



All Brains Belong VT

"Did you know this could be healthcare?"

2023 Impact Report

The All Brains Belong Story



Mel Houser, M.D. (she/they)
Founder & Executive Director

“You never change things by fighting the existing reality. To change something, **build a new model** that makes the existing model obsolete.”

- Buckminster Fuller

Our model:
Healthcare is more than medical care



The healthcare system is broken. It doesn't work for a lot of people. And for some people it doesn't work for, it may be the difference between life and death. Neurodivergent people struggle to access healthcare, suffer higher rates of chronic illness, and often die prematurely. To think it has to be this way is a failure of imagination.

I spent the first decade of my career watching my patients also struggle to access education, employment, and social connection. Why separate “health” from the rest of life?

For the past 2 years, All Brains Belong has been pioneering a new model for healthcare, co-created with the community we serve.

We intentionally created a model where **healthcare is more than medical care.** We integrate medical care into social connection, employment support, all the ways we can support a person. We ask people what they need and try to deliver it.

Here, our patients not only receive neurodiversity-affirming medical care but they also:

- Make friends
- Get support navigating jobs & school
- Develop a deeper understanding of themselves, and their needs

Connection is the path to health. When we bring people together, THEY transform their own lives by shifting their narrative of how they see themselves, their health, their relationships. Because **now they know what's possible.**

Thank you for joining us in this transformative work to reimagine healthcare and community for people with all types of brains. I know we're on the right track every time a patient says: **“I didn't know healthcare could be like this.”**

Mel

HEALTHCARE IS MORE THAN MEDICAL CARE

OUR PROGRAMS

ABB's innovative model for healthcare combines medical care with social connection, employment support, and community education. Learn about our programs through the stories of our community.

“My child looked up at me and said, **‘THIS must be what it feels like to finally have a friend.’**”

-Parent of 16 year old participant in ABB's *Kid Connections* program

In 2023, *Kid Connections* made 109 customized friend-matches for isolated kids and teens ages 4-17, at no cost to participants.



“To have a place where I’m not masking, I’m not acting, and I’m not spending more than half my mental energy trying to guess what they expect of me.... I don’t have that anywhere else.” - Linda R.

Brain Club is our free, virtual weekly community education program about “everyday brain life.” We promote systems change through storytelling, developing shared language and norms. Each week, our community gathers to learn from guest presenters, community panelists, and one another.

In 2023, we provided 49 Brain Club sessions, serving 433 people. In partnership with ORCA Media, archives from the past 2 years are freely available on our website.

“Brain Club is exposing me to people being so incredibly authentic, because the space allows... people to come together this way, in this radical act of trust.”
- Liz C

OUR PROGRAMS

In 2023, ABB served 339 medical patients whose needs were not served by the traditional healthcare system, an increase of 45% from the year prior. Beyond neurodiversity-informed **medical care**, our patients are empowered through **education**, **employment support**, and **connection with community**.

"Because of ABB, I know I'll live a longer life. ABB has been a way to have social connection, to understand my body, to reframe mental illness...and **make it easier to be in the world.**"

"ABB has (also) helped me **uncover what is standing in my way of offering my gifts** to others, gifts that I have longed to offer my entire professional career. **Learning about my access needs, and having a space of discovery..** has helped me gain the confidence I need to start a new business, and I am so grateful. Every opportunity ABB gives me, I take it. Because I know it's going to improve my life."

-Amy N (she/they)
ABB Community Advisory Board



Requested by our Community Advisory Board, ABB took on the challenge of addressing **employment challenges, as a component of health**. Here's what we did in 2023:

- Piloted a series of employment support programs embedded in our medical practice, including BOOST (Building Occupational Opportunities through Support and Training).
- 10 participants in our BOOST pilot **learned about their employment access needs**, connected with **community resources** and had **peer support** from others navigating similar challenges.
- We're also approaching employment problems from both sides. We provide **training for employers** to create workplace environments where people whose minds work in all kinds of ways can get their needs met and thrive.



"I knew what was happening in my body somehow made sense. I knew there was a way to make sense of it - I just didn't have the tools. Now I have a relationship with my healthcare provider, we're both learning together. **What happening in me is real and is taken seriously...**"

"[ABB] feels more like a community than a medical practice. It's an opportunity to meet others... going through similar things, which makes us **feel a lot less alone and a lot more hopeful.**"

-Sarah K (they/them)
ABB Community Advisory Board member

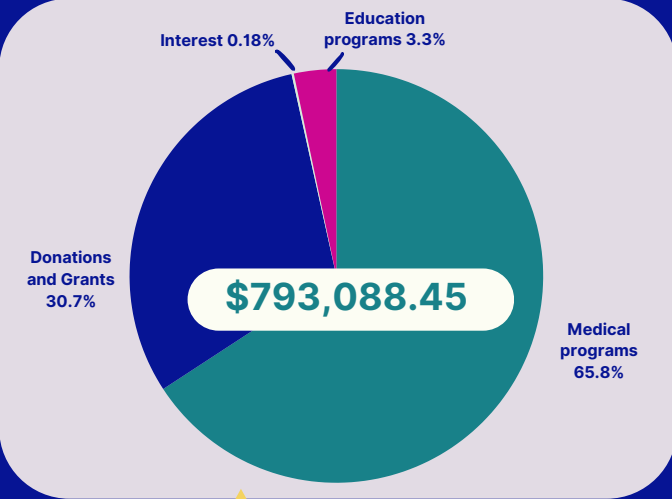
95% of ABB's Autistic and ADHD adult patients suffer from a constellation of intertwined medical conditions that are poorly understood by the traditional healthcare system.

In 2022, we convened a task force of interdisciplinary clinicians and community members to identify best practices for supporting folks struggling with these conditions, drawing on both evidence-based practice and our patients' lived experience.

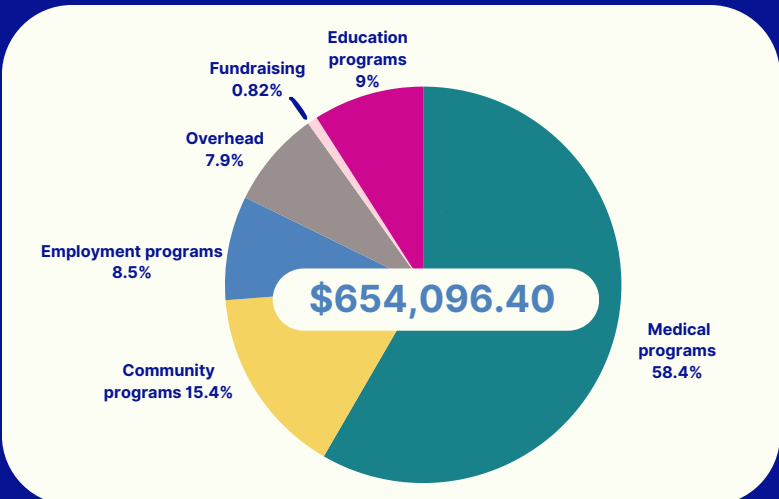
In August 2023, we released the **"Everything is Connected to Everything: Improving the Healthcare of Autistic & ADHD Adults"** project. Co-created with 100+ neurodivergent community members, this free resource supports patients and their primary care clinicians in recognizing and working through these conditions together. So far, **more than 9,700 people from around the world** have accessed ABB's resource.

SUSTAINING OUR IMPACT

Revenue



Expenses



In 2023, 100% of ABB's community social connection and employment support programs were provided at no cost to participants.

50% of ABB's neurodiversity trainings were also provided at no cost to participants.

Featured Project:
"It Takes a Village" Scholarship Fund

Started by our Community Advisory Board, the "It Takes a Village" Fund provides scholarships to patients struggling with medical expenses. In 2023, our supporters donated \$1353 to help fellow community members.

2024 Funding Priorities

Together with our community of supporters, these are our goals for the coming year:

1. Continue to offer all community social connection programs at no cost to participants, including Brain Club, Kid Connections & patient support groups
2. Expand access to patient employment support programs
3. Expand neurodiversity trainings for employers, healthcare & community organizations
4. Carry out a comprehensive organization-wide equity audit
5. Expand financial support for patients struggling with medical expenses not covered by insurance

Stories from Our Supporters

"I volunteer with All Brains Belong because I **experienced the life-changing impact of this work** for myself, my child, and my family. **I believe in the power of this work.** I believe in the necessity of this work."
 -Nadine B.

"I give to All Brains Belong because **I believe that everyone in our community should be able to show up fully in all the places**, including healthcare settings, school, and workplaces."
 -Connie B.

"Through ABB, I have let go of shame I never knew I was holding on to. It's been replaced with deep pride in exactly who I am. **Through ABB, I have come home to myself, my strength and my potential.**"
 -Matt M.

Thank you for believing that what we do matters.

On behalf of our whole ABB team, we are so grateful for everyone who supported us this year.

Staff

Mel Houser, MD
Executive Director
Family physician

Gabe Worzella, DO
Family physician



Sierra Miller, DNP,
APRN, FNP-C
Family nurse
practitioner



Sara Wilkins
Community Programs Coordinator



Olivia Tyler
Patient Care Coordinator



Lizzy Pieratt,
Education Programs Coordinator



Board of Directors



Matt Mulligan
Board Chair



Jayson Capobianco



Winnie Looby, PhD



Blake Sturcke



Connie Beal
Treasurer



Rachel Lovins, MD
Secretary

Community Advisory Board

- Matthew LeFluer
- Megan Thomas
- Clem Noone
- Sarah Knutson
- Liam Riddle
- Linda Riddle
- Alicia Banach
- Emily Greenstein
- Claudia Abbiati
- Nita Hanson
- Hazel Adams
- David Brasure
- Charlie Hohn
- Janelle Starr
- Zeph
- Teo Rodas
- Amy Noyes
- Joy Redington
- Stephanie Peabody
- José Rivera
- Gray Costin
- David French
- Steve Owens

Professional Advisory Board

- Hannah Bloom MOTR/L
- Dr. Kerry Boyle
- Nadine Budbill
- Lauren Glickman
- Danielle Kent, M.S., CC-SLP
- Katie Miller
- Becky Walsh, CFP
- Hannah Zajac PT, DPT, NCS, CBIS
- Summer Stelter
- Sarah Lipton

Whether you made a donation, attended an event, or shared our posts on social media, THANK YOU.

**YOU are what makes
All Brains Belong possible.**



All Brains Belong VT
Neuroinclusive Healthcare & Community