



2025 Annual Report

Building a Strong Foundation for the Future



A Letter From CEO Lisa Max

Reflecting on FY2025

This past year has been one of extraordinary resilience and renewal for The Arc of Loudoun.

In a landscape of shifting resources and rising community needs, we made the bold and necessary decision to realign how we serve. What emerged is a stronger, more focused organization, anchored in our mission and designed to meet the evolving needs of people with disabilities and their families.

We are proud to now operate as three integrated Centers of Excellence:

- **The Center for Advancing Disability Advocacy** home to our ALLY Advocacy Center
- **The Center for Adaptive Education** anchored by the Aurora School
- **The Center for Adaptive Fitness and Wellness** led by our Ability Fitness Center

These Centers represent not only our programs, but our purpose. They clarify what we do best and what our community needs most.

This shift was not without difficult decisions. We closed both Open Door Learning Center and Aurora Behavior Clinic, two programs with deep roots, in order to allow something new to grow.

Our commitment to early intervention services hasn't changed. But how we deliver that support has evolved, including launching a new pediatric therapy program through Ability Fitness Center.



Looking Forward

Our new home marks more than a physical move. It is the beginning of a new chapter.

With expanded space and renewed vision, we are finally positioned to grow into our mission, not just grow through challenges.

The decision to consolidate our work into three Centers of Excellence wasn't about simplification. It was about strategy. Each Center now functions as a distinct, focused arm of our work: advocacy, education, and wellness, while remaining deeply interconnected.

But we cannot do this alone.

The disability community is still too often left behind in conversations about funding, policy, and access. With cuts to federal support programs and an increase in families seeking our help, the role of The Arc of Loudoun has never been more vital to the families we serve.

We are asking our community to help answer their call, and build a better Loudoun for all.

Whether you're a donor, a partner, a volunteer, or a parent, we invite you to be part of this next chapter. Help us build a future that is more inclusive, more compassionate, and more just for people with disabilities.

When the world changes, we don't step back. We step up.

With gratitude,



Lisa E. Max
CEO, The Arc of Loudoun



Center for Advancing Disability Advocacy

At The Arc of Loudoun, advocacy isn't just about speaking up—it's about creating change that lasts.

The ALLY Advocacy Center, housed within our Center for Advancing Disability Advocacy, is where that change begins.

In FY2025, ALLY continued to grow as a trusted resource for families and professionals navigating disability systems. Through personalized guidance, free trainings, and stronger partnerships, we're helping build a community where people with disabilities are fully seen, supported, and empowered.

This year, we provided individualized advocacy to nearly 300 families—offering support with IEP meetings, service navigation, disability rights, mental health referrals, and more.

We also facilitated or participated in 50 trainings and community events, reaching first responders, educators, and local leaders with practical tools for inclusive practices, trauma-informed response, and systemic awareness.

ALLY also strengthened relationships with Loudoun County Government, the Sheriff's Office, and other agencies to ensure that disabilities are not just accommodated—they're truly understood.

New resource guides and expanded public events helped families access vital information on guardianship, transition planning, and benefits navigation, delivered with clarity, compassion, and respect.

In a time of increasing barriers, we equip families with the knowledge and courage to challenge them. Because real change doesn't start in systems. It starts with people.

Help Empower Change: Attend "You Belong Here" training for free disability awareness training



292
family
consultations

50
community
events

1,861
people
attended events

90
sensory kits
distributed

Center for Adaptive Education

For families raising children with complex needs, finding the right educational setting is essential.

At The Arc of Loudoun, the Center for Adaptive Education provides that setting through Aurora School, a year-round, highly specialized K-12 private day school that educates students with autism and other intellectual and developmental disabilities.

This year, Aurora continued to evolve, expanding its impact, and preparing to serve even more students across the region.

We proudly served more than 50 students, offering each one a customized educational plan built around their strengths, challenges, and goals. Our 1:1+ instructional model, supported by licensed special education teachers and behavioral professionals, ensures that no student is left behind, and no potential goes untapped.

We also maintain licensing through the Virginia Department of Education (VDOE) and continue our accreditation with the Virginia Association of Independent Specialized Education Facilities (VAISEF), a testament to our enduring quality, even amidst transition.

And we're just getting started.

Our new home gives us room to grow. We're ready to welcome more students from across the Greater Washington, D.C. region.

Demand for specialized education is rising, and Aurora School is rising with it.

Donate to Classroom Innovation: Invest in adaptive tech, sensory tools, and creative learning environments.



51
students
educated

1:1+
instructional
model

8
partner school
divisions

5-22
ages
served

Center for Adaptive Fitness & Wellness

For people with neurological and developmental disabilities, access to therapeutic fitness is a lifeline.

At the Center for Adaptive Fitness & Wellness, The Arc of Loudoun is redefining what's possible through the Ability Fitness Center: a state-of-the-art facility designed specifically for individuals with complex physical needs.

This year, we took a major leap forward.

With the move to our new home, Ability Fitness Center expanded from just over 1,200 square feet to more than 5,000 square feet, opening the door for more clients to enroll, and adding new, state-of-the-art equipment to support our clients.

Our new equipment, paired with our expert clinicians, makes a real and measurable difference in the lives of our clients.

In FY2025, we served more than 65 clients across a wide range of diagnoses, including spinal cord injury, cerebral palsy, stroke, traumatic brain injury, Parkinson's, MS, and more. From intensive neuro-based interventions to strength training and balance restoration, our highly-individualized programs are built to restore function, build independence, and enhance quality of life.

The larger space allows us to add a new pediatric physical therapy program. Designed to supplement physical therapy services to help children reach their goals faster in a fun way!

Our model works. Our participants thrive. And now, with the space to grow, we're ready to serve more clients than ever before.

Sponsor a Month of Therapy: Help offset the cost of life-changing interventions for a participant in need.



66
clients
served

4.2X
space
expansion

New
pediatric PT
program

18+ mo
ages
served

Why The Arc of Loudoun is Needed Now More Than Ever

Families across our region are counting on The Arc of Loudoun to provide a lifetime of opportunities for people with disabilities. With more space, The Arc is ready to serve more people, more effectively, for years to come.

But we can't do it alone. Join us - now is the time to act.

Mission:

To advocate for, educate, serve, and support people with disabilities and their families.



Vision:

To provide a lifetime of opportunities for people with disabilities.



Purpose:

A just, equitable world for people with disabilities.

*The Arc of Loudoun is a registered 501(c)3 nonprofit organization.
All donations are tax-deductible to the extent allowed by law.*

FY25 by the Numbers

5,110

 people
served

1,861

 training / event
attendees

292

 families supported
through advocacy

249

 clients received
early intervention
services

72

 therapeutic
participants

51

 students at
Aurora School

26

 events &
trainings

3

 Centers of
Excellence

Leadership & Governance

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Jeff Lubitz, Vice President
Beatriz McNelly, Treasurer
Cortney Heykoop, Secretary

Directors

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Freddie Hetzel
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Executive Leadership Team

Lisa Max, CEO
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