



Employing Adults on the Autism Spectrum

A Conference on Pioneering Small Business Models January 27 – 29, 2014

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Welcome

On behalf of Extraordinary Ventures, I'd like to welcome you to *Employing Adults on the Autism Spectrum: A Conference on Pioneering Small Business Models.* This national conference has a bold purpose: to unleash the entrepreneurial spirit in America to solve the unemployment crisis now affecting tens of thousands of adults with autism, thereby creating a new and better future for these individuals.



The need for this national meeting could not be more timely. Over the next decade, more than 500,000 young adults with autism will enter the American workforce with the same hopes and dreams as everyone else. Yet, the traditional job market is unprepared for this wave of prospective employees. More than 90% of adults on the spectrum are either unemployed or underemployed, and little will change unless WE do something about it now.

The good news is we are at a turning point in tackling this looming unemployment crisis. Across the country, an increasing number of small businesses and entrepreneurs are creating self-sustaining businesses to meet the needs of their local residents, while providing a range of jobs that match the skills of people with autism and developmental disabilities. It is up to us to accelerate this trend, expanding meaningful job opportunities for these Americans one person, one family, one group and one community at a time. When we put our minds to something, we cannot be beat and no society in the world matches our initiative, drive, and entrepreneurial spirit.

Over the next few days these themes will be evident as you learn about 15 pioneering small business models that are creating new employment and career opportunities for a range of adults on the autism spectrum. These models are already having far-reaching effects and can be replicated or customized to create the ripple effect needed for real change. It will be up to us to drive this change.

This conference would not have been possible without the Adult Services team at Autism Speaks, whose work on autism employment uncovered these small business models, and the UNC TEACCH Autism Program, which played a critical role in designing this meeting. I am also grateful to the small business leaders who have come from across the country to share their insights and lessons learned.

Finally, I want to thank everyone who has chosen to join us over the next few days. It is my hope that each of you will take what you learn at this conference back home and start something in your own backyards. Sharing and helping one another, from here forward we can make a real difference.

Gregg Ireland Extraordinary Ventures

Program

Monday, January 27, 2013

9:45 am – 12:00 pm	Shuttles from Residence Inn & Sheraton	
10:00 am – 12:00 pm	Open House at EV Operations	Lower Level
12:00 pm	Buffet Lunch	Main Level
12:15 pm	Welcome: Why We Are Here	Main Level
	Gregg Ireland, Extraordinary Ventures	
12:30 pm	Keynote: The Challenge & The Opportunity	Main Level
	Dr. Laura Klinger, Ph.D., UNC TEACCH Autism	
	Program	
1:00 pm	"A" Group Presentations	Main Level
2:30 pm	Break	
2:45 pm	#1 Fireside Chat: Autism Specialist's Perspective	Main Level
3:30 pm	#2 Fireside Chat: Employee's Perspective	Main Level
4:00 pm	"A" Group Breakout Sessions	Various
5:30 pm – 7:30 pm	Reception	Main Level
6:00 pm – 7:30 pm	Shuttles to Residence Inn & Sheraton	

Tuesday January 28

7:30 am – 8:15 am 8:30 am 10:00 am	Shuttles from Residence Inn & Sheraton "B" Group Presentations Break	Main Level
10:15 am	#3 Fireside Chat: Manager's Perspective	Main Level
11:00 am	"B" Group Breakout Sessions	Various
12:30 pm	Buffet Lunch	Main Level
12:45 pm	#4 Fireside Chat: Founder's Perspective	Main Level
1:30 pm	Break	
1:45 pm	"C" Group Presentations	Main Level
3:30 pm	"C" Group Breakout Sessions	Various
5:00 pm	Shuttles to the Residence Inn & Sheraton	
5:30 pm	Reception	Sheraton
6:30 pm	Small Dining Groups	Sheraton
8:00 pm	Shuttles to Residence Inn	

Wednesday January 29

7:30 am – 8:15 am	Shuttles from Residence Inn & Sheraton	
8:30 am	"D" Group Presentations	Main Level
10:00 am	Break	
10:15 am	"D" Group Breakout Sessions	Various
11:30 am	Box Lunches	Main Level
	 Informal & Affinity Groups 	Various
1:00 pm	Conclusion	Main Level

Presentation & Breakout Groups

"A" Group

- Arthur & Friends
- Inclusion Films Workshop
- Rising Tide Car Wash
- Waggies by Maggie & Friends

"B" Group

- AutonomyWorks
- Extraordinary Ventures
- Roses for Autism
- Stuttering King Bakery

"C" Group

- ✤ Aspiritech
- ✤ nonPareil Institute
- Poppin' Joe's Gourmet Kettle Korn
- [words] Bookstore

"D" Group

- Autism Global Initiative
- Beneficial Beans Café
- ✤ Lee & Marie's Cakery

Presenters

Arthur & Friends Newton, NJ Key Personnel: Wendie Blanchard, National Program Director

Address: 908 Wall Street Newton, NJ 07960 Website: www.arthurandfriends.org Contact Information: 973-579-1996 wendieblanchard@mac.com





Mission: To provide employment opportunities in agribusiness programs based on the strengths, needs and desires of individuals with a disability.

Description: In 2008, Wendie Blanchard, Arthur's aunt, founded Arthur & Friends, under the umbrella 501(c)(3) non-profit organization NORWESCAP, as a way to create meaningful, sustainable employment for individuals with disabilities, like her nephew. Arthur & Friends grows hydroponic produce and provides employment opportunities and vocational training for adults with disabilities.

Arthur & Friends has 8 greenhouse projects in New Jersey and is working with 17 other non-profit organizations around the county to build greenhouses, train staff and provide employment for adults with autism and other disabilities by growing locally-grown hydroponic produce. Arthur & Friends has provided training to over 350 individuals with disabilities over the years and continues to promote local independent businesses as a solution to training and employing underserved groups.

Aspiritech Chicago, IL



Key Personnel: Brenda Weitzberg, Executive Director; Moshe Weitzberg, Ph.D., Director of Operations; Chet Hurwitz, Board Member and Business Committee Chair; Marc Lazar, Autism Specialist Address: 1950 Sheridan Road, Suite #206, Highland Park, IL. 60035 Website: www.aspiritech.org Contact Information: 312-945-(TEST) 8378 info@aspiritech.org Twitter: @aspiritech.



Mission: To provide a path for high functioning individuals on the autism spectrum to realize their potential through gainful employment.

Description: Founded in 2008, Aspiritech is a 501(c)(3) non-profit organization that provides high quality, competitively-priced, domestic software testing and other quality assurance (QA) services.

By harnessing the strengths of people with high-functioning autism – attention to detail, precision, an affinity for repetitive tasks, and outstanding technology skills –. Aspiritech provides its employees a combination of intensive training, structure, and support to mitigate potential workplace challenges. This allows Aspiritech to provide a meaningful career track for its employees.

Aspiritech delivers exceptional results in a cost-effective manner for a growing number of clients in multiple industries. Major services include exploratory, functional, compatibility, user acceptability and regression testing, as well as creating test plans and test case development. Aspiritech's flexible delivery model enables it to serve clients throughout North America.

Autistic Global Initiative Boulder, CO

Key Personnel: Valerie Paradiz, Ph.D, Director Address: 5932 Gunbarrel Avenue, Suite B Boulder, CO 80301 Website: <u>www.autism.com/index.php/tests</u> Contact Information: 619-961-7210 AGI@autism.com

Mission: To foster the development of adults on the autism spectrum and those who work with and for them.

Description: The Autistic Global Initiative (AGI), a program of the Autism Research Institute (ARI), a 501(c)(3) organization, employs individuals on the autism spectrum as consultants to its special initiatives. AGI's initiatives span a wide range of activities aimed at adults with autism.

AGI Consultants are matched to project-based activities based on their skill sets, sensory and social

accommodations, and areas of new learning they wish to pursue. In this way, AGI Consultants mentor and train one another, while implementing national level initiatives and providing technical assistance to disability organizations.

AGI recently launched its Daily Living/Residential Curriculum and Training for Direct Support Providers to Adults with Autism. These initiatives were developed by a multidisciplinary team of 15 curriculum experts. It is a training program designed to build capacity in residential adult services as well as in private family homes where adults with autism live.





AutonomyWorks Chicago, IL

Key Personnel: Dave Friedman, Founder and CEO; Bryan van Dyke, COO Address: 5120 Belmont Rd, Suite R Downers Grove, IL 60515 Website: www.autonomy-works.com Contact Information: 312-953-1221 contactus@emailautonomy.com Twitter: @autonomyworks

Mission: To create thousands of jobs for people with autism – directly and by supporting others.





Description: Founded in 2012, AutonomyWorks leverages the unique talents and abilities of people with autism to deliver high-quality, cost-competitive business services to companies of all sizes. AutonomyWorks believes that many companies struggle to fill roles such as website maintenance, reporting and quality assurance, due to the nature of the work. There are hundreds of thousands of potential workers with autism spectrum disorders (ASD) whose skills and abilities are perfectly matched to these business tasks. Working on client projects, AutonomyWorks has demonstrated that employing adults with ASD leads to faster, higher quality, and more cost-effective results than the alternative.

AutonomyWorks employs 15 people and has 6 active clients – ranging from start-ups to some of the world's largest ad agencies. AutonomyWorks' goal is to employ 10,000 associates, have a service center in every market and inspire dozens of people to develop similar business models.

Beneficial Beans Phoenix, AZ

Key Personnel: Jeri Kendle, SARRC; Cece Russell, Social Enterprise Manager Address: 300 N 18th Street, Phoenix, AZ 85006 Website: www.culinaryworks.org/index.html Contact Information: 602-509-1056 crussell@autismcenter.org Twitter: @CulinaryWorksAZ

Mission: To provide adults with autism with the skills to achieve personal and professional success through meaningful employment.

Description: Beneficial Beans® Café is an





entrepreneurial venture of the Southwest Autism Research & Resource Center (SARRC), a 501(c)(3) organization aimed at advancing research and providing support for individuals with autism and their families. The Beneficial Beans Café provides training and employment opportunities for adults with autism spectrum disorders, while offering a full espresso menu, fresh-baked pastries and snacks. The Café also provides a venue for SARRC to give adults with autism the hands-on skills in customer service, cash handling and barista training through its CulinaryWorks[®] program. CulinaryWorks participants produce granola, gourmet soups, hummus and other products which are sold in the Café. Proceeds from sales help to fund the sustainability of the CulinaryWorks program and scholarships for the participants.

Most importantly, Beneficial Beans Café combines food, fun, and friendship in training adults with autism for the skills needed to achieve personal and professional success, all while raising awareness in the community of the valuable contributions and talents possessed by adults with autism spectrum disorder.

Extraordinary Ventures Chapel Hill, NC

Key Personnel: Van Hatchell; Tom Kuell; Paige Morrow; Cyndi Whisnant; Ryan Fulcher Address: 200 S. Elliott Road Chapel Hill, NC 27514 Website: www.extraordinaryventures.org Contact Information: 919-967-1100 van@evnc.org Twitter: @EV_NC

Mission: To provide meaningful and sustainable employment for young adults with autism and other developmental disabilities.





Description: Founded in 2007 by a group of concerned parents, Extraordinary Ventures (EV) is a 501(c)(3) enterprise that creates and operates a portfolio of self-sustaining small, local businesses—or "ventures"—that presently employs 40 adults on the autism spectrum or with a developmental disability.

EV has 5 "ventures" it its portfolio—each with its own bottom line, business model, set of customers and distinct jobs suited to the full range of employees. These "ventures" comprise a wash/dry/fold laundry, office services, transit bus detailing, premium candles and soaps, and a meeting space rental operation at its headquarters. The organization is growing more than 50% per year.

The ventures are carefully chosen and the jobs designed to fit the individual skills and interests of the employee workforce. The business strategy is to avoid highly competitive markets, instead focusing on premium quality goods and services at reasonable prices. A team of young entrepreneurs relies on sound business practices—rather than social program norms— while planning, developing and managing businesses for sustainable success.

Inclusion Films Workshop Burbank, CA

Key Personnel: Joey Travolta, Creative Director; Bill Dion, Line Producing Address: 146 West Cypress Avenue Burbank, CA 91502 Website: www.inclusionfilms.com Contact Information: 818-848-3708 inclusionfilms@gmail.com

Mission: To provide vocational training to adults with developmental disabilities with entry-level working knowledge of film and TV production.





Description: Founded by Joey Travolta, the Inclusion Films Workshop curriculum moves beyond classroom instruction and offers students a real-world experience. Inclusion Films seeks to encourage the independence and promote the creative skills of talented filmmakers with developmental disabilities, ultimately providing these individuals with the tools to find employment in production.

During each 20-week semester, students work as a team with professionals in the film industry to create and produce a short thesis film. After completing the program, students are encouraged to apply for a position within Inclusion Films, as well as to seek employment in the film industry through other avenues, such as Exceptional Ability Entertainment, a first-of-its-kind, minority-owned, full service production house championing those who have been labeled as "different."

Lee & Marie's Cakery Miami Beach, FL Key Personnel: Andrea Travaglia, Founder and CEO Address: 40 South Point Drive, #108 Miami Beach, FL 33139 Website: www.leeandmaries.com Contact Information: 305-672-5167 info@leeandmaries.com

Mission: To build profitable businesses that will create jobs and employ adults with autism spectrum disorder.

Description: Lee & Marie's Cakery was founded in Miami, FL. by Andrea Travaglia, who had witnessed several friends with





children with autism transition from public school to a limited job market. The organization, which works in tandem with the University of Miami/Nova Southeastern University's Center for Autism and Related Disabilities, helps guide employees on a path to greater independence, so they can achieve their highest potential and enhance their quality of life.

Lee & Marie's business model creates awareness for this underemployed and undervalued population and demonstrates the positive effect these opportunities will have on an entire community.

nonPareil Institute Plano, TX Key Personnel: Dan Selec, Founder and CEO; Gary W. Moore, Founder and President Address: SMU-in-Plano, 5240 Tennyson Parkway, Suite 105, Plano, TX 75024 Website: www.npitx.org Contact Information: 972-900-9476 gary@npitx.org Twitter: @nonPareil News

Mission: To provide training, employment and housing to post-high school individuals with autism spectrum disorder.

Description: nonPareil Institute, a 501(c)(3) organization, focuses on the strengths and interests of individuals with autism and enables them to learn job skills, teamwork, create community, and work to achieve fulfilled lives.





Dan Selec was concerned about his son's future, and asked the question, "What happens when my son grows up?" Dan also recognized his son's interest in computers, video games, and technology, in general. With his background in technology, Dan was determined to form a software company focused training and employing adults with autism.

Soon thereafter, Dan met Gary Moore, another concerned parent of a son with autism also interested in technology and together, they founded the organization in 2008. These two co-founders answered the question of "What happens....?" with the opening of the first full-time nonPareil operation on the Southern Methodist University campus in 2010.

Capitalizing on their sons' interest in technology, Selec and Moore decided to focus initially on training in technology, particularly app development. As of December 13, 2013 the company has released 5 apps in the iTunes store, and 4 in the Android store, as well as many free apps and mods for various popular games. nonPareil Institute has also published two ebooks with a third book to be released soon.

Poppin' Joe's Gourmet Kettle Korn Louisburg, KS Key Personnel: Joe Steffy, Founder and Proprietor; Ray Steffy, Operations Manager Address: 10275 W 271st Street Louisburg, KS 66053 Website: poppinjoes.com Contact Information: 913-837-1614 pfss4u@aol.com

Mission: To provide Joe Steffy the opportunity to learn valuable work, life skills and earn an income.

Description: Formed with help from Joe's parents, Poppin' Joe's Gourmet Kettle Korn was officially launched in April 2005 with Joe as the sole proprietor. It was established to provide Joe, a





young adult with Down syndrome and autism spectrum disorder, the opportunity to operate and manage his own business.

Joe's business continues to grow each year. Poppin' Joe's Gourmet Kettle Korn can now be found at fairs, craft shows, car shows and events throughout Kansas and Missouri. In addition, Poppin' Joe's is involved in raising funds for charitable organizations and is enjoyed at snack and office locations throughout the greater Kansas City area.

Joe has 7 part-time employees and his parents help out with driving and other operational tasks.

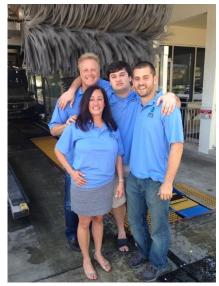
Rising Tide Car Wash Parkland, FL Key Personnel: John D'Eri, Founder and President; Thomas D'Eri, Founder and COO Address: 7201 N. State Road 7, Parkland, FL 33067 Website: www.risingtidecarwash.com Contact Information: (954) 344-1855 info@risingtidecarwash.com Twitter: @RisingTideWash

Mission: To employ adults with autism and inspire communities to redefine their perception of the capabilities that people with autism have. To provide people with autism an opportunity to build a career and achieve an independent lifestyle.

Description: Rising Tide Car Wash is a groundbreaking social enterprise which aims not only to be the premier car wash experience in the market, but one of the largest employers of people with autism in the U.S.

Rising Tide is the brainchild of entrepreneur John D'Eri and son Thomas D'Eri, who created a supportive environment where John's son and Thomas' brother, 21-year-old Andrew D'Eri, a vibrant individual with autism, could thrive and achieve independence. Rising Tide and its consultants created an innovative model that breaks the car washing process into 46 distinct steps. Employees work in a mirror image of each other and are able to thrive off the repetitive structure to produce amazing results. Through intensive training, team building and caring for the community, Rising Tide sets up its employees for success.





Roses for Autism Guilford, CT

Key Personnel: Michelle Ouimette, Managing Director; Lori Gregan, Retail Store Manager; Tom Pinchbeck, Head Grower Address: 929 Boston Post Road Guilford, CT 06437 Website: www.rosesforautism.com Contact Information: 203-453-2186 info@rosesforautism.com Twitter: @RosesForAutism

Mission: To foster the thoughtful transition of individuals with autism to meaningful employment and personal success.

Description: Roses for Autism, a 501(c)(3) organization and social enterprise, grows and markets a wide variety of premium roses





and other flowers through its retail store, website and wholesale partners. All proceeds from the commercial business support the organization's career training service, known as Discover Learn Work.

Discover Learn Work provides secondary transition and employment placement for individuals with autism spectrum and related presentations. Its innovative approach to education incorporates individualized learning with real work opportunities at Roses for Autism and with community partners. Individuals who attend Discover Learn Work gain the necessary technical knowledge, social competence, and work experience to be successful in their chosen careers.

Roses for Autism grows, cuts, and packages flowers daily in the largest heated greenhouse in the U.S., located on 38-acres of the historic and celebrated Pinchbeck Farm. The farm has been in operation since 1929 in Guilford, CT, a New England town that was once home to more than 100 working farms. One of the town's last agricultural hold-outs, the Pinchbeck Farm shut down briefly in 2008 when foreign competition overcame the family business. Tom Pinchbeck, fourth-generation owner, was delighted to reopen operations the following year in partnership with Ability Beyond, a leading CT Service Provider, as Roses for Autism.

Stuttering King Bakery Scottsdale, AZ

Key Personnel: Matt Cottle, Founder and Proprietor; Peg Cottle, Bakery Manager Address: 12905 N 100th Place Scottsdale, AZ 85260 Website: www.stutteringkingbakery.com/ Contact Information: 480-459-5054 dcottle4@cox.net

Mission: To provide Matt Cottle the opportunity to learn valuable work, life skills and earn an income and to develop a training and mentoring program, enabling other adults with autism to secure meaningful employment.

Description: Stuttering King Bakery is currently an "at home" bakery in Scottsdale AZ and is a dream-come-true for Matt Cottle, a 24-year-old man with autism, who has fought for a place in the workforce for years. Matt found inspiration for the name of his bakery from King George VI who, much like Matt, found a way to achieve his goals despite the odds being stacked against him. Besides creating meaningful work for himself, Matt plans to help other people with autism realize their ability to work and bake through the Stuttering King Bakery.





At the Stuttering King Bakery Matt produces a variety of baked goods, fulfilling orders from local patrons. The second phase of the Stuttering King Bakery is a retail site. This will allow Matt to hire other bakers and start a mentoring, long-term training process for people on the spectrum. Already business and income has increased 5 times over in one year. And Matt is looking forward to getting a retail front off the ground soon.

Waggies by Maggie & Friends Wilmington, DE

Key Personnel: Mary Ann Nolan, President, Co-Founder, and Administrator; Leigh Corrigan, Co-Founder and Administrator, Christine Rockwell, Administrator Address: P.O. Box 7933 Wilmington, DE 19803 Website: www.waggies.org Contact Information: 302-598-2867 maryann@waggies.org Twitter: @Waggies





Mission: To provide employment to individuals with intellectual disabilities.

Description: Waggies by Maggie & Friends is a 501(c)(3) organization founded in 2007 by Leigh Corrigan and Mary Ann Nolan after they became aware of the limited employment opportunities for adults with intellectual disabilities. Their daughters, Maggie and Elizabeth who have these disabilities, and friend Laura formed the original baking team.

Waggies by Maggie and Friends sells healthy dog treats made by individuals with intellectual disabilities. Maggie, Elizabeth, and others with disabilities participate in and enjoy the baking, packaging, and marketing of the all-natural dog treats.

The business relies on the generosity of two local churches' commercial kitchens – where the baking takes place. All equipment is adapted for ease of use by the employees, including templates for the baking trays, cutters that enable easy handling and counting boards that visualize the packaging process. The business is a blend of paid workers and volunteers. The bakers earn minimum wage for hours worked. Currently, there is a waiting list for baker positions.

[words] Bookstore Maplewood, NJ

Key Personnel: Jonah and Ellen Zimiles, owners; Lisa Matalon, Special Needs Vocational Coordinator Address: 179 Maplewood Avenue, Maplewood, NJ 07040 Website: wordsbookstore.com/ Contact Information: 973-763-9500 jonah@wordsmaplewood.com Twitter: @WordsBookstore

Mission: To provide vocational training and employment opportunities to adults with





autism through an independent community bookstore that encourages residents to pursue their literary interests, while also promoting learning opportunities for those with special needs.

Description: Founded in 2009 in Maplewood, NJ by Jonah and Ellen Zimiles, currently parents of an 18-year-old son with autism, [words] is anything but an ordinary bookstore. Designed as a training facility to help people with autism learn retail job skills and move on to larger companies, [words] hires people across the spectrum, who stock shelves, check inventory, catalog books and other products, label bags, assist with recycling and perform other tasks. In addition to a substantial typical inventory of adult and children's books, [words] offers the largest independent selection of special needs books in the state and a line of greeting cards made by people with autism. It also promotes learning opportunities about autism for members of the local community and free leisure activities for children with special needs.

Since the bookstore opened 5 years ago, it has provided jobs and training to more than 60 adults with autism.

Additional Notes

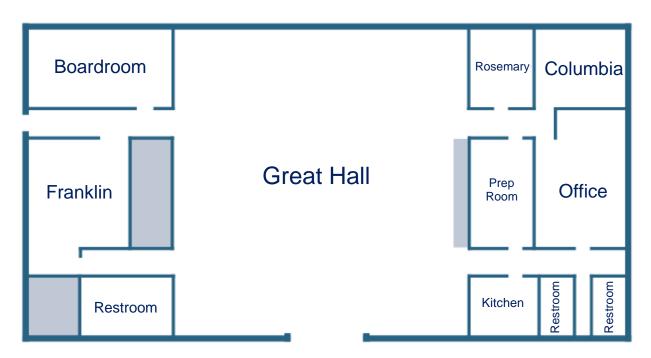
Participating Groups

- 3 Irish Jewels Farm
- ABOARD's Autism Connection of PA
- Advancing Futures for Adults with Autism
- A.J. Drexel Autism Institute
- The Arc of Orange Country
- The Arc of North Carolina
- Autism Alliance of Michigan
- Autism Science Foundation
- Autism Services of Mecklenberg County, NC (ASMC)
- Autism Society of America
- Autism Society of the Greater Capital Region
- Autism Society of North Carolina
- Autism Speaks
- Autism Treatment Center (TX)
- Beaufort County (NC) Developmental Center
- Cardinal Cushing Centers
- The Center on Secondary Education for Students with Autism (CSESA)
- Chapel Hill-Carrboro City Schools
- Chrysalis Academy
- CLASS
- Community Association Services
- Countryside Association
- Duke Institute for Brain Sciences (DIBS)
- Eden Autism Services
- Foundation for Educating Children with Autism (FECA)
- GHA Autism Supports
- Goodwill North Carolina
- Green Bridge Growers (IN)
- The Healing Farm
- Hilibrand Foundation
- The Hope Institute
- Hussman Center for Adults with Autism, Towson University

- ✤ iCan House (NC)
- Illinois Council on Developmental Disabilities
- The Ireland Family Foundation
- ✤ Itineris, Inc. (MD)
- Just Adult Care
- Kessler Foundation
- Lake County (IL) Entrepreneurial Initiative
- LTO Ventures (NV)
- Madison House Autism Foundation
- Miami University Center for Autism & Related Disabilities (CARD)
- North Carolina Council on Developmental Disabilities
- North Carolina Department of Health & Human Services
- North Carolina Housing Services & Management Corp.
- Northwestern University
- Oakland University (OU INC)
- Our Place of New Trier Township
- Perserver8
- The Southwest Autism Research & Resource Center
- St. Gerard House
- Teachers Insurance and Annuity Association of America
- Texas Department of Assistive and Rehabilitative Services
- Total Link2 Community
- UNC Kenan-Flagler Business School
- UNC TEACCH Autism Program
- University at Albany-SUNY Center for Autism and Related Disabilities
- VCU Autism Center for Excellence
- Yes She Can Inc.

EV Floor Plan

Main Level



Lower Level

