



community report

PHILLIPS serves the needs of individuals with emotional and behavioral challenges and their families through education, family support services, community education and advocacy.

The PHILLIPS community benefits your community. For 45 years, PHILLIPS has provided a place where children left behind in traditional settings can get the support and education they need to become successful, responsible adults. Our children's lives have been colored by a variety of personal and environmental circumstances, so we tailor our approach to address each child's unique situation. We give our students and their families every advantage: PHILLIPS provides a fresh start, helping children develop critical life skills so they too can enjoy respect, acceptance and personal achievement. At PHILLIPS, we believe any child can overcome adversity, and we help them to prove it everyday.

- PHILLIPS School ~ Annandale
- PHILLIPS School ~ Laurel
- PHILLIPS Family Partners
- PHILLIPS Teaching Homes
- PHILLIPS Building Futures ~ Fairfax
- PHILLIPS Building Futures ~ Loudoun



2011-2012 year was a transition year for PHILLIPS Programs. The organization began the year with a change in leadership and then experienced one again at the culmination of the year. We continue to work with the evolving economic environment our referrers are faced with while also ensuring that we grow our programs to meet the increasing needs of our clients.

Through all this transition, what has not changed is our commitment to the clients and families we serve. We continue to find innovative ways to better the lives of our children as reflected in the stories on the following pages. Our buildings and job sites would not come alive without the dedication of our staff. PHILLIPS has been and continues to be made up of caring and diverse professionals who are able to see each and every client as an individual. We are a community that supports each other and our clients so that we all reach our potential.

We thank our donors for their continued support during these changing times. We appreciate that you have chosen to support PHILLIPS and with your help we are able to provide our clients and staff the resources and experience they need to reach their potential.

As we look to the future there is uncertainty. What will not change is the continued commitment of PHILLIPS to the lives of the children and families we serve.

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community

Laying the Foundation
for Success
PHILLIPS Building Futures

This year, PHILLIPS Programs was excited to launch its newest program, PHILLIPS Building Futures! PHILLIPS Building Futures provides students extensive hands on vocational training and the opportunity to attend school in a nontraditional manner. Students develop an understanding of the construction of residential homes, the use of basic hand tools and power tools, and how to work in a structured job-training program. "We help students to a better future through hands-on job skills," says Robert Jackson, PHILLIPS Building Futures ~ Fairfax Vocational Instructor. PHILLIPS Building Futures operates at two locations within Fairfax and Loudoun County.

Holyoke Drive in Annandale could look like any other Northern Virginia suburban street — family homes, well tended gardens, kids riding bikes and ... the sounds of construction. But something very unique is going on here...PHILLIPS Building Futures is building a house! The students will build the house from the ground up and their futures will be changed with the pounding of every nail. This program helps to provide an alternative setting for the student that teaches valuable skills both at the desk and on the scaffold.

Student builder Patrick says the program makes learning exciting for him because he actually gets **"to do the hands-on stuff."** When Cedric Streeter drives past the house down the street that he worked on, he thinks, **"Man, I built that! And that's pretty cool for a high school student."**

Visit the PHILLIPS website to follow the building progress and watch our students in action. ■

compassion

A Partner on our Journey to Success
Ernst & Young

Thank you Ernst & Young for the interview experience. It helped me prepare for an interview in my community.

— PHILLIPS student, age 18



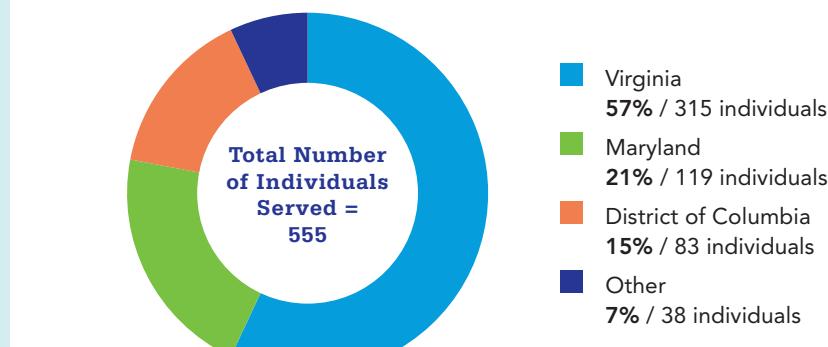
PHILLIPS Programs has partnered with Ernst & Young over the past fifteen years to help the growth of our organization and make a difference in the lives of our children and families. During this time, Ernst & Young invested over \$85,000 in our programs and more than 600 Ernst & Young employees completed over 2,000 volunteer hours with PHILLIPS. More important than the number of volunteers or the number of hours, it's the number of lives the volunteers impact through their commitment and dedication. For the past six years PHILLIPS participated in EY Connect Day, Ernst & Young's corporate wide day of service. These volunteers led interview workshops for students, created scrapbooks, painted murals and helped make our school a welcoming environment for our students. Ernst & Young leaves a lasting impression on our programs from the paint on the walls to the hearts and minds of our students.

I recently used one of the scrapbooks created by the volunteers during a session with a student. The scrapbook served as a therapeutic tool to build a relationship with the student. She really opened up when using the book and this was the first time she had ever spoken during one our sessions!

— PHILLIPS Counselor

PHILLIPS looks forward to continuing our partnership with Ernst & Young to create a future where we all can be proud to say, **"I contribute, I belong and I matter!"** ■

demographics by jurisdiction



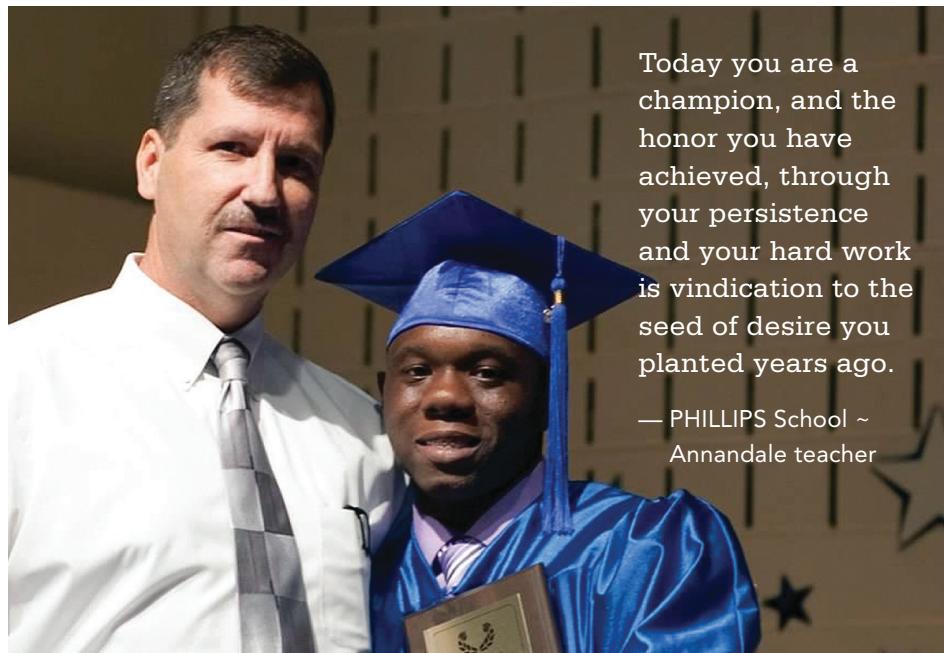
effectiveness

Finding Your Inner Champion
Mallory's Story

It was 2008, and I had just been given a new student in my class. She was quietly standing in the corner of the room, crying softly. I had no idea how I was going to cheer her up, or make a connection with her. This is my first memory of Mallory – and I can hardly reconcile this memory with the vibrant, self-assured young woman who walked across the stage at PHILLIPS School ~ Laurel's graduation in 2012.

I was lucky enough to teach Mallory for four years. Over those four years, Mallory proved change is possible! At first Mallory was very quiet, but gradually she came out of her shell. She began to socialize with her peers. She learned to stand up for herself in a manner that was respectful of others, and began to take up for others that needed a champion. Mallory's sense of fairness would not let her stand by and do nothing. She decided in her junior year that she wanted to be a counselor because she wanted to help others, and worked really hard to ensure that that goal was possible.

Mallory kept her grade point average up – winning a scholarship to attend college. This fall Mallory began classes at Howard Community College where she is pursuing her dream of getting a degree in Social Work so she can help others. Mallory came to see me after classes started to say she had been placed in English 101. She seemed surprised by her accomplishment, but I was not. I told her I would be happy to give her any help if she needed it, but she never came back. Mallory was ready; she had achieved the independence we all wished for her and she didn't need us anymore. ■



Today you are a champion, and the honor you have achieved, through your persistence and your hard work is vindication to the seed of desire you planted years ago.

— PHILLIPS School ~ Annandale teacher

commitment

Annandale Graduation
D'Angelo's Story

Desire is the starting point of all achievement. Not a hope, not a wish, but a keen pulsating desire...which transcends everything.

— Napoleon Hill, author

This statement reflects many of the students at PHILLIPS and specifically one of our recent graduates, D'Angelo. Here at PHILLIPS, we witnessed first hand, through the dedication of this student, how desire can be a consuming vision that propels you unto success. Several years ago, D'Angelo felt a sense of urgency; to not let his high school years go to waste. D'Angelo had decided that his high school diploma was the most important thing for him and for his future.

D'Angelo looked inside his heart and self-willed a change. From a person who did not care much for academics, to a person who wanted more than anything to leave PHILLIPS a winner, having earned his rightful place as a graduate.

To believe in a dream is one thing. To pursue it daily, never knowing if, or when, exactly it will come, was immense pressure under which this student could have failed. But no matter what obstacles he faced on a daily basis, as he fought his way towards adulthood, D'Angelo had made up his mind...he would do whatever it took to make sure that he left PHILLIPS having given himself a chance for a successful future.

When I first met D'Angelo he was a brash young guy. I won't kid you, when I first met him he looked upon me as being soft, thinking I did not have what it took to make it as his teacher. I had not met students like D'Angelo before, but I never flinched and I wound up earning his respect that year. We both look back at that year and little did we know then a bond would be created between a student and his teacher that would remain strong over the years.

D'Angelo demanded from us, the staff here at PHILLIPS, to be responsible for your goal. But more impressive, he demanded from himself to not leave PHILLIPS without his goal in hand. Today, at Graduation, D'Angelo can stand tall because he attained that goal! Today you are a champion, and the honor you have achieved, through your persistence and your hard work is vindication to the seed of desire you planted years ago.

— Taken from speech given by PHILLIPS School ~ Annandale teacher
at the 2012 Graduation ceremony ■

individualization

A Student Finding His Voice
Justin's Story



Justin first came to PHILLIPS Programs in 2005. At that time he was enrolled in PHILLIPS School ~ Annandale. Justin had been through several other programs, but none seemed to be the right fit. When Justin first arrived at PHILLIPS he was nonverbal, with selective mutism, and found it difficult to socially interact with his peers. Justin often reflects on his beginnings at PHILLIPS and how it was a rough time in his life.

My life had pretty much been up and down. Until I came to PHILLIPS my life was mostly going down hill.

During Justin's first year, PHILLIPS struggled to find the right classroom to meet his needs. The staff tried several classrooms, but something was missing. One day, Justin began walking around the halls as if he was searching for a place to call home. He finally found that home in Ms. Matthews's classroom. **"He literally rolled down the hall to my class. He would come in and hide under the classroom desks. I would climb under there right next to him to say I'm here with you. One day he came alive and has been a different student ever since."**, said Ms. Matthews. Justin began to excel in the classroom and PHILLIPS vocational training program. Through PHILLIPS vocational department, Justin currently holds an internship at Walgreens. This is an amazing opportunity for Justin to learn valuable skills that will help him after graduation.

Over the summer, Justin attended a Washington Nationals baseball game with a PHILLIPS Family Partners counselor. This was the first time Justin rode the metro, a skill he had learned at PHILLIPS Teaching Home's Camp LIFE retreat! Anxiety challenges had prevented Justin from being comfortable at school and other settings. However, Justin's time at PHILLIPS had given him the confidence he needed to face his challenges and overcome those obstacles that previously held him back.

Justin will graduate from PHILLIPS School ~ Annandale in June 2013. **"I do worry about if I'll be able to make it out there. But everyone at PHILLIPS has done a lot to help with that transition."** After graduation Justin would like to attend a local Community College and study automotive engineering.

Justin's journey is far from over, but the progress he has made is remarkable. He is now able to clearly articulate his thoughts and emotions. Through his work with three of PHILLIPS' programs, Justin has grown into a confident young man ready to transition to life after PHILLIPS. ■

financial summary



Where the Money Goes

- Program Services 90.79% / \$14,542,618
- General 8.30% / \$1,329,776
- Interest .61% / \$97,541
- Fundraising .30% / \$48,185

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