



A Year of Building

2021 ANNUAL REPORT

Welcome.

The best news we have to share in this Annual Report is that more than 325 students returned to our campuses in 2021 after a year of virtual instruction. They are thriving, despite the continuing challenges posed by the pandemic, because of the hard work our superstar staff does every day. Financial support for our programs is stronger than ever, thanks to the generosity of our donors. We are launching a nonprofit organization that will give adults new opportunities to overcome barriers to employment. Please take a few minutes to review the highlights from a year of building a better future for our youth.

Piper Phillips Caswell
President and CEO

Joseph Burke
Chairperson, Board of Trustees

Education Programs

We welcome a diverse group of students from Northern Virginia, Maryland and Washington, DC.

PHILLIPS School ~ Annandale

PHILLIPS School ~ Laurel

PHILLIPS School ~ Fairfax

PHILLIPS Building Futures ~ Loudoun

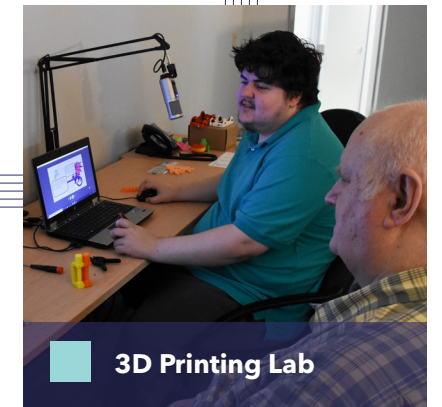
PHILLIPS Building Futures ~ Fairfax



New home groundbreaking, November



Culinary Arts grows



3D Printing Lab

learn more about our schools



"The staff welcomed me and my daughter with open arms. The teachers and staff are excellent. This school is wonderful."

~ Family Satisfaction Survey Respondent

Career Partners

Career and Technical Education programs provide paths to success after graduation.

- Building Futures**
- Growing Futures**
- Designing Futures**

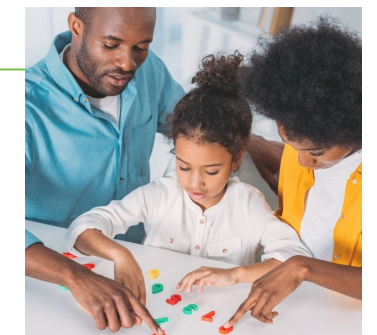


Student built home sold, July

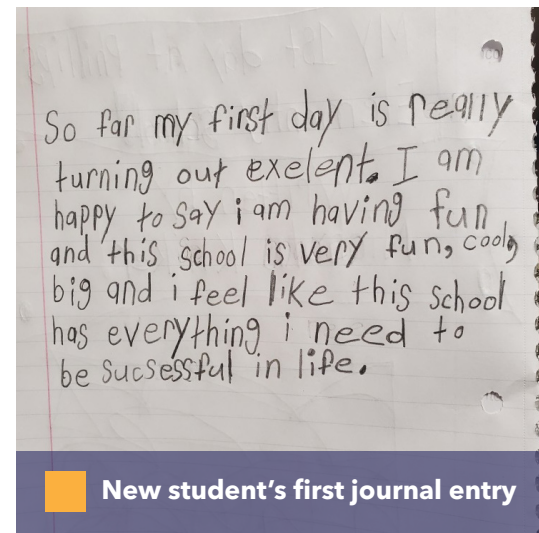
Family Partners

Home and community-based counseling, therapy and education. Services Include:

- Parent-Child Interaction Therapy**
- School Avoidance Therapy**
- Comprehensive Autism Testing**
- Family Mentor Program**



Davontae with PHILLIPS Programs CEO, Piper Phillips



New student's first journal entry



Hear more from Davontae

"If it wasn't for you all, I wouldn't even be here today. PHILLIPS is like my second home."

~ Davontae Connor, Virginia State University Senior & PHILLIPS Graduate



Companies Built Differently

We founded SpringForward™ to incubate social enterprises built around the unique abilities and needs of employees. This new nonprofit organization will use our EVERY Employee™ framework to create high-quality jobs that offer fair pay, an ownership stake and a voice in business decisions. This workforce innovation is based on the approach we've used successfully with students in our schools for more than 50 years: Meet each person where they are and tailor solutions for the individual. Instead of trying to change an existing business operation through various accommodations, we will put our employees at the center of the organizations we build from the beginning.



“They truly care about each student’s well-being and success, especially post-PHILLIPS.”
 ~ Family Satisfaction Survey Respondent

Thank You!

Annual Campaign

\$78,171

56% increase from 2020 Annual Campaign
 25% of supporters were **first-time donors**

Fund for Tomorrow’s World

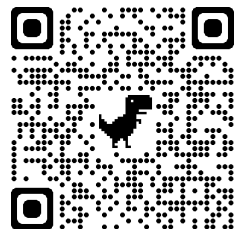
\$2 million

Capital Campaign to support SpringForward and PHILLIPS Programs.

Founding Donors:

Peter David Brendsel Fund
 Dr. Sally A. Sibley

Contact Piper Phillips to learn more:
piper.phillips@phillipsprograms.org

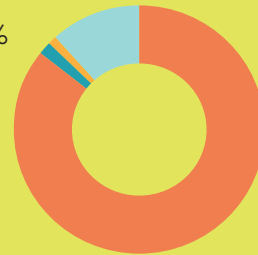


view all of our 2021 donors

Financials

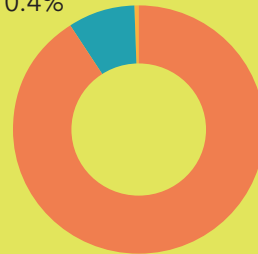
Revenue

- Program Fees 85.8%
- Investments 1.5%
- Fundraising 1.3%
- Other 11.4%



Expenses

- Program Services 91%
- General 8.6%
- Fundraising 0.4%



“My son has better coping strategies that he didn’t previously have, and he has a whole team focused on his individualized needs.”

~ Family Satisfaction Survey Respondent

Program Staff

- Piper Phillips Caswell, President and CEO
- Trixie Herbert, Chief Operating Officer
- Marbeth Ingle Levy, Chief People Officer
- Lindsay Harris, Director of Career Partners
- Carrie Clark, Director of Family Partners
- Rose Ann Renteria, Director of Research & Evaluation
- Jennifer King, Director PHILLIPS School ~ Annandale
- Renee Flowers, Director PHILLIPS School ~ Laurel
- Alteasha Ervin, Director PHILLIPS School ~ Fairfax

Board of Trustees

- Joseph Burke, Chairperson
- Dan Irvine, Vice Chairperson
- Scott Heimberg, Secretary
- Elena P. James, Treasurer
- Mary Ajetunmobi
- Dwayne Cherry
- Michael Condro
- Carol Weld King
- Erik Linn
- Stephen J. Masten
- George Napier
- Melissa Panagides-Busch
- Mike Policicchio
- Anne Slonim Rafal, Ph.D., LCSW



Podcast coming in 2022!



phillipsprograms.org **703-941-8810**

7010 Braddock Rd., Annandale, VA 22003
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“Our society should be judged by its concern for the quality of life for all its members without exception.”

~ E. Lakin Phillips, Founder