



College of  
Adaptive Arts  
Inclusive Collegiate Partnerships

# 2024 Annual Report

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**A Higher Education Revolution:  
Expanding Possibilities,  
Elevating Potential**



# A Message from Our Executive Director



This has been a building year for the College of Adaptive Arts.

When I came in as Executive Director, I brought years of industry experience—but I also brought a deep knowledge and love for CAA. For more than 15 years, I served as a professor here. For more than 30 years, I have been a parent of a CAA student. This isn't just a job; it is the most important role of my career, and it is a privilege to help shape the future of this community.

In this building year, we've been deliberate about strengthening our foundation. We created a strong infrastructure for our online community: documenting best practices for teaching online classes, supporting our online learners, and ensuring no student feels left out. We also hired more professors so we could expand our offerings and open doors for more students.

Our West Valley College partners stepped up to give us more space, allowing us to hold additional classes on their campus to meet the needs of our growing on-site student body. This is a testament to something we know well—our students want to connect with each other, and the demand for this model of higher education for people with IDD is greater than ever.

**“...every adult deserves  
access to higher education...”**

We also established a Student Services Department, made possible through the \$2.2 million grant from Senator Dave Cortese. This new department is focused on first-year student success, while also supporting overall student health through better management of enrollment, registration, and attendance.

Our Workforce Development program continued to shine. This year, six apprentices graduated from the program, with three moving into regular staff roles at CAA—a powerful demonstration of how inclusion and opportunity lead to long-term growth and leadership.

As we reflect on this building year, it's clear that the bricks we've laid will support even greater expansion and impact in the years ahead. CAA is a model of inclusive learning for anyone who wants to pursue knowledge. It is a movement and a revolution to change how we think about who deserves an education. It is a promise that adults with disabilities deserve higher education too. None of this progress would be possible without our donors, whose generosity continues to lay the foundation for everything we build. Thank you for standing with us as we shape the future of inclusive education.

With gratitude and determination,

Nicole Kim  
Executive Director

# Mission and Metrics

## Our Mission and Why We Exist

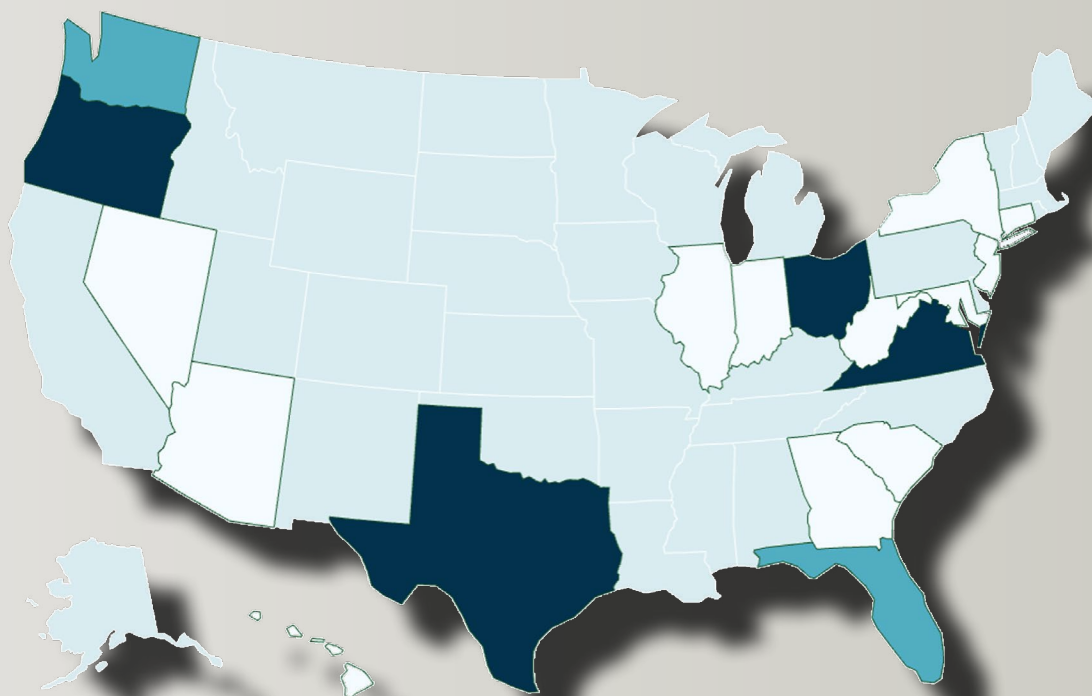
The College of Adaptive Arts exists to provide equitable, accessible, and lifelong college programs for adults with intellectual and developmental disabilities wherever and whenever they need them. We are building a model of higher education that proves college is not just possible for adults of all abilities, it is essential. Our programs are built around what our students want to learn, delivered in safe and welcoming classrooms, and designed to honor each individual's learning journey.

- » 89 courses offered
- » 1176 Student hours of instruction delivered

## Geographic Reach (especially out-of-state and international learners)

The students outside of California are from:

- **3 each:** Virginia (VA), Texas (TX), Oregon (OR), Ohio (OH)
- **2 each:** Florida (FL), Washington (WA)
- **1 each:** Arizona (AZ), New York (NY), South Carolina (SC), Nevada (NV), Connecticut (CT), New Jersey (NJ), Maryland (MD), Indiana (IN), Illinois (IL), Hawaii (HI), Georgia (GA), West Virginia (WV)



1 Student

2 Students

3 Students

# Mission and Metrics

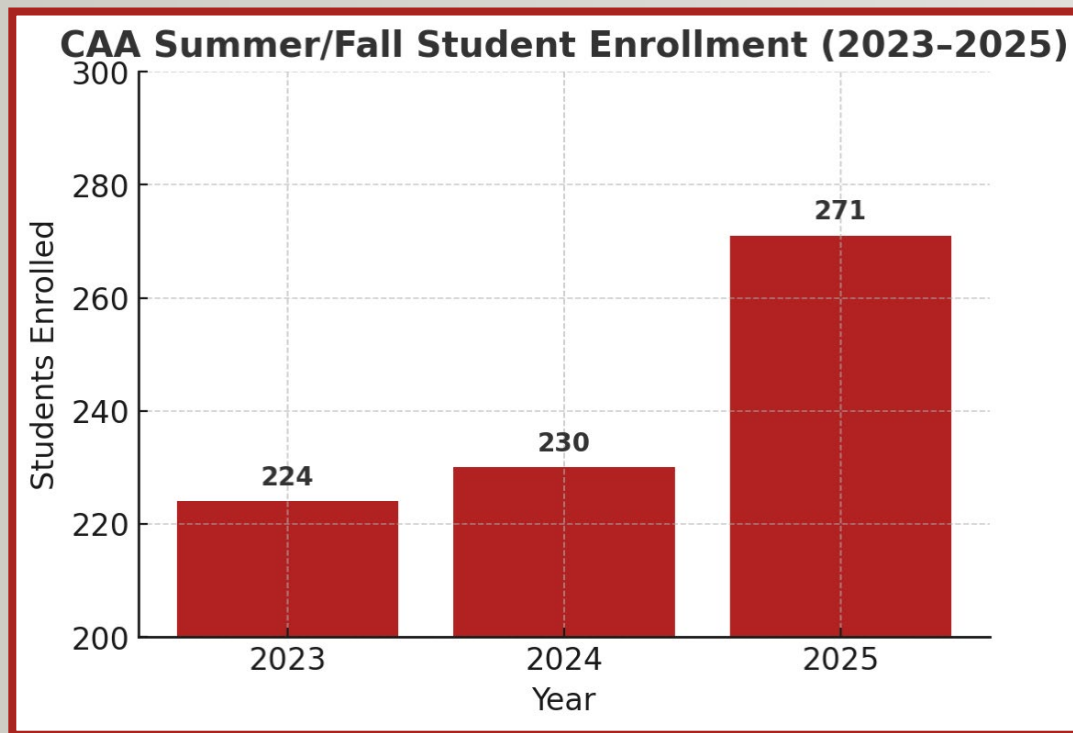
## Attendance Rates

Steady attendance rate of 86%, semester over semester.

The Show Up & Shine Incentive Program incentivizes students to attend class OR notify us when they are absent. Students who are present 90% of the time earn a one of a kind t-shirt designed by our Professor Jessica Thompson!



## Student Enrollment

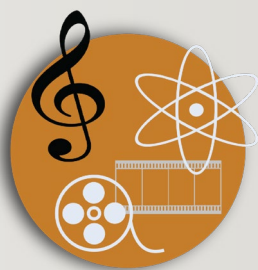


2.7% growth from 2023 to 2024  
17.8% growth from 2024 to 2025  
21% total growth from 2023 to 2025!



# Program Overview

At CAA, we create lifelong learning opportunities for adults with intellectual and developmental disabilities through a collegiate model that is equitable, inclusive, and empowering.



**Ten Schools of Study** – From Business to Music, Theater to Science & Technology, our students choose classes that match their interests and goals.



**Online & Onsite Learning** – Students can access classes wherever they are, with strong supports in place to ensure no one feels left out.



**Student Services Department** – Thanks to a \$2.2M state grant, we've launched a new department focused on first-year success, registration, and ongoing student support.



**Workforce Development** – That same \$2.2M grant is also fueling growth in our WFD program. Six apprentices graduated this year, with three moving into staff roles at CAA.

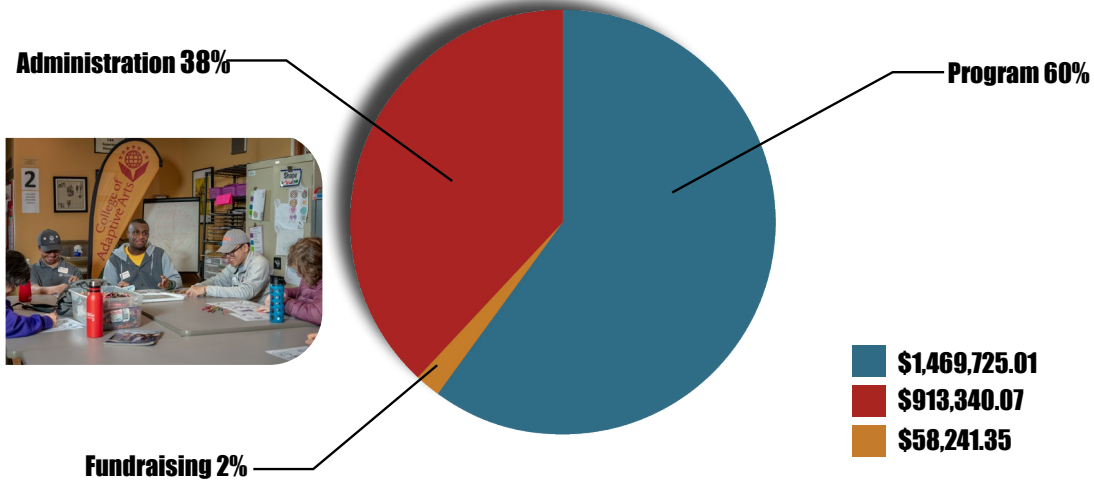


**Community Partnerships** – With West Valley College and others, we're expanding class offerings and creating more spaces for students to connect.

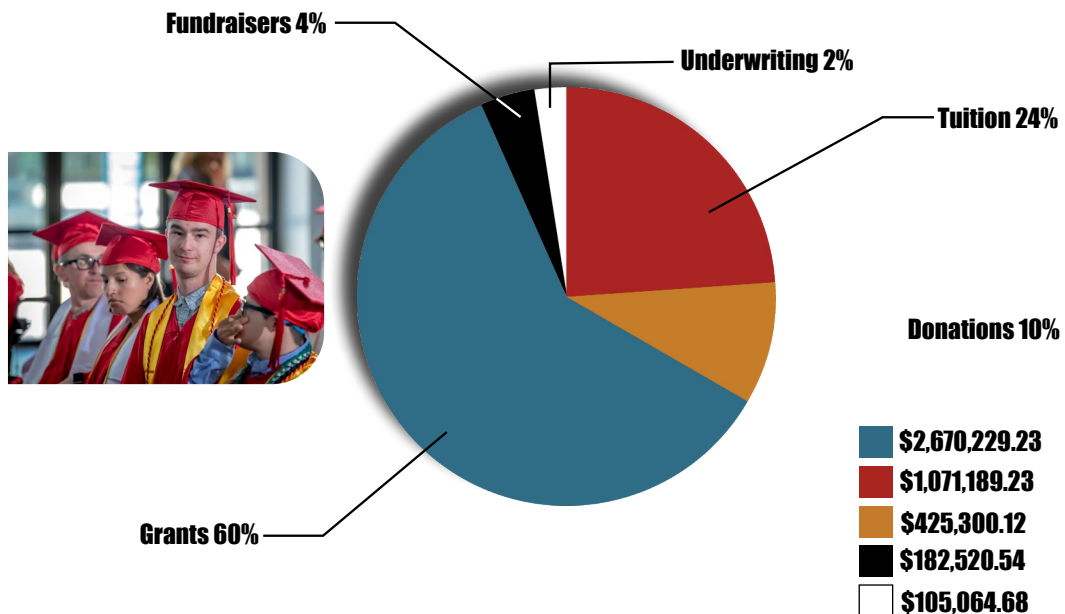


# Financials

## Expenditures FY 2024-25



## Revenues FY 2024-25



# Testimonials

“Without CAA Melissa would not have had roles in plays or musicals and performed in front of an audience many times over the years. CAA also gave her the opportunity to perform dances in the community such as Great America, Christmas in the Park and in an opening scene in the Nutcracker at our downtown Hammer Theater. In her Theatre class she learned how to perform a monologue and then at City Lights Theatre was critiqued by professionals .

Melissa has also made many friends in CAA over the years. Many of these friendships made in class have extended outside of CAA.

Although Melissa is now living in a residential facility due to medical issues and aging parents, she attends her classes on zoom.

These are just a few examples of how CAA has enhanced her life.

We are so grateful for CAA! Thank you Pamela Lindsay and DeAnna Pursai. Go Cardinals!”

Jim & Janice Correa



# Testimonials

“The College of Adaptive Arts is a truly remarkable organization fulfilling a vital and often overlooked need in our educational landscape. It provides young adults with special needs a place to continue their life-long learning journey beyond the traditional K-12 school system—a service that is not only essential but profoundly impactful.

Too often, students with differing abilities are left without clear pathways for continued growth after high school. CAA stands as a beacon of inclusion and innovation, ensuring these learners are not sidelined, but instead, supported, inspired, and empowered to thrive. By offering both in-person and online learning, the College of Adaptive Arts creates flexible access to higher education within a community that is uniquely tuned to the needs and aspirations of its students.

What initially drew me to serve CAA was their powerful mission. What keeps me involved is witnessing the real-world impact of that mission—watching students flourish, build confidence, and contribute meaningfully to society. CAA isn’t just changing individual lives—it’s challenging the very definition of what inclusive education can and should look like.

This model belongs on every college campus. The College of Adaptive Arts is not just providing a service—it is leading a movement.”

Persi Kanga, Board Chair  
Vice President,  
Customer Success at Sapiens





# Leadership Page

## Executive Team

- ◇ Nicole Kim, Executive Director
- ◇ DeAnna Pursai, Co-Founder, Director of Development & Community Outreach
- ◇ Dr. Pamela Lindsay, Co-Founder, Director of Programs & Research
- ◇ Sarah Thrasher, Manager, Business Solutions
- ◇ Danielle Weaver, Manager, Scheduling
- ◇ Bobbi Tafoya, Manager, Student Services
- ◇ Andy Urrutia, Manager, Workforce Development Program

## Board of Directors

- ◇ Persi Kanga, Board Chair - Vice President, Customer Success at Sapiens
- ◇ Scott Weber, Executive Board - General Counsel & Corporate Secretary at A10 Networks
- ◇ Ravinder Lal, Treasurer - Owner, multiple UPS stores
- ◇ Carley Flores, Secretary - Director of Accreditation at Valley Health Plan
- ◇ Catherine Thermond, Board Member - Saratoga Rotarian and Civic Leader
- ◇ Deana Kitajima, Board Member - Owner, drKit Coaching
- ◇ Cristin Reichmuth, Board Member - Coach, Body and Mind Solutions
- ◇ Mimi Giannini, Board Member - Vice President, Saratoga Springs
- ◇ Mary Beth Riley, Board Member - Former Head of School, Notre Dame High School, San Jose
- ◇ Sharon Dahnert, Board Member - Professional Expert, Santa Clara County Office of Education
- ◇ Vickie Fairchild, Board Member - Governing Board Member at Santa Clara Unified School District

## Executive Board, (non-voting)

- ◇ Joseph Siecinski, - Owner, brainSHARE Business Mentors
- ◇ Richard Hermerding, CFO, Independent Contractor
- ◇ Nicole Kim, Executive Director - College of Adaptive Arts
- ◇ Dr. Pamela Lindsay - College of Adaptive Arts
- ◇ DeAnna Pursai - College of Adaptive Arts

