Dear Friends,

This year, as AANE turns 21, I have been reflecting upon what it means for our organization to reach this particular milestone, a time often thought of as a coming-of-age. For individuals, it is a time of transition, of taking a look at two decades of learning and applying hard-won lessons to set a course for the future. If you have Asperger Syndrome or a similar profile, turning 21 can be one of the most difficult times in your life. It is a time when young adults leave a fairly structured environment, school or home, and are expected to start engaging with the world of work and independent living.

At AANE, we work hard to ensure that adults and children of all ages have the skills, self-esteem, and supports they need to face the world successfully, in their own way. As the demand for AANE resources continues to grow and our reach spreads across the globe, we are working equally as hard to ensure that our organization is prepared for the future.

This past year, we constructed a 5-year strategic plan, after grappling with a number of overarching and important issues: the paradigms of neurodiversity and disability; the language we use to describe who we serve; the ever changing world of technology and how people now get information; and how to focus our work given the overwhelming need. AANE has charted a clear path forward and, with the help of our dedicated supports, I know that we will continue to be a trustworthy resource for our growing community.

On behalf of each person who has reached out to AANE in need of help, I offer sincere appreciation to everyone who has given their time and resources to enable the Asperger/Autism Network to remain a strong, steadfast, and vibrant resource. As we look down the road, we are grateful to have such committed and dedicated partners.

With Gratitude,

Dan Jekel, MSW
AANE Mission

The Asperger / Autism Network (AANE) works with individuals, families, and professionals to help people with Asperger Syndrome and similar autism spectrum profiles build meaningful, connected lives.

Many people get a diagnosis. I got a support community, an avocation, a life purpose, and a second family.
Empower and Respect

AANE works with people to address and accommodate the challenges associated with Asperger Syndrome while fostering respect for their strengths and differences. We work to empower people with Asperger Syndrome to maximize their independence, and to achieve equity and parity in society. Respect permeates our approach to our work, leading us to include people with AS in our governance, staff, and strategic decision-making.

The LifeMAP programs help clients develop critical skills in independent living.

Many others completed school, found housing, started relationships and achieved other milestones on the way to achieving independence.
Advocacy

We seek to remove barriers, and support efforts to guide public policy collaboratively at local, state, and national levels. Our strength in advocacy derives from a long-standing partnership between our grassroots membership and professionals all of whom live and work with the wide ranging and daily realities of Asperger Syndrome.

The AANE Advocacy Committee works tirelessly to ensure adequate funding for the 2014 MA Autism Omnibus Act that enables access to appropriate services for adults with Asperger profiles.

We transform the way people across the globe think about Asperger’s and autism — we help the greater community understand the Asperger experience by sharing our voices and perspectives through:

- ongoing trainings
- daily social media posts
- five conferences
- conversations with leaders in the Greater Boston community and beyond
Community

The insight and empathy of many AANE staff and volunteers is rooted in their family or other direct experience with Asperger Syndrome, making it possible for AANE to welcome individuals with Asperger Syndrome—in all their diversity—their families, and the professionals who work with them. We validate their experiences and offer hope. We provide them with networking opportunities, a sense of belonging, and work to end the isolation often associated with autism spectrum conditions.

At AANE, we build community for everyone, through support and social groups, events, trainings, conferences, and online. We make it a priority to bring together people with rich and diverse perspectives. Individuals with Asperger profiles lead many of our events, sharing their experience with peers, family members, and professionals. AANE relies on the expertise staff and board members, living on the spectrum, to play a critical role in shaping the direction of the organization.

A few of the AANE groups include:

<table>
<thead>
<tr>
<th>Newly Diagnosed</th>
<th>Employment Roundtable</th>
<th>Siblings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>Mothers</td>
<td>LGBTQ</td>
</tr>
<tr>
<td>Over 50</td>
<td>Fathers</td>
<td>Artists Collaborative</td>
</tr>
<tr>
<td>Neurodiverse Couples</td>
<td>Grandparents</td>
<td>Other interest-based groups</td>
</tr>
</tbody>
</table>
Global Reach

AANE serves a worldwide community, taking advantage of technology to reach clients at all corners of the earth. In 2017, AANE launched a new website that is user-friendly and rich with information.

Users can connect with AANE using Facebook, Twitter, Skype and Instagram.

- 61,611 website users in one month worldwide
- 50% coaching sessions occur over the Internet
- 18,651 website users from outside the US
- 100 webinars
- 15,000 Facebook followers

Our webinars help clients navigate a wide range of practical topics. Videos are easily accessed on YouTube. AANE now offers coaching services using Skype software.
Responsiveness and Innovation

AANE’s approach combines realism with idealism. We seek solutions to the challenges of our community that are responsive to needs and driven by our innovative, creative, think-outside-the-box approach. We identify unmet needs through dialogue with people we serve, and address them through a range of services—including outreach, pioneering interventions, and the use of technology. Through networking, training and the development of educational materials and model programs, we also build capacity for service delivery within communities.

Whom We Serve

AANE programs and services continue to evolve in response to the conversations we have with those in our community. As our offerings grow and become more specific to the needs of particular demographics, more and more people seek us out each year. We served:

- 964 adults with Asperger profiles
- 609 parents of adults
- 393 parents of teens
- 787 professionals
- 373 parents of children
- 210 spouses or partners
- 71 siblings
- 52 grandparents
2017 Highlights

AANE introduced new initiatives in 2017 to better serve our clients.

- A foundation for *The Peter M. Friedman Neurodiverse Couples’ Institute*, set to launch in 2018, made possible by a generous grant from AANE members Andre and Rita Friedman
- Increased Parent Coaching sessions supported by the Foundation of MetroWest, the Corning Foundation, and the Cummings Foundation
- Increased webinar offerings, including a 10-Part Anxiety Webinar Series addressing the intersection between anxiety and Asperger’s, made affordable by Belmont Savings Bank
- Tailored services for Spanish speaking clients
- *Hiding in Plain Sight Conference* that addressed the experience of women on the spectrum
- *A Summer Institute* designed for teachers to better understand the needs of their students
- Collaboration with Massachusetts Rehabilitation Commission
- A conference featuring Tony Attwood, world-renowned writer and speaker
- Participation in the Rodman Ride for Kids

It made me realize I am not alone as an adult with ASD. I absolutely could relate to some of the stories and felt like they knew my struggles.

*Conference Attendee*
Learning Across the Lifespan

AANE provides accurate, current information and resources to individuals with Asperger Syndrome, their families, and professionals, empowering them to make informed choices. Our support is designed to sustain individuals and families, to meet varying levels of need, and to facilitate transitions and meaningful life experiences at all ages and stages, from early childhood to old age.

We transform the way people across the globe think about Asperger’s and autism — we help the greater community understand the Asperger experience by sharing our voices and perspectives.
Adult Services

If you are an adult living with an Asperger’s profile, the AANE Adult Services team will help you feel connected, understood, and empowered. We offer a range of options for learning, community-building, and problem solving for individuals over 18.

“We developed a comfort level with one another that lets us relax, enjoy each other’s company, and appreciate each other’s unique sense of humor. That kind of camaraderie can be hard to find even for neurotypicals. But for Aspies, finding a group where you feel comfortable talking about yourself and laughing together is next to impossible.”

Adult group member
Family Services

If you are a parent or other family member of a child, teen, or adult with an Asperger profile, family services staff will make sure that you are supported.

“AANE helped our son have a more positive view of himself and his abilities. Working with his strengths has been the core of it.”

Parent
Professional Services

If you are an educator, school administrator, mental health specialist, health care provider, attorney, government agency, or other professional, we are here to make sure that you have the most up-to-date training and resources to be informed and effective.

I can honestly say that your presentation was one of the best in-service trainings I’ve attended here. My colleagues were equally impressed and found the information very helpful in thinking about the work they are doing with their Asperger clients.  

Program Participant

Our professional clients learned practical strategies to become effective in working with people with Asperger profiles:

- educators
- psychologists
- occupational therapists
- speech-language pathologists
- researchers
- social workers
- doctors
- nurses
- guidance counselors
- non-profit program managers
- human service coordinators
- lawyers
At AANE, we start by listening to you. We value your input and use your feedback to shape our future. In May 2017, the AANE Board of Directors approved our 5-year strategic plan, designed to meet the demand for increased support services and better respond to the needs of our community through four key priorities.

1. **Enhance and expand support services.** We will focus on our information and referral system, LifeMAP, and parent coaching. We will also develop an employment initiative and assess the needs of Asperger/Autism aging population and their families.

2. **Expand innovative training initiatives** in order to increase the number of people who are knowledgeable about Asperger/Autism individuals. We will expand training for professionals and parents, offer an *AANE Certification* through training initiatives, and use technologies to expand online training opportunities.

3. **Advocate for state and federal laws** and policies that reflect the needs of Asperger/Autism individuals and their families. We will establish advocacy expertise within AANE, provide an active voice in partnerships with state and national advocacy organizations, and provide our community an opportunity to join us in advocacy efforts.

4. **Enhance the foundation of the organization** to ensure long-term stability. Specifically, we will focus on our financial position, organizational stability, change management, marketing, membership, intellectual property, and adapting evolving language for Asperger’s and autism.
## Financial Statement

### Revenue FY17 FY16

<table>
<thead>
<tr>
<th>Category</th>
<th>FY17</th>
<th>FY16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Grants&lt;sup&gt;a&lt;/sup&gt;</td>
<td>$1,651,100</td>
<td>$1,098,548</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>$804,261</td>
<td>$685,596</td>
</tr>
<tr>
<td>Investment and Other Revenue</td>
<td>$260,606</td>
<td>$251,265</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$2,715,967</td>
<td>$2,035,409</td>
</tr>
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</table>

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>FY17</th>
<th>FY16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Service</td>
<td>$1,520,792</td>
<td>$1,374,525</td>
</tr>
<tr>
<td>Administration</td>
<td>$236,812</td>
<td>$200,338</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$226,768</td>
<td>$178,434</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,984,372</td>
<td>$1,753,297</td>
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</table>

### Changes in Net Assets

<table>
<thead>
<tr>
<th>FY17</th>
<th>FY16</th>
</tr>
</thead>
<tbody>
<tr>
<td>$731,595</td>
<td>$282,112</td>
</tr>
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</table>

### Net Assets at End of Year

<table>
<thead>
<tr>
<th>FY17</th>
<th>FY16</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,301,765</td>
<td>$570,170</td>
</tr>
</tbody>
</table>

<sup>a</sup>Contributions and grants include two multi-year gifts, totaling $700,000. Payments toward this gift will not be reflected in future years’ revenue.

## Quick Facts

- 13 full-time employees
- 23 part-time employees
- 30 LifeMAP coaches
- 81 volunteers

## 2017 Revenue

- 30% Program Services and Fees
- 60% Contributions and Grants
- 10% Investment

## 2017 Expenses

- 77% Direct Service
- 12% Administration
- 11% Fundraising
Thank You to Our Donors

Institutional Donors

Over $50,000
Cummings Foundation
J.E. & Z.B. Butler Foundation
Cranberry Cup Charitable Association, Inc.
Mental Health & Addiction Network (Combined Federated Campaign)

$25,000-$49,999
Fidelity Investments
Doug Flutie Jr. Foundation for Autism Foundation for MetroWest
Krauss Dermatology
PTC, Inc.

$10,000-$24,999
Belmont Savings Bank Foundation
Boston Evening Clinic Foundation
Liberty Mutual Insurance
TJX Foundation
The Wilson Family, Spectrum of Hope Charitable Foundation

$5,000-$9,999
Amazon
CFM Legal
Coastal Capital Group, Inc.
The Community Foundation of Western Massachusetts
Corning Incorporated Foundation
The Danny Foundation for Autism
Day Pitney, LLP
Disability Law Center, Inc.
Fenway Health
Jason's Connection
The MathWorks, Inc.
Milestones
Morgan Stanley, The Spierlinga Group
NESC - Neuropsychology and Education Services for Children and Adolescents
New England Controls
Reebok International, Ltd.
Rodman Ford Sales, Inc.
RSM Boston Foundation
Skills for Life
West Newton Consulting, LLC

$1,000-$4,999
The Partners of Kotin, Crabtree & Strong, LLP
Randi & David Zussman Foundation, Boston Development Group

Up to $499
Chatterboxes
Children Making Strides
Education Consult & Advocacy
The Green Meadow Fund of the Maine Community Foundation
Human & Civil Rights Organizations of America
The Klarman Family Foundation
Littman Krooks, LLP, in honor of Ken W. Shulman, Esq.

Individual Donors

Over $50,000
Andre & Rita Friedman, in support of the Peter M. Friedman Neurodiverse Couples Institute
Jessica & Chuck Myers

$25,000-$49,999
Joseph Allaire & Deborah Grady
Dian Bohannon
Stephen Burgay
Adam & Rosemarie Markell

$10,000-$24,999
Lisa & Philip Astley-Sparke
Mary & David Berman
Carla & Hans Brigham
Jayne & Dennis Burke
Valerie Davison & Matt Krummell
Dan & Ann Marie Gross
Madeline Krauss & Paul Friedberg
Mary McFadden & Larry Stifler
Stephen & Eve Milstein, in support of the Peter M. Friedman Neurodiverse Couples Institute
Alyson & Peter Muzila
Saul Pannell & Sally Currier
Andrea & Michael Parzen
Seth & Janet Rosenberg
Julie & Peter Tedesco
Anonymous

$5,000-$9,999
Greta Averbach
Paul & Penny Betters
Lisa M. Birkdale, in honor of her wonderful daughter, Stephanie Birkdale
Nicole & Brian Clark
Evin & Tom Cooper
Leo & Cathy Fochtman
Dorothy & Daniel Grady
Linda & Tim Grady
David H. Long
Mark & Kimberly Marroni
Don Michaels & Susan Kraft
Kathleen & Robert Oates
Carol Parzen
Grace Peng & Steven Edelstein
Elinor Pierce & Asheesh Gupta
Uyen D. & Meghan B. Sass
Polly & Arnold Slavet
R. Newcomb & Trina Stillwell
Michael Stone
Stefan Thilen
Sanjay & Sangeeta Verma
Anonymous

$1,000-$4,999
Jim & Barbara Allaire
Bill & Jane Apkin
Michael Appell & Guy Ronen
David Bernstein & Monica Bernstein
Bonita Betters-Reed & Gary Reed
Jay & Jennifer Bradner
Kenneth & Barbara Buntrock
Michele Cantara
Rachel & Larry Chafetz
Stephen N. Cohn
Betsy L. Dangel
John & Carol Donaghue
Mitchell Doren
Janice Egli
Elizabeth A. Eldredge & George L. Alexakos
Cornelia & Michael Elwood
Susan Erickson & Bruce Phillips
The Genser Family
Martha Juelpich Gordon
Anne & Dan Grady
Donald & Margaret Gray
Joan Gross
Susan Harris
Steven & Jeanne Hoerter
Susie & Robert Kaim
The Levinger-Schwarz Family
Mr. & Mrs. Stephen R. Levy
Jeffrey Lieberman, Fenway Health
Stuart Lipsitz
James Magauran, M.D.
Ruth Marion
Kim McGovern & Frank Scherkenbach
Cara & Michael McGrath
Kevn & Nina McGrath
Moira & Chris McKenna
The Lorraine R. & Sydney L. Miller Family Foundation
Peter & Margie Noonan, in honor of Brian Rusconi
Selwyn Notelovitz & Amy Voorhies
Tom Novak
Larry & Nancy Perkins
Kathleen Pigott & William Pigott
Steve Ranere & Kristen Mooney
Kirsten Root
Daniel & Barbara Rosen, in appreciation for the fine work of the AANE staff
The Max & Tillie Rosen Foundation, Inc.
Joseph Rothchild & Terry Chen Rothchild
Steven & Terri Rusconi
Benedikt R. Sander
Ms. Phyllis Schultz & Dr. Matthew Gromet
Ken Shulman
Carol Singer
Anthony Smith
Jan & Steven Snitzer
Michael Sperling
Sarah Stahl & Harry Foster
Lissa Story
Marcy & David Stuart
Reva Tankle & John McArthur
Annunziata & David Varela
Joy & Larry Voke
Priya & Drew Wagner
Gary & Margot Weinstein
Mrs. Rose Weinstock
Simon & Paula Young
Anonymous

Anonymous
Sanjay & Sangeeta Verma
Paul, Penny Betters
Lisa M. Birkdale, in honor of her wonderful daughter, Stephanie Birkdale
Nicole & Brian Clark
Evin & Tom Cooper
Leo & Cathy Fochtman
Dorothy & Daniel Grady
Linda & Tim Grady
David H. Long
Mark & Kimberly Marroni
Don Michaels & Susan Kraft
Kathleen & Robert Oates
Carol Parzen
Grace Peng & Steven Edelstein
Elinor Pierce & Asheesh Gupta
Uyen D. & Meghan B. Sass
Polly & Arnold Slavet
R. Newcomb & Trina Stillwell
Michael Stone
Stefan Thilen
Sanjay & Sangeeta Verma
Anonymous
Ruth & Alan Winnick
Kimberly Winslow
Rachel Wiseman
Kristi Wiswell
Paul Witham
Mr. Loren Wolsh
Rusty & Yolanda Wutkiewicz
Deborah Young
Delphine & Lenard Zohn, Autism Eats
Jody Zoili
Beth Zwick
Anonymous

Additional Anonymous Donations
In honor of all the staff of AANE
In honor of Mark Bronstein
In honor of Jayne Burke
In celebration of Wilma Dalton's birthday
In honor of Jacob Deck
In memory of Karl Harvey
In memory of Eric Anthony Hickey
In memory of Douglas C. Knott
In memory of Shirley "Lee" Landford
In honor of Benjamin Leaming
In celebration of Mike Levinger's 60th birthday
In honor of Ellen Mullaney
In memory of Joseph R. Normandin
In memory of Edward John O'Brien IV
On behalf of Stephen Panagiotopoulos
In memory of Bobby G. Price
In honor of Meghan Sass
In honor of Adrianne Tompkins

AANE has made every effort to ensure this list is accurate and inclusive. If you discover an error or omission, we apologize and would appreciate your advising us to correct our records. Thank you.
Leadership

Dania Jekel, Executive Director
Brenda Dater, Associate Director

FY18 Board of Directors

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Karen Lean, Vice Chair
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