven Fisher	Libby Powers
Daphna Gans, Ph.D.	Allia Pugh-Mathis
Colin Healey	Gerri Sperling
Molly Kemp	Vaishnavi Umalkar
Erin McPeak	Justin Williams
Tiffany Merriman-Preston*	Patricia Wright**
Angella Morgan**	

foundation support

Edith L. Trees Charitable Trust	Neal Martin Christensen Foundation
Mary Hillman Jennings Foundation	Next for Autism
Matthew Hillman Fisher Foundation	Posner Foundation
	The Women's Board of Pittsburgh

corporate support

Armco Credit Union	Kishor Mehta
Bayer	L&L Ventures
Billy Holman	Laurelwood Townhomes & Apartments
Bistro to Go	Michael Poremski & Sons Plumbing & Heating, Inc.
Block & Associates	MLA Consulting Group
Bloomfield Garfield Corporation	Old Thunder Brewing Co
Brentwood Bank	Palo Alto Partners
Cakes for Care	PNC
Central Outreach Wellness Center	Procopia Nonprofit Consulting
Citizens Bank	Psychological Associates, Inc.
Cloud Adoption Solutions	R E Heakins Expert Services Inc
Compass Business Solutions	RE/MAX Select Realty/ Anita Nischal
Confluence Financial Partners	Simpson I McCrady
Cycle and Balance Corporation	Springboard Design
Dagostino Electronic Services	Strassburger McKenna Gutnick & Gefsky
D&P Valet	Trace Brewing
Duolingo	Transitional Characters
EF Lighting	TruBlue Home Service Ally of North Pittsburgh
Esspa Kozmetika	University of Pittsburgh Autism Center of Excellence (REAACT)
Field Day	Winchester Thurston School
First National Bank	Workscape Inc
Haus Media	
IGIA	
Iron City Circus Arts	
KDL	

*new in 2026 **service ending 2025

In Closing

As we move closer to completing our Inclusion Center, we can't help but be excited as we prepare for what the future holds. This physical expansion serves as the launchpad for "what's next," including growth in our independent living initiatives and expansion of our accessible media programs. We are also thrilled to be opening a brand-new gallery, a dedicated space to amplify neurodivergent voices and showcase the incredible artistry of our community. We were built for this moment, and we are ready to lead the way into an even more inclusive, creative, and accessible future.

YOUR DONATION GOES A LONG WAY!

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

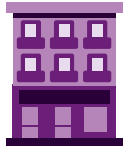


The Bridge Fund (our general fund)



Sustained Membership

(Support our work with a monthly donation)



Directly Support the Inclusion Center



Sponsor the Evening of Arts for Autism

(October 17th, 2026)



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) 760-8184 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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