



# ANNUAL REPORT

# 2 0 2 5



January 1, 2025 - December 31, 2025

# Executive Summary

## 2025 *The Year of Integrity*

As we reflect on 2025, it has truly been The Year of Integrity at Adjoin. A year defined by strong performance, meaningful growth, and a deepened commitment to the people and communities we serve. Integrity is the foundation of our longevity and success.



### 2025 Highlights:

- Achieved one of our strongest financial years through streamlined processes, operational audits, and the receipt of Employee Retention Credit funds
- Welcomed impactful new leadership to our Veterans Division and Northern California Catalysts Division
- Opened two new Creative Arts programs serving individuals with autism and intellectual and developmental disabilities
- Launched a new community partnership with SeaWorld San Diego to expand access to veteran resources
- Earned our Three-Year CARF Accreditation, reinforcing our commitment to quality and accountability
- Reached a milestone of 350 team members, strengthening our capacity to serve
- Advanced advocacy efforts with Catalysts team members, leadership, and self-advocates engaging at the State Capitol

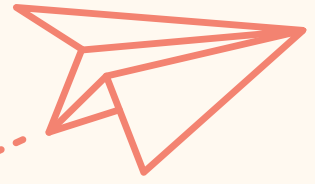


Our commitment to integrity continues to guide every aspect of our work as we lead with transparency, accountability, and purpose. Together, we will continue to ignite possibilities and create a future where everyone has a place to belong.

Sincerely,

Wendy Forkas  
CEO of Adjoin

# History



## 1983

Established as a 501(c)3 nonprofit providing employment services to individuals with intellectual or developmental disabilities

## 1989

Began expanding throughout California & providing other services for adults with intellectual or developmental disabilities

## 2011

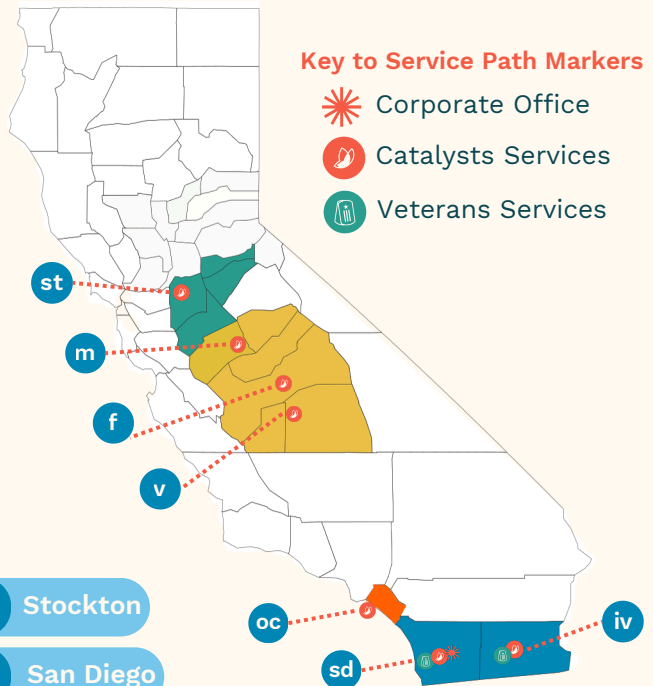
Secured the Supportive Services for Veteran Families (SSVF) VA grant that established the Veterans Division

## 2023

Launched the Path-Now online platform

## 2025

Opened 2 new ARTE programs in San Diego & Stockton



m Merced st Stockton

f Fresno sd San Diego

v Visalia oc Orange County iv Imperial Valley

# Our Operations

## Client Services & Impacts

 1,694

Unique clients served across all divisions annually



771

Clients with autism & IDD disabilities



647

Veterans & their families



276

New users in the IDD community

“

**Because of Adjoin, I am now on a journey to home ownership in Georgia.**

”  
-Geraldine  
US Navy Veteran



 499,267

Total services provided to clients across all divisions



493,866

Service hours provided to IDD clients



5,272

Services provided to veteran clients



129

Connections made for IDD individuals

# path-now

Path-Now®, powered by Adjoin, is a web-based platform connecting both people with autism, intellectual, or developmental disabilities and their caregivers, family members, and providers to service providers in their communities throughout California.



**276**

new users in the app, now with access to thousands of resources for housing, employment, education, and more



**129**

connections made in-app between people who need services and services providers



**9,679**

total service providers in the app available to help new people



**61**

new service providers claiming their free profile to start connecting with new people

## Connection Request





# veterans

Adjoin's Veterans Division helps secure permanent housing for veterans and their families through a variety of short term rental assistance programs funded by the VA such as Supportive Services Veteran Families and Shallow Subsidy.



**740**

rental payments were made to give veterans an opportunity to build their independence



**1,013**

conversations and assistance around housing counseling, goal planning, and self-sufficiency



**463**

payments were made towards other costs to help secure housing for veterans



**184**

educational, employment, and vocational services provided to veterans



**164**

transportation assistance provided to help veterans secure jobs and search for housing

## Meet Keith

Keith is a Navy veteran who started working with Adjoin in 2019. When he got out of the military, regaining a sense of stability took longer than it should have until Adjoin helped him with finding his own place to rent.



# veterans



**308**

veterans sleeping on the street, in their cars, and in shelters moved into their own housing



**532**

disabled veterans were supported to afford their own housing



**185**  
former  
Navy  
assisted

**26**  
former  
Air Force  
assisted

**91**  
former  
Marines  
assisted

**126**  
former  
Army  
assisted

**2**  
former  
Coast Guard  
assisted

## Meet Richard

Richard, a Marine Corps Veteran, is a senior living on a fixed income who struggled to find stable housing in a city with rising rents. With the help of Adjoin, Richard now lives in his own studio apartment in a senior living complex where he builds electric bikes and fixes bikes for people in his neighborhood.

“

**I would be homeless  
without Adjoin.**

”

-Richard  
US Marine Veteran





# catalysts

Adjoin Catalysts serve people with autism, intellectual, and developmental disabilities (IDD) with various living, employment, educational, and community inclusion services.



**22.6%**

more people were provided services this year compared to last year



**566**

people were provided regular services to support them living with family or living independently



**275**

people were supported in navigating, participating in, and accessing community events, public spaces, and resources for support



**221**

people were supported in vocational training, volunteering or internship, on-the-job support, and starting their own small business



**8,954**

transportation trips provided so people can access their communities and services

## Meet Valeria

Valeria's transformation in our ARTE Creative Arts Program, from a quiet person who sat a few chairs away from everyone else, to the vibrant artist confidently shaking hands with customers, reflects the heart of Adjoin's mission.



# catalysts



**+19**

types of disabilities represented in our clients, such as autism and more



**78% - 99%**

of people achieved their personal goals while participating in their Adjoin programs



Clients served by area:

<b>221</b> Imperial Valley	<b>172</b> Stockton / Modesto	<b>158</b> San Diego	<b>26</b> Orange County
<b>62</b> Fresno	<b>48</b> Merced	<b>73</b> Visalia	<b>11</b> In-Flight online

## Meet Jay

Jay, a person living with disabilities, has been an Adjoin client for over 13 years. In that time, Adjoin assisted him with independent living, navigating his community, and starting his very own nonprofit helping people like him budget and reach their goals!



“

**My quality of life has gotten a lot better with the help of Adjoin.**

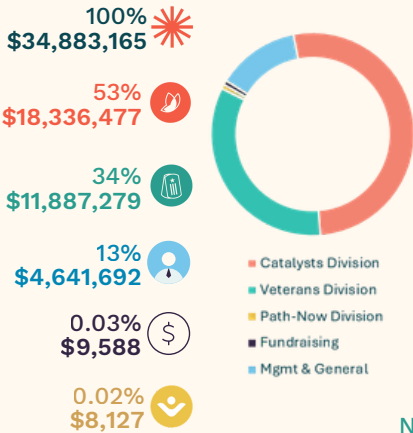
”

-Jay  
Catalyst Client

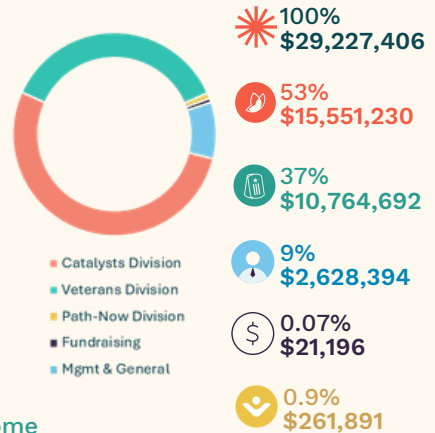
# Our Financials

## Fiscal Health & Responsibility

### Revenue

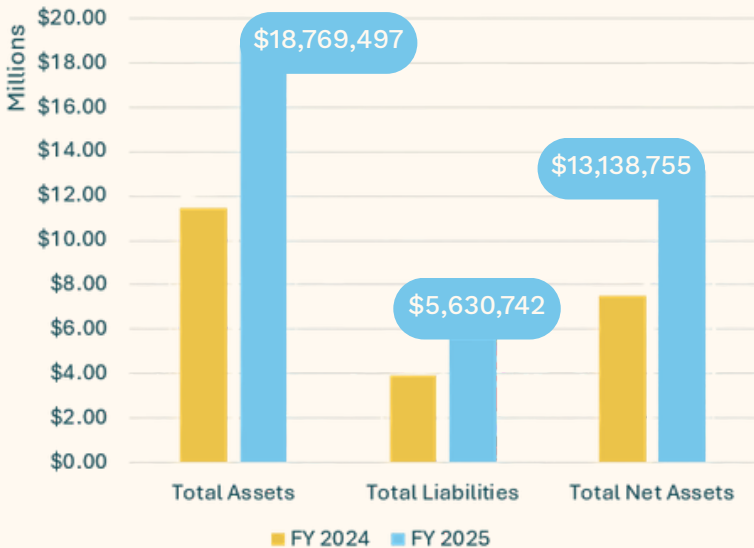


### Expenses



Net Income  
\$5,655,759

### Balance Sheet



\*These figures are unaudited

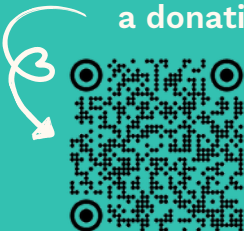
**Thank you to  
our donors!**

Jennifer Barnes  
Duyen Vuong  
Ronald Clayton  
Todd Sabo  
MF  
Marceen  
Farsakian  
Robbie Wentzell  
Sarah Yang  
Jarrod Hammes  
Kim McNealy  
Rick Dahlseid  
Isabella Dumon  
Karen Ellison  
Will Galloway  
Melina Lavullis  
Nico Moorisio  
El Belo  
Charlotte Romero  
Elizabeth  
Wilkinson  
Joann Wilkinson

**Thank you,  
Pathway Partners!**

Windus  
Fernandez-  
Brinkkord  
David Kuhlman  
ReadersMagnet  
Wendy Forkas  
Prudence Dumon  
Kenda Comstock  
Edwin Woo  
Victoria Dumon

**Join us by making  
a donation!**



# Giving

## Community Support

Your support makes it possible for every person with different abilities, experiences, and backgrounds to have limitless pathways to belong where they live, work, learn, and play.



A \$25 donation helps connect one person with safe housing options, employment, and community supports!



Pathway Partners is a monthly giving program where community members help sustain current services in times of uncertainty and expand services to meet the needs of our community. Join our growing community!

# Leadership

## Organizational Leadership

Wendy Forkas  
Chief Executive Officer



Pat Phelan  
Chief Financial Officer



Olivia Blaylock  
Chief Operations Officer



Elena Pizana  
Veterans Director



Jeffrey Clark  
Catalyst Director of Programs



Carlos Olivares  
Southern CA Director



Kenda Comstock  
Northern CA Director



# The Team

## Culture & Impact

**+80%**



of team members reported positive feelings about:

- Team work / communication
- Supervisor support & relations
- Job satisfaction & more



**Evergreen**

**1,103** Trees planted

**993** Tonnes of CO2 offset

**137** Working hours created

A tree is planted for every Adjoin work anniversary to recognize our team and create our Adjoin Forest.

**oneflutter**

**179**

Volunteer hours created by 25 team members

One Flutter empowers team members to support a cause close to their hearts through donation reimbursement and paid time off for volunteering.

**the  
butterfly  
club**

**\$12k** Used to assist 16 clients

**\$11k** Donated by 102 team members

The Butterfly Club is a client assistance fund powered by team member donations that Adjoin began over 20 years ago to help clients with any need such as housing, medical, pet care, independence, and more.

# Leadership

## *Board of Directors*



Windus  
Fernandez Brinkkord  
Board Chair



Alan  
Willardson  
Vice Chair



Popeh  
Zeinali  
Secretary



JoAnn  
Wilkinson



Travis  
Yang-Busby



Kenneth  
Mazo Jr.  
Treasurer



Robert  
Wilson



Kim  
McNealy

# Looking Ahead

## 2026 *The Year of People*

Adjoin is celebrating 2026 as The Year of People. From our mission to our policies, we work to create a culture that is accepting, inclusive, and rewarding for clients, team members, and community stakeholders. We are strengthening our foundation by completing a new strategic plan and expanding advocacy efforts as we continue to speak boldly for the rights, inclusion, and belonging of individuals who are often marginalized.



“ A year to uplift, empower, and invest in those who make our mission possible: the people we serve, the people who serve with us, and the communities in which we belong. ”

We are focusing on retention strategies that build a strong, inspired, and skilled workforce striving to exceed our highest team member count to date. Together, we will make 2026 a year that celebrates and advances people, the reason Adjoin exists and the source of our continued success.

together we **ignite** possibility



**adjoin**  together we  
**ignite** possibility

**2025**  
Annual Report  
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