WE ALL HAVE TALENTS TO SHARE
dear friends of evolve...

As I reflect upon the past year, I am extremely grateful for the community we’ve built and the individuals, families, and teams who have trusted us to offer support during life’s important transitions.

In late 2014, Joe Farrell and I transitioned our small private practice into a nonprofit organization with the goal of supporting more Pittsburghers with disabilities, regardless of their ability to pay for our services. Since then, and for the eighth year in a row, we have supported a record number of job-seekers, college students, and artists. To date, we’ve worked with more than 700 individuals, 60+ schools, and more than 100 employers…and we have so much more to look forward to.

Four years ago, we launched a search to locate an accessible building that could serve as a home and a support system for Evolve Coaching. I’m thrilled to share that we have finally found our future home at 5025 Penn Avenue in Garfield!

Slated to open in early 2024, the future Evolve Coaching Inclusion Center will allow us to serve many urgent needs within our community and create a physical home for our programming. The Evolve Coaching Inclusion Center renovation project will require a lot of work and patience, but the end result will be worth it not just for those of us who work at Evolve, but also for the city around us and the communities we serve.

Thank you for taking this journey with us!

Heather Conroy | EXECUTIVE DIRECTOR
drar friends of evolve...

This was a big year for firsts here at Evolve! For the first time ever we were able to provide six students with the opportunity to learn about a variety of employers and jobs in the Pittsburgh area through a formal “Professional Connection Experience” funded by the PA Office of Vocational Rehabilitation.

Our clients gained first hand knowledge of the work environments, skills requirements and opportunities that come with those jobs. Our group explored a wide variety of jobs at area businesses such as Tobii Dynavox, Giant Eagle, Pittsburgh Glass Center, Pittsburgh Center for Creative Reuse and even learned about owning their own small business!

Another highlight came in the form of helping launch John’s Funky Inflatables! With a little entrepreneurial training and the support of our coaches, John Funk was able to turn his passion project, yard inflatables, into a living!

Our annual Future Camp was a huge success! Campers looking to build artistic skills, learn alongside professional artists, and collaborate with fellow creatives threw themselves into two weeks of discovery and learned to tell stories through various artistic mediums including music, writing, performance, animation and visual arts. It was fantastic! We wrapped up the experience with a fun day showcasing the art, animation and performance work at our first ever Future Fest, which gave everyone a chance to shine and share the fun with their families and friends.

Hope to see you in the New Year,

Joe Farrell | Program Director

Driven by the belief that everyone has talents to share, Evolve has continued to diversify and expand its coaching and enrichment programs to help young people gain work experience, college success, and live engaged lives.

2022 programs by the numbers

| college coaching | 101 |
| employment       | 92  |
| arts             | 61  |
| enrichment & enrollment | 11 |
| total | 265 program participants |

college coaching

Evolve provides one-on-one coaching support on students’ campuses, in the community, and online. We support students with executive function, self-advocacy, and social fulfillment as well as work-readiness and utilization of campus resources. Masters-level helping professionals assist students with practicing new tasks in session, and developing strategies for success when completing tasks on their own. Students participate in weekly group sessions which cover topics including independence, safety, health & wellness, dating, nonverbal communication, finding work, etc. Group facilitators consider clients’ interests and personal goals to develop a curriculum that encourages learning to take place in a fun and engaging atmosphere.
We provide individualized support for clients seeking trial work opportunities, temporary paid work experiences, and long-term work. These unique programs allow young people to gain exposure to various fields they may not have considered, allowing clients to broaden their job possibilities or strengthen their interest in a chosen path. Clients receive coaching and practical support with resume development, interview skills, informational interviews, job shadows, work-based learning experiences, and hands-on training and support while working in the environment of their choosing. Learners are also encouraged to participate in weekly group sessions for work readiness.
dear friends of evolve...

I’m incredibly proud of Evolve and the work we’ve done this year. I continue to be bowled over by the level of integrity, willingness, and compassion that the entire staff here at Evolve brings to everything we do.

My role in development means that I am constantly asking my coworkers to do “more” than they have before, and I asked a lot of them this year! This year we put together our First Annual Cornhole Tournament, and staffed a memorable Future Camp and connected our clients and campers with professionals in film, animation, special effects, art, music, performance, sound recording, writing and editing.

We then celebrated our campers’ achievements at our First Annual Future Fest (which featured the first Neurodiversity College Fair), and ended this huge year with the 10th Annual Evening of Arts for Autism!

Above all, we have worked to spread the word about the importance of making “Pittsburgh Autism’s Most Livable City.”

Best wishes for 2023,
Johanna Murphy | Development Director

arts programming

What began as a two-week camp in 2011 has become a robust arts program serving as a gateway to employment opportunities. Evolve offers year-round programming that builds confidence, self-advocacy skills, and practical skills in all areas of the arts, including specific training to create accessible video content through Evolve’s Film Apprenticeship Program.

For visual artists, we offer online and in-person professional development workshops to prepare them to network, display, and sell their work. The skills participants build via our summer arts camp, annual art shows, and year-round film and digital media programming are transferable to most any field.

clients served

<table>
<thead>
<tr>
<th>2015: 25</th>
<th>2022: 265</th>
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<tbody>
<tr>
<td>a 960% increase in 8 years</td>
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staff growth

<table>
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<tr>
<th>2015: 2</th>
<th>2022: 17</th>
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<tbody>
<tr>
<td>a 750% increase in 8 years</td>
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enrichment & enrollment program

The Enrichment and Enrollment Program offers intensive coaching support to build confidence, assess career interests, and improve comfort engaging in self-advocacy - all with the goal of supporting students as they apply to at least one college, technical, or apprenticeship program. With this program, Evolve is addressing both the “services cliff” which autistic and neurodiverse students drop off of when they graduate high school, and the disparity of neurodiverse representation in post-secondary education. Whether due to a failure to recognize their academic potential or difficulty in connection with support networks, only a small percentage of neurodiverse students apply to post-secondary programs, and only an estimated 20-40% of those who enroll complete their programs. Thanks to generous support from the Richard King Mellon Foundation, we are supporting 11 pilot-year cohort participants with a program that simultaneously delivers one-on-one coaching and peer group coaching sessions that we hope will result in a measurable impact on participants as well as their education support teams via a toolkit to support autistic students as they transition to post-secondary environments.

training, outreach & consultation

Our team offers custom training and consultative services for schools, universities, community groups, and businesses with the goal of creating more inclusive environments where disabled workers are welcomed and valued. By educating our community about the value of hiring disabled workers and welcoming all guests, we can improve outcomes for our clients and our community at large.

trainings provided to:

- Carnegie Mellon University
- University of Pittsburgh Writing Center
- Grounded Strategies + Landforce
- Coro Center for Civic Leadership
- Public Allies
- Central Outreach Wellness Center
- UPMC
- Best Buddies
- PaTTan
- Pittsburgh Center for Creative Reuse
- PA Chamber of Commerce
- Student Conservation Association
- The Pittsburgh Promise
- The Kingsley Association
- The Latino Community Center of Pittsburgh
- City of Pittsburgh
- Ansys
- Tobii Dynavox
- Shift Collaborative
- Small Mall

non profits 44%
small businesses 31%
mid-sized companies 25%

over 800 employees impacted!
evolve-coaching.org

**Revenue Growth**

<table>
<thead>
<tr>
<th>2015 Revenue</th>
<th>$32,122</th>
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<tbody>
<tr>
<td>2022 Revenue</td>
<td>$800,000+</td>
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</tbody>
</table>

An increase of more than 2,390.5%

**Revenue Breakdown**

- grants & contributions: 1%
- program fees: 69%
- other income: 30%
- program fees

**Evolve Board Members**

- Anita Arguello
- Jocelyn Gaviola
- Carolyn Hare
- Ronald Heakins
- Colin Healey
- Michelle Jamison
- Emma Lamberton
- Erin McPeak
- Daniel Moses
- Kevin Nuckols
- Susan Spaulding-Burke
- Shemaria Scharmann
- Justin Williams
- Theresa West
- Patricia Wright

**Evolve Staff**

- Heather Conroy
- Joe Farrell
- Amy Adelman
- Anju Agrawal
- Amber Blue
- Jill Constant
- Greg Del Duca
- Connor Griffin
- Rae Guidry
- Jaclyn Harris
- Kristen Horn
- Yahne Jackson
- Alyssa Lisle
- Johanna Murphy
- Cheryl Paul
- Luke Sumpter
- Sarah Tiffany-Appleton
- Doug Wampler
- Skukura Woods
- Erin Zacher

**Corporate & Foundation Support**

- Ansys
- Blackbaud Giving Fund
- Bridgeway Capital
- Edith L. Trees Charitable Trust
- Fidelity Charitable
- Gailliot Family Foundation
- Iron City Circus Arts
- JHL Media
- Neal Martin Christensen Foundation
- NEXT for Autism
- OakTree Investment Advisors
- Richard King Mellon Foundation
- Steel City Beard and Mustache Club
- Anonymous
A gift to Evolve goes a long way...and there are several ways to contribute!

**Direct Support:**
Visit our website to make a gift or send by mail

**AmazonSmile:** So easy!

**Volunteering:**
Host a Fundraiser, Ice Cream Social, or Poker night!

**United Way:** Evolve’s Agency Code is 14198261

**Benevity/Double the Donation**
Many employers match your gift!

[evolve-coaching.org/donate](http://evolve-coaching.org/donate)