


Changing one life is like changing the whole world for that person.

At PHILLIPS, we meet children where they are and we never lose sight of where they are going. We see the potential in every child and youth. Our schools and services create individualized programs to nurture their talents. Knowing how difficult it can be for the youth we serve to make the transition from school to the world of work, we are doing more than ever to provide opportunities for meaningful employment.

In the past year, we have strengthened our Career and Technical Education (CTE) programs and launched SpringForward Ventures, a new nonprofit that is creating high-quality jobs for young adults who face barriers to employment.

These life-changing opportunities are the result of the dedication of our talented staff and the generosity of our supporters. We are proud to share with you this report highlighting our many accomplishments from 2022 and are excited about what's to come in 2023. We are changing one life at a time.


Piper Phillips Caswell
President and CEO


Dan Irvine
Chairperson, Board of Trustees

Number of students enrolled in CTE programs during current school year

19

Construction Trades

21

Urban Agriculture

29

Culinary Arts

54

3D Design & IT



TALENT IS EVERYWHERE; OPPORTUNITY IS NOT

We founded SpringForward Ventures to create high-quality jobs for individuals with emotional or behavioral health needs who face barriers to employment. The nonprofit was established by PHILLIPS Programs knowing that most of our graduates need a new type of workplace in order to thrive. The companies SpringForward Ventures incubate will be built on our innovative, human-centered EVERY Employee™ framework. To go beyond job creation, SpringForward also generates personal and community wealth by providing a pathway to employee ownership for a population that is often kept in poverty by design.

“This is a game-changer!”

- accolade from a workforce development nonprofit

The IRS approved our 501(c)(3) status as a tax-exempt charitable organization in August 2022. Since then, SpringForward has raised \$2.5 million and is seeking an additional \$2.5 million for our first two social enterprises: SpringForward Farms, a self-sustaining hydroponic growing facility in Baltimore; and SpringForward Feeds, a meal service company that will operate out of the commercial kitchen at PHILLIPS School ~ Annandale.

Support for SpringForward Farms includes a \$250,000 USDA Urban Agriculture and Innovative Production Grant to be used for construction of a four-bay high-tech greenhouse that will provide future-focused career

opportunities in in urban agriculture.

We also are working with Johns Hopkins University's Bloomberg School of Public Health, which developed the Baltimore Urban Food Distribution (BUD) app to connect local farmers with corner stores in the city. The first test of this partnership was a big success with three stores in East Baltimore receiving regular deliveries of leafy greens grown by SpringForward and we look forward to expanding to more stores.

Another important partnership is moving us closer to the opening of SpringForward Feeds. We teamed up with Brigaid, an organization founded by Dan Giusti, the former head chef at Noma in Copenhagen, which was hailed as “the best restaurant in the world.” Together, we brought in acclaimed chef Ben Pflaumer who is scaling our meal production business. In addition to supporting professional development for Culinary Arts students and staff, he is giving our school meals a delicious, nutritious makeover, which reduces food waste and fights diet-related illnesses.



Learn more about SpringForward

Thank You to All Our Supporters!

SPRING GALA

About 250 supporters gathered at the Hilton McLean Tysons Corner in April for our first in-person Gala in three years, raising \$250,000 to continue our work creating opportunities for youth to pursue their dreams in tomorrow's world.

ANNUAL CAMPAIGN

The campaign was the most successful in our history, raising \$79,000!

CAPITAL CAMPAIGN

We are more than halfway to goal of \$5 million for The Fund for Tomorrow's World, supporting major projects for PHILLIPS Programs and SpringForward Ventures.



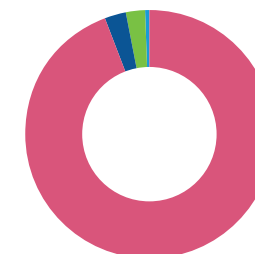
View a full list of donors on our website.



We are proud to have earned the 2022 Platinum Seal of Transparency, the highest rating from Candid, which compiles information about U.S. nonprofits.

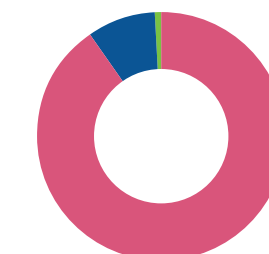
REVENUE

- Program Fees 94.4%
- Investments 2.6%
- Fundraising 2.6%
- Other 0.4%



EXPENSES

- Program Services 90.5%
- General 8.9%
- Fundraising 0.7%



Family Partners

KEEPING FAMILIES TOGETHER

PHILLIPS Family Partners served 66 families in Virginia during the 2021-2022 school year. We also welcomed Karin Kelley as the new director of the program.

Family Partners helps families stay together and grow together by delivering home- and community-based counseling, behavior intervention, and parent education. Our expert team of mental health professionals, Board Certified Behavior Analysts, and behavior technicians provides comprehensive behavior and mental health services for struggling families. This includes intensive home-based counseling, school avoidance interventions, Parent-Child Interaction Therapy (PCIT) for young children experiencing behavioral difficulties, and Strong Families parenting classes conducted in collaboration with Arlington County. We are pleased to have resumed Applied Behavioral Analysis (ABA) services in Northern Virginia to help children manage challenging behaviors and build needed skills.

Family Partners raised more than \$100,000 in 2022 with grants from The Morris & Gwendolyn Cafritz Foundation, Crescent Cities Charities, and the American Rescue Plan Act.

“As a parent of a child with complex special needs and challenges PHILLIPS has been a Godsend.”

- Family Partners client

Earn and Learn Fellowships

DIGITAL DESIGN AND TECHNOLOGY

We are proud to have received support from Autism Speaks for our new Earn and Learn Fellowships in Digital Design and Technology.

These paid fellowships are designed to help young adults with neurodiversity gain the experience and build the skills they need to pursue their career dreams.

Autism Speaks provided funding for seven-week summer fellowships for three young men at our Innovation/Opportunity Lab in Fairfax.

The program provided group and one-on-one lessons and learning opportunities for fellows to develop technical skills in information technology and 3D design and printing. It also focused on development of social skills and good work habits. All three fellows gained technical and soft skills, increased self-confidence, and made meaningful social connections among peers and with program staff.

Promoting Children’s Mental Health

OUR STUDENT ARTISTS ARE WINNERS!

This work of art by a group of students at PHILLIPS School ~ Laurel won first place in the 2022 poster contest for Children’s Mental Health Matters! Awareness Week. The poster, titled Freedom Through Expression, is about coping mechanisms and creative outlets. It was distributed to schools across Maryland in May. Another Laurel student won second place in the annual contest organized by the Maryland Coalition of Families and the Mental Health Association of Maryland.



Learn more about Family Partners



“If you want to change the world, this is where you should work.”

- Alteasha Ervin, Program Director, PHILLIPS School ~ Fairfax

2021-2022 School Year

338

Students served in VA, MD and DC



- PHILLIPS School ~ Annandale
- PHILLIPS School ~ Fairfax
- PHILLIPS School ~ Laurel
- PHILLIPS Building Futures ~ Fairfax
- PHILLIPS Building Futures ~ Loudoun

Read all about our schools.

A Lifetime of Service

PETER K. SCHAFER

Peter has retired after 53 years with PHILLIPS. He started with us right after graduating from high school, when we were called the School for Contemporary Education, and has been an unwavering advocate, problem solver, and supporter of all PHILLIPS does. Thousands of students and their families, along with generations of staff members, have benefited from his presence during the past 53 years. We are deeply grateful for Peter’s extraordinary dedication and commitment to PHILLIPS.



“It was a fabulous experience for him to see what it

might be like in a more adult work environment. It’s wonderful and we cannot say enough good things about the staff.”

- Earn and Learn parent



Learn more about working here!

PROGRAM STAFF

- Piper Phillips Caswell, MS, *President & CEO*
- Trixie Herbert, *Chief Operating Officer*
- Lindsay Harris, Ed.S., *Program Director, PHILLIPS Career Partners*
- Karin Kelley, MA, *Program Director, PHILLIPS Family Partners*
- Marbeth Ingle Levy, MS, SHRM-SCP, *Chief People Officer*
- Rose Ann M. Renteria, Ph.D., *Director of Research and Evaluation*
- Renee Flowers, MA, *Program Director, PHILLIPS School ~ Laurel*
- Alteasha Ervin, MA, *Program Director, PHILLIPS School ~ Fairfax*
- Stacie Thompson, M.ED., *Interim Program Director, PHILLIPS School ~ Annandale*

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A 501(c)3 nonprofit organization EIN: 54-0833311

“Our society should be judged by its concern for the quality of life for all its members without exception.”
~ E. Lakin Phillips, Founder

