



From the CEO

With the first six months of FY26 completed, I'm happy to report that ECHO had two solid quarters of safe, effective and growing programs, strong fiscal performance, successful grant capture and the honor of being named both the 2025 Small Business of the Year and the 2025 Non-profit of the Year by the Loudoun County Chamber of Commerce.

ECHO's programs continue to grow and that means that we are eager to develop new work opportunities in the community. If you are an owner or a manager or if you know someone who is, I'd welcome the opportunity to have an exploratory meeting to see if there is an opportunity to solve a labor challenge and employ our motivated individuals.

ECHO participated in Loudoun County Public School's "When the Bus Stops Coming" event on February 7th to share with high schoolers and parents what ECHO can offer young adults in need of our services. We are all looking forward to the 2026 Big Day Out event for our participants on April 17 at Lark Brewing! Sponsorships are available and will help make this another unforgettable experience for our participants.

Thank you for all you do for ECHO,

Sincerely,

Paul Donohue, Jr.
CEO, ECHO

Save The Date: ECHO Barkery Expansion Celebration!



We're excited to celebrate the continued growth of ECHO Barkery and invite you to join us for our Barkery Expansion Celebration on Wednesday, April 29, from 11:00 a.m. to 1:00 p.m. Since launching in 2020, ECHO Barkery has grown tremendously, creating meaningful employment opportunities for adults with disabilities. Thanks to this growth, we're proud to announce that the Barkery has officially moved back to ECHO HQ—and we can't wait to celebrate this milestone with our community. More details coming soon!

Group Supported Employment: Welcoming New Worksites!



Group Supported Employment is expanding its search for new job sites this year while continuing to welcome new participants into the program. By building partnerships with a wider range of local employers, the program is creating more diverse and meaningful employment opportunities that match participants' interests and strengths. At the same time, Group Supported Employment remains focused on providing individualized support and a welcoming environment for those joining the program. Interested in partnering with us? [Inquire Here!](#)

LIFE Day Support: Our Cooking Groups Are Expanding!



Thanks to the support of the Amazon Loudoun County Community Fund, our cooking groups (already a cornerstone of the LIFE curriculum) are getting an exciting boost. With new accessible utensils, station kits, and the involvement of local chefs from our community, this beloved activity will become accessible to even more participants. We're looking forward to expanding opportunities for skill-building, connection, and choice. Stay tuned for what's to come- we're excited to share what we create and learn with our community!

Ambassador of the Month



We are proud to recognize KOVAR as our Ambassador of the Month. A valued partner of ECHO since our inception in 1975, KOVAR has been a steadfast champion of inclusive employment and opportunity for adults with disabilities. Most recently, their generous grant funding is helping fuel the growth of ECHO's social enterprises, directly supporting the creation of meaningful, sustainable job opportunities for the individuals we serve. We are deeply grateful for KOVAR's long-standing commitment to our mission and for their continued investment in empowering individuals for life.

ECHO Heroes of the Month



December 2025: Bill Gollner!

We're proud to recognize Bill Gollner for truly stepping up when ECHO needed him most. When a gap emerged in our facilities and maintenance operations, Bill didn't hesitate- he jumped right in to help keep things running smoothly, all while continuing to drive for ECHO whenever needed.

Bill's flexibility and willingness to go above and beyond embody what it means to be part of the ECHO team. His efforts ensure our programs, participants, and staff can focus on what matters most each day.



January 2026: Micah Lafferty!

Micah is wearing two hats right now: covering duties for our Operations Support Coordinator in addition to being a stellar PC on the GSE team. Her efforts to keep the intake process moving along is critical.

She has also done an amazing job communicating with Support Coordinators, families and guardians to relay information and help make sure everyone stays on the same page. Thank you Micah for all you do for ECHO and Congratulations on being the first HERO of 2026!

Rick's Rundown

Rick's Rundown



January - February Edition

Spotlighting Charla Muffley, LIFE Program Manager

Charla Muffley is the LIFE (Learning, Independence, Friendship, Empowerment) Day Program Manager at ECHO, a role she's grown into over nearly seven years with the organization. From the start, Charla was drawn to work that gives back, and she appreciates being grounded in the building and connected to day-to-day life. That steady presence allows her to truly understand the needs of both staff and participants, which shows in the way she leads.

What keeps Charla motivated is the people. She genuinely loves the staff and participants she works with and finds joy in the smiles, laughter, and great moments they share each day. Helping others succeed is at the heart of her work, whether that means supporting a participant as they learn a new skill or encouraging staff as they grow in confidence and ability. For Charla, those small victories add up to something meaningful.

As someone who is part of the LIFE Day Program, I see firsthand the dedication Charla brings to her role. Her leadership, care, and consistency make a real difference each day, and it's clear through her actions that she truly does a great job supporting both participants and staff.

Like any busy program, the LIFE Day Program comes with its challenges. Charla often finds herself balancing a lot at once—getting everything done while also keeping everyone happy, supported, and engaged. It's not always easy, but her commitment to the program and the people in it helps her push through those barriers with patience and determination.

There's a lot about the LIFE department that Charla believes others should know. The team works hard to strike a healthy balance between having fun and learning new skills, creating an environment where participants can thrive. Above all, communication is key. By staying connected and communicating clearly, the department is able to provide the highest level of care while building strong, positive relationships every day.

Behind The Mission



At ECHO, every success story starts with support from people like you. Whether it's building job skills, exploring the community, or gaining independence, our participants thrive because our mission is backed by the generosity, compassion, and care of our local community.

Your gift, no matter the size, helps fuel meaningful opportunities for adults with disabilities across Loudoun and Fairfax Counties.

Want to be part of the impact? [Help Fuel Our Mission](#)

