



Building A Brighter Tomorrow

Since 1967

2025 ANNUAL REPORT





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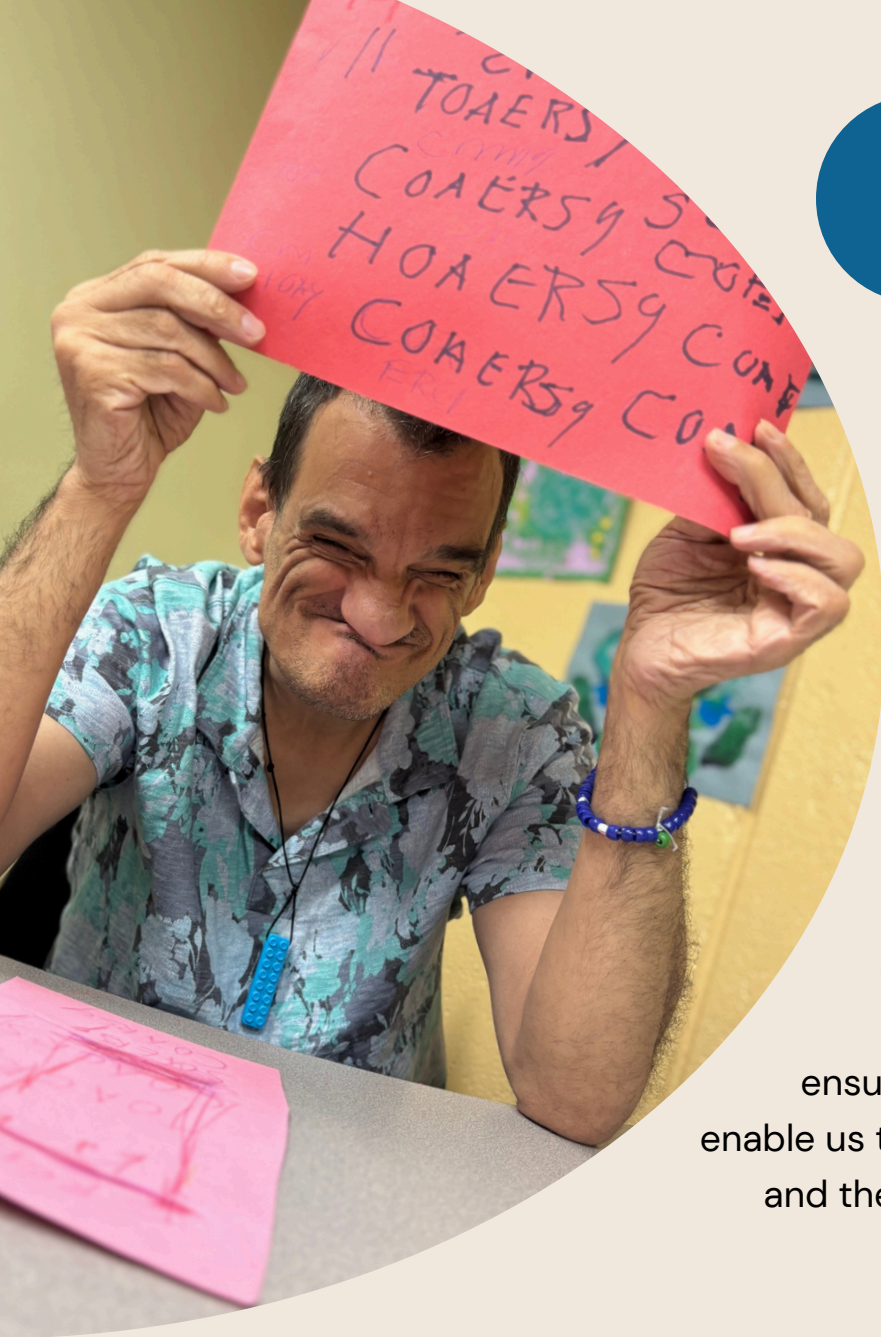
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Our Purpose

Building Opportunities, Bridging Communities

For over 50 years, BuildAbility has been at the forefront of creating a world where individuals with disabilities are empowered to shape their own futures.

Our goals of fostering personal growth, promoting community engagement, ensuring quality, and building sustainability, enable us to make a lasting impact on individuals and the communities with which we connect.

We are committed to pushing boundaries and creating
**A FUTURE WHERE INCLUSION IS THE
STANDARD, NOT AN ACCOMMODATION.**

*BuildAbility will continue to lead the charge in celebrating diversity,
amplifying talents, and building partnerships, to break down barriers and build*
A FUTURE OF LIMITLESS POSSIBILITIES.

Becoming The Premier Provider

Our 2025–2028 Strategic Plan sharpens and propels us forward in our commitment to excellence through strengthening program infrastructure, expanding service availability, and enhancing quality and sustainability.

We're on a mission...



Becoming A Premier Provider

The past year was one of rebuilding, of laying the foundation for everything that comes next.

In 2024–25, we looked inward and asked what it truly means to be BuildAbility. We revisited our systems, strengthened our programs, and reconnected with our purpose. It was not always easy work, but it was necessary. This was the year we rebuilt our foundation with clarity, care, and conviction.

That foundation now supports where we're headed: becoming a premier provider in the IDD space. Every change we've made, every improvement we've embraced, has been driven by one simple truth, that everything we do is for the betterment of people. Our participants, our staff, and our community are at the center of every decision we make.

As we move into the next chapter, we carry forward the lessons and strength of this rebuilding year. We are ready to build upward with purpose, with heart, and with the unwavering belief that our best work is still ahead.

Sincerely,
Jonathan Kim
Executive Director



To *inspire* individuals with disabilities to dream beyond limits, and *equip* them to turn those *dreams into reality*.

Our Leadership



Jonathan Kim
Executive Director



Nicholle Cash
Associate Executive Director



Jason Gillis
Director of Programs



Camari Hawkins
Emerging Programs Manager



Tina Gawronski
Supported Employment Manager



Michelle Gutierrez
Options Program Manager



Stephanie Cho
Accounting Manager



Will Fregozo
Operations Manager



Shelby Parker
People and Business Partner

Our Board



Avi Zaraya
Chairperson
COO Kaiser Permanente Woodland Hills



Jess Trinca
Secretary
Consultant



Sheila Arasawa
Treasurer
CFO Immaculate Heart Community



Stephani Anderson
Consultant



Sebastian Ardemagni
CIO at SOULCHI



Ryan Darden
Finance Consultant



Brian Golden
Screenwriter, Journalist, Consultant



Paul Nankivell
Author

Transforming Lives

across Los Angeles County

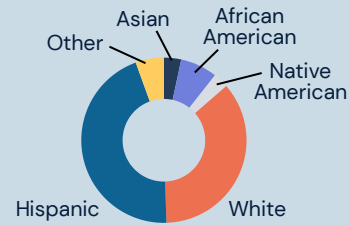


Supporting these disabilities...

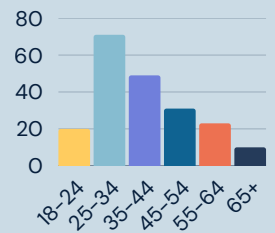
Autism Spectrum Disorder
Intellectual Disability
Down Syndrome
Cerebral Palsy
Borderline Intellectual Functioning
Fragile X Syndrome
Anxiety
Epilepsy
Attention Deficit Disorder
Angelman Syndrome

...and more

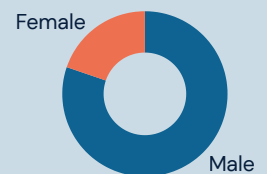
Ethnicities



Age



Gender



Through Our Programs



Person-Driven Approach

BuildAbility strives to be a thought leader for disability services. In all aspects of service planning and delivery, we take an approach that is **not simply person-centered, but person-driven**. In addition to ensuring our services are centered around each person's wants, needs, and best interests; our organization provides individuals with the skills and tools needed **to become the driving force behind their own progress**. We uplift their voices above all others to empower their decisions, and we hold others accountable for their roles in our participants' success.

Independent Living Skills

ILS



ILS is customized to each participant based on their own goals, from budgeting and cooking to navigating transportation and managing appointments. Support is provided one-on-one in the participant's home and in the community. Mentors work closely with each person to increase independence by developing self-accountability and confidence, building the skills needed to live more independently.

Our person-driven approach means that each participant sets their own definition for success, so every step towards their goals fosters a sense of personal fulfillment. To promote community and more support throughout the program, staff and participants meet for monthly social events and spend time bowling, golfing, or going to sports events together.

Coordinated Family Support

BuildAbility's Coordinated Family Supports (CFS) program provides personalized, family-centered assistance that helps individuals with developmental disabilities thrive at home and in their communities. Through coordinated planning, resource connection, and caregiver support, CFS empowers families to navigate services smoothly, strengthen stability, and promote meaningful inclusion.

Individual goal-setting and one-on-one support from our Specialists to foster growth, self-determination, and everyday success.

ILS

Impact Highlights

Hyde



One of Hyde's major goals this past year has been to strategize his personal finances. Prior to starting his first-ever job through our SEP program, he had never been able to save more than \$500. So, he and his ILS mentor agreed that he could use his first two months of paychecks however he wanted, then start focusing on saving in January of 2025.

Since then, Hyde has saved over \$7,000 and is confidently on track to hit his year-end goal of \$10,000.

Hyde has learned to stretch his earnings by strategically using his EBT card and comparison shopping to reduce expenses. Now, he and his mentor are developing the next part of the strategy: figuring out how to budget for necessary expenses while still meeting his savings goal.

Doug

Doug has been a part of ILS since 2011, finding community and confidence from the support of his mentors. This year, he has been focusing on building safety skills, both digitally and physically, while continuing to try new things. At our adaptive Skate Clinic, Doug got on a skateboard for the first time since a risky experience when he was younger, and he enjoyed it!

As an outgoing, sociable person, Doug is a proud member of three different pool leagues, where he's built great friendships. He also hopes to resume his employment journey soon, ideally in a service-oriented role where his people skills can shine.



Employment Services

SEP

SEP focuses on personalizing job placements based on each participant's skills and preferences. Their coach continues to provide support throughout employment to develop critical workplace skills such as prioritizing tasks, communication with customers and coworkers, and conflict resolution. As participants become more independent and confident, coaching gradually becomes more hands-off to let them flourish.

In The Works

In the upcoming year, we are expanding to offer even more pathways to meaningful careers and economic independence.

- **Paid internships** will provide participants with real-world experience across various industries.
- Through **customized employment**, we'll work closely with both participants and employers to create tailored job opportunities that match individual strengths, interests, and workplace accommodations.
- **Coordinated career pathways** will provide comprehensive support from initial career exploration through long-term professional development, ensuring participants have the guidance and resources needed to advance in their chosen fields.



Success At Every Stage

- 9 competitive placements
- 3 state internships
- 65 transitioned to minimal coaching
- 21 in job development

SEP

Impact Highlights

Jorge



Jorge joined SEP in 2018 while he was in college and looking for his first job. He worked with his Job Developer to land a part-time position at Ralphs, where he quickly became known as a reliable employee with strong customer service skills. When Jorge transferred to CSUN, he stepped away from the job to focus on finishing his bachelor's degree in history. After graduating in 2024, Jorge returned to SEP to start a career in his field. He's now working as an office administrator through the DOR state internship program and is on track to transition into a full-time job at the completion of the program.

Claudia

Claudia's employment journey is one of resilience and self-advocacy. She started as a seasonal merchandising associate at Macy's, learning about retail operations and customer service. She later took a position as a courtesy clerk at Food 4 Less. While she performed well in that role, Claudia realized what she really enjoyed was maintaining clean, organized spaces. With support from her SEP team, she advocated for herself and was able to make a smooth transition into a janitorial and maintenance position. Claudia takes pride in her work, which has helped her build strong relationships with her coworkers and supervisors. Her success reminds us that supported employment is more than finding a job, it's about finding the right fit where someone can build a meaningful and fulfilling career.



Behavior Services Day Program

Options



Options is a site-based day program with dedicated 1:1 or 1:2 support that empowers growth. We emphasize positive behavior support and key life skills through overcoming barriers and challenging expectations. Guided by a Board Certified Behavior Analyst, we develop individualized Behavior Intervention Plans to address each participant's unique needs and increase independence. Through a balance of on-site learning and community engagement, Options empowers participants to express themselves, try new things, and make steady progress towards their goals.

Leaning Into Creativity

The daily curriculum at Options is constantly developing as participants grow and discover new interests, and it includes visual and performing arts, cooking, life skills, technology, and more. Community-based outings are incorporated as opportunities to generalize skills beyond the program site.

This past year, we have been enhancing the creative arts aspect of the program through different mediums, including painting, ceramics, and bead designs. We believe in the power of art and creativity as a form of self-expression that fosters pride, confidence, and inclusion. The goal is for participants' art pieces to be showcased and sold in public spaces around the San Fernando Valley and beyond to inspire others to imagine a future of limitless possibilities.

Options

Impact Highlights

Ahnanian



Before coming to BuildAbility, Ahnania was looking for a community where she could feel safe and supported while working on her goals. She joined the Options program in 2020, and with their support, she has made incredible progress in her personal growth and development. This year, Ahnania set an employment goal for herself to pursue a job as a paralegal. The Options team is helping her focus her love of scheduling and her passion for advocacy into concrete pre-employment skills that will help her work toward this new career path.



"Pens In Motion"
Watercolor, by Ahnania



Acrylic, by Jesus

Jesus

Jesus joined the Options program this past January, and he has already become one of BuildAbility's biggest success stories. His journey has often focused more on his support needs than on his strengths and interests. The Options program has changed that by giving him all the support he needs while helping him pursue his dreams. This year, Jesus is launching his career as a professional artist, creating original pieces to be showcased in future events.



Community Integration Day Program

Quest

As a community-based program, Quest promotes inclusion and breaks down barriers to engaging with the community. Quest's emphasis on individual interests allows participants to explore activities and hobbies that cater to their unique preferences, fostering a sense of personal fulfillment and well-being.

Offered Monday through Friday, the program operates at a 1:3 staffing ratio, providing attentive support as participants build real-world skills and confidence. Quest prioritizes self-determination by encouraging participants to plan activities and curricula, promoting educational pursuits, and developing vocational skills. Whether someone is gaining confidence using public transportation, giving back through community service, or discovering a new hobby, every experience is designed to foster independence, connection, and personal growth.



Tailored Day Services

Tailored Day Services (TDS) provide a more personalized approach with flexible scheduling. The participant and their mentor plan their Individual Program Plan and track goals together through 1:1 training, small group outings, and skill-building workshops.

Immersing participants in real world, community-based experiences that spark independence, connection, and personal growth.

Quest

Impact Highlights

Todd



Todd's curiosity and personal ambition is inspiring for the people around him. This past year, Todd has become more confident with digital technology and transportation. He has learned how to use a TAP card on his phone, communicate with other Quest participants through Microsoft Teams, and navigate new bus routes around Los Angeles. Even outside of the program, Todd is getting more comfortable exploring LA's diverse neighborhoods and communities using public transportation. He has also been dedicated to return to work, with goals around community engagement and budgeting more strategically. His Quest mentors have been supporting him by building up his technological literacy and connecting him with resources to help him reach these goals.

Jason

Jason joined Quest in 2022, and really enjoys the community of the group. He especially likes going to the library together, where he reads cookbooks and learns new recipes to share with his friends. Jason has been improving his communication skills and the Quest mentors have been helping him pick up on non-verbal cues. Jason will often share about how much he cares about his friends and community, and he is always excited to share about the food he wants to make or the community service ideas he has. One project he has in mind for Quest to do is helping collect recycling for their neighbors, then donating the CRV to first responders, homeless shelters, and back to BuildAbility.



Our People

Flexibility. Meaningful work. Culture.

86%

are **satisfied** or **very satisfied** in their roles.

90%

feel **enthusiastic** and take **pride** in working at Build.

95%

have **strong relationships** with coworkers.

90%

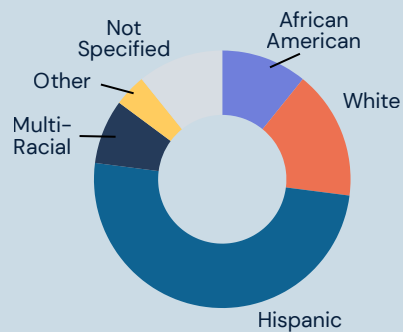
feel **supported** in their well-being.

2.1
years

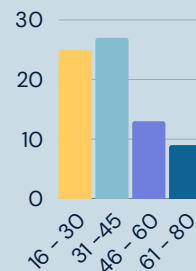
average tenure.



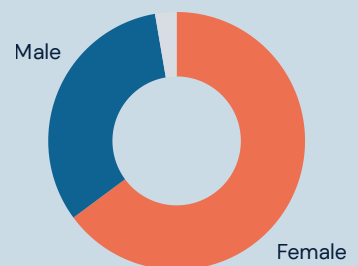
Ethnicities



Age



Gender



Connections & Community

Holiday Party



ILS



@ Dodgers

Options Talent Show



Staff Appreciation



@ LAFC

Skate Clinic



Prelude: Art Exhibit



Financials

FY 2025 Audited Financial Statement

Revenue

In Thousands

Supported Employment	992
Independent Living	474
Options	922
Quest	533
Program Grants	12
Other	13
Development	4
Rental	(1)
Investments	208
Loan Grants	100
Gain on Sale of Asset	(7)
Other Income	74
Total Revenue	3,324

Expenses

In Thousands

Program Services	3,254	69.6%
Admin & Support	1,202	25.7%
Development	219	4.7%
Total Spending	4,675	100%

Thank You

Founding Donors

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Nicholle Cash
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Allen Florez-Robbins
Sheila Arasawa
Stephani Anderson-Stott
Greg Rogers
Claire Kim
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Dustin Klemann
Jonathan Kim
Yvonne Pena



Community Partners & Sponsors



BLICK
art materials



california
pizza kitchen



A THREAD AHEAD



Let's Build Together

80% of every dollar goes back to our programs.

Your generosity enables us to continue providing critical services and innovating programs that empower individuals to achieve independence and inclusion within our communities.



Ways to support:

Become a Founding Donor:

Make a tax-deductible donation.

<https://donorbox.org/founding-donor>

Donate to Specific Campaigns:

Options

Movie Makers

Mail Your Gift:

Please make checks payable to

BuildAbility and mail them to:

12432 Foothill Blvd

Sylmar, CA 91342

Planned Giving:

Leave a lasting legacy by including BuildAbility in your estate plans.

Tribute or Memorial Gifts:

Honor a loved one or commemorate a special occasion with a gift to BuildAbility. We will notify the honoree or their family with a special note.

In-Kind Donations:

Please contact

development@buildability.org

for our list of needs.