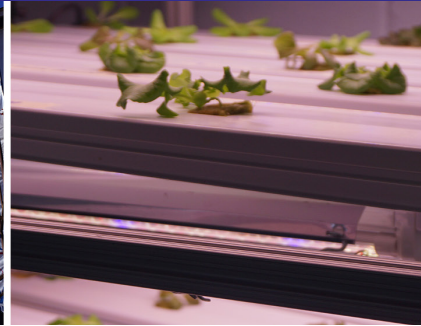




PHILLIPS
Programs for Children and Families

2019 annual report



Greetings Friends of PHILLIPS,

Over five decades ago, Dr. E. Lakin Phillips embarked on a journey to serve youth for whom the traditional education model did not work. To this day, Dr. Phillips' philosophy that "Our society should be judged by its concern for the quality of life for all its members without exception" continues to inspire all that PHILLIPS Programs does.

PHILLIPS continues to lead the special education community as innovators through our work providing special education day schools, community and home-based counseling and career and technical education. In addition to the services we provide around special education and social/emotional and communication skills development, this year **PHILLIPS expanded its Career Partners programs**; a program where our youth build houses, grow produce via hydroponic vertical farming, learn culinary arts and engage in additive manufacturing. These programs saw a doubling in student enrollment in 2019. In addition, Designing Futures (an additive manufacturing class in partnership with The YouthQuest Foundation) participated in a cross country partnership with a school in Vancouver. Watch the video [here](#).

Based on the success of these high school programs, and inspired by the example of the Democracy Collaborative's transformative work around **Community Wealth Building**, this year we began to explore employment opportunity models for young adults. This is mission critical work because the current systems supporting young adults with complex needs transitioning from school to work are not meeting the rising demand. Our emerging practice was recognized and augmented by **The Community Foundation for Northern Virginia**, who presented PHILLIPS with a grant from their Innovation Fund.

Also in 2019, PHILLIPS Programs expanded our two largest schools with the addition of new playgrounds! The PHILLIPS

School ~ Laurel and PHILLIPS School ~ Annandale replaced play spaces that were over 30 years old. The students attending those campuses delight in using the new playgrounds every day. We are grateful to KaBOOM! in partnership with Marriott International, Inc. and The J. Willard and Alice S. Marriott Foundation for providing the playground at our Laurel campus.

This year PHILLIPS was the recipient of several notable grants. Thanks to a generous grant from the **Peter David Brendsel Fund for Children**, PHILLIPS Programs continues to offer a program that supports the development of literacy skills, enhanced and effective school library and reading programs, professional development for teaching and reading staff, books, and up-to-date technology for our students.

The Children's Charities Foundation and **Federal Express Foundation** awarded grants to fund our commercial kitchen and purchase equipment and uniforms at our Laurel campus and the **Children's Health and Education Fund** outfitted a new sensory room at PHILLIPS School ~ Fairfax.

These grants expand our impact and ability to provide our youth with the resources they need to thrive in the communities we serve. As you read our Annual Report for 2019, take pride in knowing that the hard work and accomplishments of our staff and youth is made possible by your financial support and deep personal commitment to the youth and families that we serve. We deeply appreciate your partnership and look forward to continuing to grow our services with your help.

With gratitude,

Mike Policicchio

Mike Policicchio
Chairperson, Board of Trustees

Piper Phillips Caswell

Piper Phillips Caswell
President & CEO

"They are teaching culinary arts, hydroponic vertical farming, and they are starting to teach strategies to create worker owned social enterprises so their students become business owners, not just employees. It is a first in class, one of a kind, innovative program."

– Eileen Ellsworth, President and CEO, The Community Foundation for Northern Virginia

Annual Donors 2018-2019

Your philanthropic investments in fiscal year 2018-2019* have made it possible for PHILLIPS Programs to continue its mission and provide its children and families every advantage to ensure they develop to achieve their greatest individual success. Thank you for your commitment and generosity to our youth.

\$20,000 and up

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Peter David Brendsel Fund for Children
The Community Foundation for Northern Virginia

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Children's Charities Foundation
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“One of the beauties of the program is there’s always someone on staff who will find a way to reach each child where they are and get the best from them.”

- Karen Nickles, PHILLIPS School ~ Laurel



Growing Futures Provides Real Life Business Experience

Through the Growing Futures program, our students grow, harvest, package and sell their produce to three local restaurants: Faddensonnen (along with Larder and Sophomore Coffee named by Bon Appétit as one of America's 50 Best New Restaurants in 2019), Orto, and Bramble Baking Company.



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**PHILLIPS fiscal year operates
September 1 - August 31.*

2019 Annual Gala Donors

Spring Forward: Savoring Success was the theme of PHILLIPS 2019 Annual Gala, which brought together more than 300 individuals from the community for a memorable evening to benefit our youth. Proceeds from the 2019 gala supported our New Horizons Fund to expand our school to work services to assist young adults transitioning from high school to employment opportunities. Thank you to all of our community partners, staff and friends who made this event a huge success!

\$20,000 and up

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Craig Heizer & Rachna Sizemore Heizer J.D.
Dave Henderson
Gregory Hendler
Trixie Herbert
Laura Heyer
Kathlene Holzhauer

“The staff really help me here with my social skills, and I really like my classes. It’s nice to come here to study and learn construction skills through building projects on the natural campus of the Freedom Center.”

- PHILLIPS Building Futures ~ Loudoun Students





Make a resolution to change the life of a child!

Join PHILLIPS *Circle of Hope* and become a monthly donor.

It's easy. It's automatic.
It's life changing.



PHILLIPS

Programs for Children and Families

Proud member of the Circle of Hope

Any amount will make a difference!

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Randolph Williams & Priscilla Knight
Ed & Marie Withrow

2019 Awards

The **Tyson's Regional Chamber of Commerce** presented PHILLIPS Programs with the prestigious **Thought Leader Award**. PHILLIPS Growing Futures was also named as a semi-finalist in the Zero Project Award of the Essl Foundation.

Zero Project shared that "These nominated practices and policies have made it through a detailed quality check and through one round of peer-reviewing from experts – with and without disabilities – from around the world." PHILLIPS Programs will present their program at this international conference in 2020.

2019 Game Changers

The PHILLIPS 2019 Annual Gala, Spring Forward: Celebrating Success would not have been possible without the support of many of our game changers. A signature piece of our annual gala are our baskets which are 100% donated. Heartfelt thanks to the staff, families, and friends who make this possible, along with the many volunteers who make the event a true success!

In-Kind Donors

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Pev's Paintball
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Philip Carter Winery
Joan Piccariello
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The State Theatre
Sharon Stenmark
Karen Steshko
Cheryl Stevens
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Tarara Winery
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Tempo Restaurant
Stacie Thompson
Total Wine & More

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Vineyard Vines
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Suzann Walzog
Aja Ward
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Washington Mystics
Catherine Watson
Chris Wheeler
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Vicki Wright
Zengo Cycle

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Papa John's, Annandale
Party Co., Annandale
Nyra Pratt
Nichole Savage
Dr. Sally A. Sibley
Starbucks, Annandale
Yard House, Springfield
Zinburger, Springfield





Family Satisfaction Survey

Percent "Very or Mostly Satisfied"

Behavioral Services	95%
Educational Services	91%
Overall progress of my child	88%
Overall quality of the program	98%
Support my child receives	93%
Support our family receives	93%

PHILLIPS Building Futures ~ Fairfax

How would you feel at seventeen having experienced nothing but failure in school? Mark was doing the best he could with what he had available to him at the moment, but diagnosed with overall developmental delays in preschool, he fell behind with every passing year.

Gifted with creativity, a talent for mechanical things and a great sense of humor, Mark struggled with writing and attention in elementary school. By middle school he experienced increased difficulties completing work and began to fall behind in all subject areas. Mark became caught up in a self-perpetuating cycle of defeat because for some, failure in school triggers a stress response which results in behaviors in the classroom. Mark responded with increased hyperactivity, impulsiveness, defiance and some aggression.

In high school he fell further behind. His reactions became more often and more intense. Multiple suspensions followed. Missed classroom time means you fall further and further behind in your academics. Mark failed ninth grade twice. At 16 he was so frustrated and had such a low self-esteem, he had resorted to rule breaking, lying, stealing and destruction of property. Finally, he was referred to PHILLIPS.

PHILLIPS provides learning environments that focus on success and that minimize the risk of failure through small classes, individualized attention that builds relationships and support, providing time and space to reinforce learning. He was placed in our Building Futures program where our youth spend part of the day on academics and part of the day constructing a new home.

Mark immediately presented a proclivity for carpentry! His first year at PHILLIPS he was very engaged in the half of the day on site building a house. He loved the construction work and was good at it. Rome wasn't built in a day, and Mark still had some work to do. He liked to joke around and passed his classes earning C's and D's. Mark attended our Extended School Year offered during the summer months and then really showed us the gem inside his second year!

Mark attained and maintained Honor Roll his second year at PHILLIPS! Imagine the look of pride on his parents faces at that assembly. Mark was beaming. He believed in himself! Mark is on track to graduate with a high school diploma in two years. We are building futures one student at a time!

PHILLIPS Family Partners Program: Offers Autism Diagnostic Assessments and School Refusal Training

Autism Diagnostic Assessments: Autism Spectrum Disorder (ASD) is a developmental disorder that affects communication, social interactions, play, and behavior. Diagnosis can be crucial in obtaining appropriate interventions and therapy. We offer the combination of the ADOS-2 and ADI-R assessments. The testing can be completed for individuals ages 18 months to adulthood.

School Refusal: School Refusal refers to a child refusing to go to school on a regular basis or remain in school throughout the day due to significant emotional distress, particularly with symptoms of anxiety and depression. Family Partners offers school refusal interventions.

“I can’t thank the school enough for saving my son!”

I am a parent of a high school student at PHILLIPS School. My child has attended PHILLIPS for 2 years. My son is diagnosed with ADHD along with other special needs. A report that we received from the hospital stated that he will need assistance for the remainder of his life. My son was resistant to PHILLIPS School at first, but after a short time he started coming home telling me with a smile on his face, how much he enjoyed school. The incentive program of the school store and point sheet helped motivate him in a positive way to show expected behaviors. I have never seen this sense of pride in my son before. I would wait until he left the room and begin thanking God with tears of joy in my heart. I was worried about him starting school, and remembering how depressing it was to receive phone calls every day from his public school placement. When my son’s first report card came home from PHILLIPS, I almost fell to the ground. He has never brought home A’s and B’s before, my eyes filled up with joyful tears. **PHILLIPS is the best thing that ever happened to my family.** My stress level has gotten so much better; my son has become a completely different young man for the better. I wish all children with special needs had access to this experience. I brag all the time to my friends and family about PHILLIPS.



I can’t thank the school enough for saving my son. They do not only help with my son’s behaviors in school, but also has helped my family with our struggles at home and in the community. My son’s counselor has been a support for both my son and myself. I have confided in her about financial challenges and lack of resources in our home and she was quickly able to help my family. I am so very grateful for all the help that I have been blessed to receive from PHILLIPS Programs.

52

year history

4

schools

4

CTE Programs

500

youth served annually

289

staff members

Financial Summary

September 1, 2018 to August 31, 2019

REVENUE: \$24,336,560

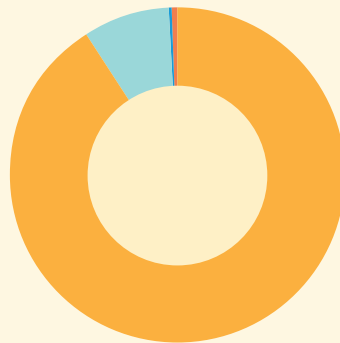
EXPENSES:

PROGRAM SERVICES
\$20,505,191 | 91.30%

INTEREST
\$5,602 | 0.02%

GENERAL
\$1,831,071 | 8.15%

FUNDRAISING
\$116,697 | 0.52%



Our Community

Demographics by Jurisdiction

266

VIRGINIA

167

MARYLAND

100

DC



PHILLIPS School ~ Annandale
PHILLIPS Building Futures ~ Fairfax
7010 Braddock Road
Annandale, VA 22003
703-941-8810

PHILLIPS Family Partners
7010 Braddock Road
Annandale, VA 22003
703-658-9054

PHILLIPS School ~ Fairfax
11230 Waples Mill Road
Suite 100
Fairfax, VA 22030
703-591-1146



PHILLIPS School ~ Laurel
8920 Whiskey Bottom Road
Laurel, MD 20723
301-470-1620

PHILLIPS Building Futures ~ Loudoun
13850A Freedom Center Lane
Leesburg, VA 20176
703-669-0740

PHILLIPS Career Partners
7010 Braddock Road
Annandale, VA 22003
703-941-8810

www.phillipsprograms.org