Dear Friends,

As AANE is embarking on year 23 of our journey, I want to thank you for making this extraordinary odyssey possible. AANE’s journey is the story of thousands of individual journeys — possibly yours, your friend’s, your child’s, or your client’s.

This year, the CDC published research showing an increase in the identification of children with autism from 1 in 68 in 2016 to 1 in 59 in 2018. At AANE, we know the official number continues to undercount females and minorities, as well as those whose autistic characteristics become evident after age nine. And even though it is becoming clear to the world that people living on the spectrum are a growing percent of our population, children and adults on the autism spectrum still struggle to keep up in this world that is designed by and for neurotypical people.

So, to us at AANE, it is no surprise that requests for information, guidance, and support continue to pour in. AANE is a small organization, yet we reach tens of thousands of individuals, families, and professionals. Our social and support groups fill immediately and our conferences sell out. Well over 40,000 people from 70 different countries have used our services, and we continue to reach over 2,000 new people each year. We help our community members understand neurodiversity and skillfully navigate a challenging world.

As general understanding of what it means to live on the spectrum continues to evolve, so does AANE. We make it a priority to listen carefully to our community members and respond to your critical concerns.

In response to your feedback, we mapped out several unprecedented initiatives over the course of 2018 to be launched next year. The Peter M. Friedman Neurodiverse Couples Institute will be the first program in the country to provide expert-led, evidence-based online training to therapists who work with neurodiverse couples. With the help of a dedicated volunteer, we expanded our services to Spanish-speaking community members and created a staff position for the upcoming fiscal year to continue to grow these services. And, through the generosity of an anonymous donor, we laid the groundwork for a case management service that will enable our adult members to build and maintain social connections and independent lives, especially as they age and may no longer have family support. Thanks to you, these new programs have been made possible.

We would not be where we are today without you, and we look forward to the road ahead in partnership with you. Your support enables AANE to continue on this extraordinary path, ensuring that children and adults on the autism spectrum are truly accepted and understood.

With appreciation,

Dania Jekel, MSW
Values

Learning Across the Lifespan
Offering up-to-date and accurate information in a rapidly evolving field, AANE facilitates life transitions and meaningful experiences for individuals of all ages and stages, from early childhood to old age.

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 our professionals, who live and work with the daily experiences of Asperger profiles.

Innovative Programming
AANE’s approach combines realism with idealism. We seek solutions to the challenges of our community through “think-outside-the-box” approaches. We identify unmet needs through ongoing dialogue with people we serve and address those needs via a range of creative measures — including outreach, pioneering interventions, and technology.

Respect
AANE works to address and accommodate the challenges of living on the spectrum while fostering respect for strengths and differences. We strive to empower people to maximize their independence and to achieve equity and parity in society.

Community
At AANE, we validate experiences, offer a sense of belonging, and provide an end to the isolation often associated with Asperger profiles.

Impact
Well over 40,000 people have used our services, and we continue to reach over 2,000 new people each year. It is clear that people need AANE now more than ever, as we receive 250-350 phone calls and emails each month from people requesting information, referrals and support.

Thanks to your generous support in 2018, AANE…

- Launched an online platform to help community members easily schedule consultations with staff
- Hired a neuropsychologist and school psychologist to expand our expertise
- Became the only organization allowed by the Massachusetts Department of Elementary and Secondary Education to certify educators with an Autism Endorsement from the Commonwealth of Massachusetts
- Brought together the legal community and raised $11,500+ at our first-ever Legal Community Breakfast
- Developed Neurology Matters in Couples Therapy - a groundbreaking program of the Peter M. Friedman Neurodiverse Couples Institute in the emerging field of working with neurodiverse couples in therapy
- Began to offer coaching services for Spanish speaking clients
- Created LifetNet, a case management service for adults with Asperger or similar autism spectrum profiles as they and their parents move through adulthood
- Partnered with Berklee College of Music to offer free music lessons to adults on the autism spectrum
- Featured Temple Grandin as the keynote speaker in our annual Daniel W. Rosenn Connections Conference

These initiatives provided vital programs and services to our community, and would not have been possible without your support.

I just want to let you and AANE know that your support came at a crucial time and I will never forget it.

AANE parent

- 40,000 have used AANE services
- 2000 new people seek us out each year
- 275 inquiries per month for information and support
Services for Adults

The AANE Adult Services team is here to help you feel connected, understood, and empowered. We offer many options for learning, community building, and problem solving to individuals with Asperger profiles who are over 18 and post-high school. These services include:

- Support Groups
- Interest, Affiliation, and Social Groups
- Information and Referral Consultations
- LifeMAP Coaching
- Interview Prep
- Neurodiverse Couples Counseling
- Housing Consultations

Building Independence

This year, AANE coached 300 adult clients through our growing LifeMAP program, an initiative designed to help clients improve their quality of life, increase their independence, and progress toward reaching their full potential. LifeMAP helps 70% of our clients prepare for the job market. In FY 2018, 50 LifeMAP clients found new jobs.

Sharing Our Members’ Strengths

At AANE, we honor our strengths, develop our skills, and share our talent with each other and the greater community.

Our Artist Collaborative continues to thrive, offering opportunities for our members to get together to create, show, and sell their art at various venues.

This year Adult Services launched a cooperative with Berklee College of Music offering free music lessons to participants identifying as on the autism spectrum, regardless of ability.

Services for Family and Friends of Adults and Children

As parents and professionals, we know what it’s like to raise children, teens, and adults with Asperger profiles. We have personally experienced the ups and downs of parenting and peer relationships, and we talk with hundreds of families each year. We understand, and we can connect you with a community of others who do as well.

We offer these services to support families:

- Information, Referral, and Support Consultations
- Parent Coaching
- Support Groups for Parents and Grandparents
- College Consultations
- IEP Reviews and School Consultations

In 2018 we expanded our team to include a school psychologist and a child neuropsychologist.

“Thanks to AANE, we are on a journey from terrified to empowered. Whatterrified us was when our oldest was diagnosed—autism terrified us. Then getting to know that there is this huge community and support system... I think having all of those things as part of our toolkit has helped us feel empowered.”

AANE mom
AANE is one of the few organizations that knows and appreciates the challenges and strengths specific to an Asperger profile. Asperger’s was an official diagnosis only from 1994 to 2013, when it was folded into the single diagnosis Autism Spectrum Disorder (ASD). With the relatively short existence of the Asperger diagnosis, few professionals truly understand the lived experiences of those with Asperger profiles. Pervasive misunderstanding and stigma still persist. AANE educates the greater community to ensure those on the spectrum are heard, valued, and understood.

Dedicated to advocacy, AANE is:

• Creating partnerships with advocacy organizations throughout the state and beyond, including Advocates for Autism of Massachusetts (AFAM), Massachusetts Advocates for Children, and the Autism Coalition.
• Acting as a significant voice in statewide leadership: we have two representatives on the Autism Commission and three AANE members on the autism subcommittees.
• Identifying missing or inappropriate service delivery throughout the state of Massachusetts and preparing backup material and data to validate and advocate for these services.
• Interacting with the press around thoughtful and sensitive use of language within the greater community.

Autism Professional Development Institutes for Massachusetts Educators

In 2018, the Massachusetts Department of Elementary and Secondary Education (DESE) developed a new Autism Endorsement credential for Massachusetts educators. AANE is proud to be the only organization in Massachusetts accredited by DESE to award this credential to those who participate in our Autism Professional Development Institutes for Educators. This year we trained over 50 educators through two professional institutes.

On-Site Trainings in the Community

In 2018, our trainers visited 15 sites, including schools, hospitals, social services agencies, and a fire department.
Our evolving use of current technology ensures that people across the globe can benefit from our specialized expertise, regardless of geography. In 2018, AANE extended our reach by updating our website, offering online support groups, increasing the number of webinars, and amplifying our social media presence.

**Website**
The recently renovated AANE website continues to offer resources for our growing community. Often people discover AANE after a simple Google search—sometimes from the other side of the globe. Our streamlined design facilitates access to our free professional consultations, online resources, first-person blog posts, and much more. In the month of July 2018, the AANE website reached 60,000 visitors, including people from 220 different countries. With the help of our newly designed online scheduling system, we consult with roughly 300 people each month.

**Online Support Groups**
In 2018 AANE launched our first parent support group by video conference using Zoom, which enabled parents outside New England to share their stories with other parents who understood their experiences. Many expressed isolation and lack of community in their area.

**Webinars**
To reach a constituent base that continues to grow throughout the U.S. and world-wide, AANE offered 26 webinars in 2018. Topics included: anxiety management, housing, driving, financial literacy, parenting, fostering independence, navigating relationships, and more. A grant from the John W. Alden Trust allowed us to run a series of free webinars geared to young adults (16-24 years old), and enabled us to offer a set of reduced-fee webinars for parents.

**Social Media**
To keep up with ongoing shifts in the ways people consume and share information, AANE is curating rich content on multiple social media channels. With the help of a staff member dedicated to social media management, we continue to increase our following. In 2018, the AANE Facebook page surpassed 16,000 people and the AANE YouTube channel reached 1,000 subscribers.

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**AANE’s international website reach, by country, in FY 2018**

- **60,000** website visitors
- **230** countries had website visitors
- **300** website visitors a month
- **16,000** used the AANE Facebook page
- **1,000** subscribers to AANE YouTube channel
At AANE, we know the true experts on Asperger’s/autism are those living on the spectrum themselves. That is why we invite people on the spectrum to speak at our conferences, write for our blog, and join our staff and Board of Directors.

**Temple Grandin Speaks**

With the help of the Daniel W. Rosenn Endowment Fund, AANE invited Temple Grandin to be keynote speaker at our annual Connections Conference. The 535 conference attendees also chose among a range of panels led by professionals and community members.

**Respect**

AANE works to address and accommodate the challenges of living on the spectrum while fostering respect for strengths and differences. We strive to empower people to maximize their independence and to achieve equity and parity in society.

**I Am Who I Am: Building Self-Esteem**

In the Spring of 2018, AANE welcomed Sarah Hendrickx, nationally recognized writer, trainer, consultant, and coach, to headline an event exploring the intersection of Asperger’s/autism and self-esteem. She was joined by a panel of men and women on the spectrum who shared their experiences with the 180 conference attendees through their own first-person narratives.

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**The Conference was a great day.** In addition to seeing Temple Grandin speak, I attended a panel of fathers. It was incredibly helpful to listen to Sam Farmer, a father who is on the spectrum himself.

*AANE father*

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**Before AANE, I was growing up uninformed, not really having a full picture of my true identity. AANE gave me the opportunities to express myself through blog writing and through speaking at conferences.**

*Sam Farmer, adult and father*

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**2000** New people seek us out each year

**535** Attended 1 conference to hear Temple Grandin

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**The personal In Our Own Words stories were so enlightening and touching!**

*AANE Conference attendee*
Again and again we hear how alone people feel before finding AANE. That is why we strive to create opportunities for our community members to forge connections with each other — in turn, making us all stronger and more resilient.

AANE offers many ways to connect with one another:

- Support groups
- Interest groups
- Conferences
- Events
- Facebook
- Forums

Examples of activities that build community and also raise money for AANE are the Rodman Ride for Kids, the AANE Gala, and the Legal Community Breakfast.

**Rodman Ride for Kids**

In September of 2018 AANE cyclists and volunteers came together in support of AANE programs and services. Together we raised $37,000!

**Gala**

At the 2018 AANE Gala: An Extraordinary Journey, we profiled the lives of people living on the spectrum and the experiences of those who care for them. We were thrilled to honor AANE staff member, Stephanie Loo, and philanthropic leader, Don Rodman, both of whom have worked tirelessly over the years to help children and teenagers build meaningful, connected lives. Together we raised over $315,000!

**I HAD A GREAT TIME GETTING OUT ON THE BIKE** and meeting all of you in the AANE family! As a parent looking for trusted advice dealing with Aspergers, AANE has provided a very welcome wealth of content, support and programs that I am happy to support and share...keep up the great work, and I look forward to riding again next year!

**AANE Dad**

I **HAVE A MUCH BETTER SENSE OF SELF-WORTH NOW** that I have that special someone who thinks that I’m the best. And I think that he’s the best too. Life without AANE would mean life without a diagnosis and that is something to me that would be unthinkable. I would have been much more reluctant to get into a serious relationship if I didn’t know that I had Asperger’s and have concrete ways of dealing with it.

**Elizabeth**

**Inaugural Legal Community Breakfast**

This year, AANE and Ropes & Gray hosted our inaugural Legal Community Breakfast. We met Catharine Wells, Professor of Law at Boston College Law School, who shared her powerful story of growing up on the autism spectrum. The breakfast raised $11,500 for AANE.

**WE MET AT A PARTY THAT AANE WAS HAVING** at one of its first locations. They started having us sitting together and I was very nervous about asking Elizabeth out. I finally got up the nerve after asking a friend for advice... and we went on a few dates. It’s been great! We’ve grown together.

**James**
**Revenue**

- **Contributions**: 51%
- **Service Fees**: 22%
- **Other**: 27%

**Expense**

- **Direct Service**: 76%
- **Fundraising**: 12%
- **Administrative**: 12%

### Financial Statement FY 2018

#### Revenue

- **Unaudited 6/30/2018**: $2,311,196
- **6/30/2017**: $2,715,967

#### Expenses

- **Direct Service**: $1,714,489
- **Fundraising**: $278,751
- **Administrative**: $256,052

#### Change in Net Assets

- **$61,904**
- **$731,595**

#### Net Assets at End of Fiscal Year

- **$1,363,669**
- **$1,301,765**

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“This is an organization that has given me the ability to see myself in other people, to reach greater understanding, and to feel like I had a safety net when I had really needed it.”

Karen Lean, AANE adult on the spectrum
Thank You to our Donors

The following individuals, corporations, and foundations have generously supported AANE over the past year, making our work possible and affecting more than 2000 community members. We are truly grateful for this support.

Institutional Donors

- Genentech
- Liberty Mutual Insurance
- Rodman Ford
- The Village Bank
- Day Pitney, LLP
- Fenway Community Health
- MGH Aspire
- Boston University Bioinformatics
- Eaton Vance
- Independent Order of Odd Fellows (IOOF)
- Grand Encampment of Massachusetts
- MathWorks, Inc.
- Millstanes Day School
- My Target Cares Campaign
- RSN Boston Foundation
- Skills for Life
- Threshold Program at Lesley University
- West Newton Consulting

Individual Donors

- Joseph Allaire & Deborah Grady
- Steve Burgby & Mariana Kaval
- Adam & Rosemarie Markell
- Stephen & Eve Mitsen
- Saul Pannell & Sally Currier
- Kirsten Waerstad & Dharmesh Shah

$25,000+

- J.E. & Z.B. Butler Foundation
- Cranberry Cup Charitable Association, Inc.
- Cummings Foundation

$10,000 - $24,999

- John W. Alden Trust
- The Baugnon Group
- Fidelity Investments
- Doug Flutie Jr. Foundation For Autism Mental Health & Addiction Network (Ceremonial Federal Campaign)
- Krauss Dermatology
- PTC

$5,000 - $9,999

- Belmont Savings Bank Foundation
- Boston University Bioinformatics
- Eaton Vance
- Independent Order of Odd Fellows (IOOF)
- Grand Encampment of Massachusetts
- MathWorks, Inc.
- Millstanes Day School
- My Target Cares Campaign
- New England Controls
- RSN Boston Foundation
- Skills for Life
- Threshold Program at Lesley University
- West Newton Consulting

$2,500 - $4,999

- Up to $1,000
- Adult Learning Center at MCC
- Ambulatory International School
- The Professionals at Austin Associates
- Brasco & Sons
- Bright Funds Foundation
- Buckingham Encampment #65, IOOF
- Camp Aksela
- Cause Fund, Inc.
- Creative Hair Design, Inc.
- Draudt Design Architects
- GIVE.org
- Human & Civil Rights Organizations of America / Partners for a Better World
- The Partners of Kootin, Crabtree & Strong, LLP
- Learn to Cope Havenhill Support Group
- Luxe By Justine, Inc.
- Providence College Football
- Qassacunquenodge #39, IOOF
- Quinquepaw Encampment #20, IOOF
- Rangam Consultants, Inc.
- Rodman for Kids
- The Spa By Betsy
- Special Needs Law Group of MA

$1,000 - $2,499

- Joseph Allaire & Deborah Grady
- Steve Burgby & Mariana Kaval
- Adam & Rosemarie Markell
- Stephen & Eve Mitsen
- Saul Pannell & Sally Currier
- Kirsten Waerstad & Dharmesh Shah

$500 - $999

- Rosemary McCutchen
- Andrea McCullough
- Bill & Susan Maxfield
- Lucy Lovrien & Nicholas Poser

$250 - $499

- John B. Alden Trust
- Kinnick Young
- Lincoln & Margaret Lee
- AANE Annual Report - 19
In honor of Raivyn Marino
Erin Menard
In honor of Dan McFadden
Claire Laporte
In honor of Dr. Scott McLeod
Anonymous
In memory of Meghan’s Grandmother
Anonymous
Adult Learning Center at MCC
Ann Hale
In memory of Dr. Michael Palmer
Anonymous
Rangam Consultants, Inc.
Claire Laporte
In honor of Paul
Anonymous
In memory of Stephen Pierce
Michelle M. Sullivan
In memory of Simon & Florence “Flossie” Ponsick
The Ponsick Family Foundation
In gratitude to Marcia Robinson
Arthur Sands
In honor of the Rusconi Family
JP & ML Noonan Foundation
In memory of Len Rosen
Anonymous
In honor of Dr. Daniel Rosen
Anonymous
Andrea & Michael Parzen
In memory of Richard Ross, the beloved brother of Lorraine Leggio
Margaret M. Collins
In honor of Brian Rusconi
Providence College Football
In honor of my son Ryan who is so admired and loved by all who know him because of amazing organizations like AANE that have made such a difference in his and our lives!
Anonymous
In honor of John & Lynda Monchak
Yolanda Shockley
In memory of Mary Jo Marie
Linda Cunningham Laplaca
In memory of Winifred E. (Monahan) Murphy
Anonymous
(2)
Peter A. Belmonte & Mary A. Rooney-Belmonte
Marilyn & Richard Brazil
Dianne B. McCulley
Charlotte O’Hearn
Ralph P. Vertuccio, Jr., Danny S. Smith, & Jeffrey Gigliello
In honor of the Muzila Family and their support of AANE
Michael Weindling & Patricia R. Hurley
In honor of Chuck Myers
The Baupost Group
In honor of Jessica & Chuck Myers
Anonymous
In honor of Lily Olson
Tony & Stephanie DelMino
In memory of Dr. Michael Palmer
The Ponsick Family Foundation
In celebration of Nishtech Parikh’s 30th birthday
Anonymous
Anonymous
In memory of Paul Weil
Shawn Weil
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.
MY SESSION WAS LIKE A GOOD RESTAURANT experience—it provided a main course of hope, a side order of acknowledging the struggle and a few dashes of resources and strategies. And not a super size portion. Just the right amount, so I left satisfied but not too full. And dessert came later—via email—in the form of more resources.

AANE parent