



2021 ANNUAL REPORT

FROM OUR LEADERSHIP

Dear Friends,

We have accomplished so much together this past fiscal year, and we are moving with cautious optimism through the peak of the pandemic. We provide excellence in our mission, delivering inclusive care and services to our clients with chronic special needs through the combined efforts of our community partners, team members, leadership, and people like you.

Throughout the peak of the pandemic, we maintained health and safety standards over and above CDC guidelines. As a result, no child or family in our care contracted COVID-19 on our campus.

In March 2020, we formed an internal COVID-19 Taskforce and assessed every aspect of agency operations from classroom closures to providing virtual case management and supportive services. We found solutions to stay operational with existing clients and serve new clients and diverse populations without compromising quality care or safety. Refugees, homeless families, trafficked or abused individuals all received services to keep them safe, empowering them to thrive. The COVID-19 taskforce stayed active in 2021, and as challenges arose, pivoted as needed. Our children served during the last fiscal year have thrived through the seamless continuation of all our Bryan's House programs.

In August 2020, we established the Beyond Breaking Barriers Pilot Program (Voz Alta) for women who have graduated from our programs, allowing them to work with a diverse group of women business leaders in North Texas who also have family members or children with special needs. The group empowers our former women clients to utilize fresh strategies and support each other through shared experiences, group discussions, and coaching, all to enhance their lives beyond Bryan's House.

We focused on equity and inclusion more than ever before, and grew our Board from fifteen to twenty-one members. Then we put them to work – which they have done tirelessly during challenging times. In June 2021, we celebrated Steven Upchurch, retiring Board Chair, thanking him for his dedication and service to the agency during a thriving growth period. We welcomed Nicole Blythe as the next Chair.

As announced at our Pathways to Inclusion Luncheon in September 2021, tragically, we lost two children this past year – both to their health conditions. Little Kash is featured on our 2021 Annual Report cover as we honor his memory.

Despite the turmoil of the times, we have continued to innovate, working with children with distinct, rare diagnoses such as Kabuki Syndrome and Wilms' tumors. In the past six years, we have served children with one hundred and forty-two different diagnoses from birth to age twenty one. We also serve many families who have multiple children with multiple diagnoses. We are expert at catching those who might otherwise fall into gaps in service.

In addition, this fiscal year we have:

- Balanced the budget, ending the fiscal year with a surplus.
- Maintained our National Association for the Education of Young Children (NAEYC) Accreditation.
- Welcomed a new group of UT Dallas Therapy interns back to campus each semester.
- Implemented Cap60 - a new data tracking system.
- Partnered with the Center for Non Profit Management and the Rees Jones Foundation to build our capacity through the CNM-part data collection and management initiative.
- Worked with Child Protective Services (CPS) to help displaced children during COVID and worked closely with foster care agencies.
- Through grant partners, in FY21 we provided over \$170,000 to client families impacted by HIV/AIDS and special medical and case management needs for rental assistance to negate eviction and prevent homelessness.

Where do we go from here? Strategic Planning is underway, and we are excited about the future as we stand solidly on a strong foundation. Join us as we continue our work and thank you for your authentic and dedicated support.



NICOLE BLYTHE
Board Chair



STEVEN UPCHURCH
Immediate Past Board Chair



ABIGAIL ERICKSON-TORRES
Chief Executive Officer

IMPACT IN NORTH TEXAS

JULY 1, 2020 – JUNE 30, 2021



ALL THIS DURING A PANDEMIC:

26,355

HOURS OF
CHILD DEVELOPMENT



12,167

HOURS OF
CASE MANAGEMENT



1,236

ONSITE
THERAPY
SESSIONS



LEVERAGED
SUPPORT
RIPPLE AFFECT



HELPED FAMILIES FIND

\$140,859

IN SCHOLARSHIPS
AND FUNDING
OUTSIDE OUR AGENCY

10,068

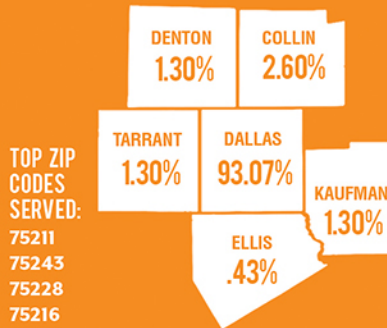
MEALS/SNACKS



AREAS SERVED

82 ZIP CODES 6 COUNTIES

FAMILIES BY COUNTY:



\$8,768

UTILITIES
ASSISTANCE



\$19,309⁶⁶

AVERAGE ANNUAL
FAMILY INCOME



\$163,905

COVID
EMERGENCY
FUNDING
ASSISTANCE

(HOMELESSNESS
PREVENTION)

FAMILY SUPPORTIVE
SERVICES



450*

VOLUNTEER HOURS



\$3,337

BASIC NEED
SPECIAL PROJECTS



3.17

AVERAGE FAMILY
SIZE



* Volunteer Opportunities were limited due to the COVID-19 Pandemic. Onsite volunteering will reopen in March 2022.

SOURCES AND USES OF INCOME

FINANCIAL SUMMARY: JULY 1, 2020 – JUNE 30, 2021

AUDITED
BY:



Bryan's House is committed to the highest standards of stewardship of the resources and the trust of its donors. We have also exponentially expanded our funding efforts to meet Fiscal 2022 goals.

REVENUES

COMMUNITY CONTRIBUTIONS	\$1,302,957
GOVERNMENT GRANTS & CONTRACTS	\$595,349
PROGRAM INCOME/OTHER	\$16,561
TOTAL	\$1,914,867



68%	COMMUNITY CONTRIBUTIONS
31%	GOV'T GRANTS & CONTRACTS
1%	PROGRAM INCOME/OTHER

EXPENSES

PROGRAM	\$1,340,026
ADMINISTRATIVE	\$422,339
TOTAL	\$1,762,365



76%	PROGRAM
24%	ADMINISTRATIVE

ACCREDITATIONS:



CHILDREN'S DIAGNOSES SERVED

GENETIC DISORDERS

- Down's Syndrome
- DiGeorge Syndrome
- Cystic Fibrosis
- Pitt Hopkins Syndrome
- Chromosome 14 and 17 translocation
- Kabuki Syndrome (rare multi system disorder)
- Hereditary spherocytosis (rare blood condition)
- Hirschsprung's Disease
- Sickle Cell Disease
- Dravet Syndrome-intractable epilepsy

CANCER

- Leukemia
- Wilms tumors (kidney tumors)
- Ganglioneuroblastoma

CARDIAC DISORDERS

- Truncus arteriosus
- Patent ductus arteriosus (rare heart condition)
- Hypoplastic right heart syndrome

NEUROLOGICAL DISORDERS

- Hydrocephalus
- Microcephaly quadriplegia
- Autism spectrum
- Cerebral palsy
- Brain/cerebral atrophy
- Focal neurological deficits
- Dyslexia
- Epilepsy
- Hypotonia
- Learning disabilities
- Tuberculosis sclerosis
- Static encephalopathy
- Rett's Syndrome
- Shaken baby syndrome
- Spinal bifida
- Swallowing disorders

RESPIRATORY/ENT DISORDERS

- Feeding needs/G-tube
- Trach ventilator dependent
- Chronic lung disease
- Adenotonsillar hypertrophy

MENTAL HEALTH

- Failure to thrive
- Depression
- Anxiety disorders
- Suicidal tendencies
- Oppositional defiant disorder
- Post traumatic stress disorder
- Selective mutism
- Attention deficit hyperactivity disorder
- Bipolar depression

MUSCULAR/SKELETAL DISORDERS

- Idiopathy scoliosis
- Abnormal gait
- Plagiocephaly (skull deformation)
- Arthrogryposis (congenital joint contracture)
- Congenital limb malformation
- Osteogenesis imperfecta (brittle bones)
- Bilateral club feet
- Cleft lip and cleft palate

BLOOD DISORDERS

- Thrombocytopenia
- HIV/AIDS impacted

HEARING/VISION DISORDERS

- Deafness/profound hearing loss
- Myopic degeneration
- Bilateral cloudy cornea

RENAL/KIDNEY DISORDERS

- Diabetes insipidus
- Hypertension/bilateral hypoplastic kidneys

BOARD OF DIRECTORS

CLASS OF 21-24



ADVISORY BOARD

First Lady Laura Bush
Tom Caldwell
David Calhoun
Ralph Cousins
Ryan Friend
Dr. David Genecov
Dr. Lisa Genecov
Pam Gerber

Louise Griffeth
Nancy Halbreich
Linda Hall
Mike Harper
Thomas Haskins, Jr.
Stefanie Held
Lance Leslie
Sarah Losinger

John McFarland
Stuart Newsome
Cyndy Monie
Nancy Perot Mulford
Rust E. Reid
Nancy Roe
Ken Sheffield
Mary Ann Siller

STAFF PROFILE:

DEBRA RODRIGUEZ, U.S. ARMY VETERAN

We are so blessed to have Army veteran (SPC logistics) Debra Rodriguez as the Front Office Coordinator on the Bryan's House team.

Debra brings a unique skillset and viewpoint to the agency, and the compassion she shows on campus every day is truly special.

We serve veteran families, police, and other first responders with special needs children in our programs. We appreciate and honor their sacrifice.



REFLECTIONS

SUZANNE MASSEY

VICE PRESIDENT, SANTANDER CONSUMER USA FOUNDATION

The Santander Consumer USA Foundation is so pleased to be able to support Bryan's House and help serve families with special needs. Providing children with case management and medically supported care did not end or diminish during the challenges of the pandemic. The team's remote work was even more essential to serve families. This dedicated and entrusted care is the reason the Foundation supported Bryan's House with a grant representing our Physical Mobility pillar to provide early intervention assessments and evaluations for physical and occupational therapy to children.

We are all fortunate they have strong leadership and a committed team driving the effort to serve children and families. This commitment has inspired our own employees to volunteer for holiday events and provide financial education sessions for families. We truly celebrate and support Bryan's House and the team's tender care and effectiveness with children in need.



BECAUSE WE INTERVENED EARLY...



100%

of families (whose goal was to advance their education) furthered their education

100%

of families found a "medical home" for their children

99%

of families established permanent homes

92%

of families accomplished at least 80% of their self-sufficiency goals

99%

of families graduated our care with a job and steady income

92%

of families stabilized their domestic situation and are thriving

98%

of families received medical devices needed to provide mobility in their home, vehicle, or classroom

75%

of families learned how to create and manage a home budget

50%

of families learned how to save with a Case Manager (challenging during a pandemic)

75%

of families learned to plan and shop wisely

98%

of families were accompanied (in-person or remotely) by staff to advocate for medical, legal, employment or other services



STUDENTS RECEIVING THERAPIES ONSITE

Children may have multiple diagnoses and therapy services delivered daily.

SPEECH THERAPY:	45.83%
OCCUPATIONAL THERAPY:	31.25%
PHYSICAL THERAPY:	14.58%
VISION THERAPY:	2.08%
APPLIED BEHAVIOR ANALYSIS:	2.08%

BRYAN'S HOUSE CONTINUUM OF CARE



SAMIR'S SUCCESS STORY

PANDEMIC CHALLENGING, HOPE NOT LOST

Just like every other loving parent, I HOPE to see my son Samir progressing and beating all odds in this life, despite the appearance of uncertainty.

Samir was born with a myriad of brain defects, a heart murmur, food allergies, Torticollis, and Plagiocephaly. He was hospitalized often and I never got to see him meet any of those fabulous infant milestones. He's a fighter, and every time a doctor would say "If he doesn't do X,Y or Z by tomorrow, we'll have to do _____" ...Samir would do X, Y and Z, cancelling the doctors' doubts!

Samir's father lives overseas and he expected us to join him, but due to Samir's medical needs, I didn't feel that would be best...so it's been just the two of us for the past 4.5 years.

We were blessed to find Ms. Mary—an elderly lady who lovingly watched him while I traveled for work as a flight attendant. With my career, I was home 21 days a month to juggle all of Samir's therapies, doctor and specialist visits. At this time, he was mostly just scooting around on his back and trying to sit upright. He also began pulling himself up on things and taking supported steps. Things were looking up for us. I was gaining seniority and pay increases at work, Samir was impressing EVERYONE with his drive and progress, and then BOOM - the pandemic hit.

Ms. Mary, who was high risk for the virus, didn't feel safe keeping Samir anymore, and I didn't feel safe sending Samir to school with typically developing children, as he too was 'high risk' and they didn't have proper safety precautions. I was forced to leave my dream career after nearly a decade to stay home with my kiddo.

Samir quickly regressed. He was no longer sitting up, pulling up, or taking any steps. I knew this was due to "virtual" vs. "in-person" therapy, no socialization with children at school, and my own disappointed exhaustion.

I adopted a mini poodle for mental stimulation (we named him "Kodi" which means "Helper" in Hebrew). I started my own virtual Mary Kay business, and actively sought in-person therapy.



One day his speech therapist asked if I'd ever heard of Bryan's House, because her patient was a student there, and his parents raved about it. "They even have summer programs!" she told me.

I immediately called Bryan's House and connected with Natasha who kindly answered my questions and put Samir on the waiting list. 'Waiting list?!' I thought...not another waiting list. We've been added to many waiting lists because Samir doesn't have an "official" diagnosis and most programs for children with special needs require that...but luckily not at Bryan's House. I knew it could take up to a year to get Samir a spot, so I prayed for a miracle...and MIRACULOUSLY Natasha called me back that same week with an opening, telling me that Samir could start the fall semester!

Since starting school at Bryan's House, Samir has become much more aware of his surroundings; he is almost walking on his own (just needs a hand for confidence); he's pulling up on furniture again, pointing, and non-verbally communicating more than ever!

The biggest change I've seen in Samir, however, is that for the first time ever, he's showing love and affection to others besides just his Mama! He's giving hugs to the teachers and staff (he even tries to give them kisses)!

Above all else, Samir's love and adoration for his Bryan's House family tells me that he feels loved and at-home there.

Bryan's House is more than I HOPED for, and gives me the ASSURANCE that all will be well with Samir.

Thank you.
—Keaira

GOING BEYOND

In the middle of a pandemic, a group of community volunteers and (now) Board Members rallied with Bryan's House CEO Abigail Erickson-Torres to do more for women who have children with special needs that graduated from their programs who may need more 1-1 mentoring and self-care access through the group's core pillars: **camaraderie, conversation and personal connection.**

Abigail created Beyond Breaking Barriers (Voz-Alta) with volunteer lead Belinda Rodriguez and other women executives from around the country: Lola Olley, Paula Feinberg, Laura Ramirez, Mercedes Owens and Monique Von Hummel.

Around \$17,500 in grants for this project was provided by the Raymond James Charitable Grant Initiative, H100 Latina Giving Circle of the Texas Women's Foundation, Viaduro Wealth and Philanthropic Strategies, and Belinda Rodriguez, a current Board member and retired AT&T Executive.

Clients work with a diverse group of women business leaders who have family members or children with special needs



STEWART PARTNERS
GLOBAL ADVISORY



RAYMOND JAMES *Charitable*



LEARN MORE AT

bryanshouse.org/beyondbreakingbarriers



AMBASSADOR:

MARY KING MOORE



"It's an honor to be part of Bryan's House and serve as an ambassador helping to promote the organization. I love the quote from Martin Luther King, Jr. **"Life's most pertinent and urgent question is, what are you doing for others?"** When Abi approached me to serve I knew it was the nudge I needed to do my part to help raise awareness on volunteerism. As a mom of a teenager with a learning difference, the Bryan's House mission to serve at-risk children with special needs really spoke to me. Layered with the inclusive culture the organization provides, it's been such a fun and rewarding year. I encourage anyone who wants to volunteer to join Bryan's House. There are so many exciting opportunities to help the children and their families by partnering with the amazing staff and meeting new friends."

“

Bryan's House has been a tremendous beacon of hope and support to our most vulnerable families in North Texas, especially during these uncertain times. We are thankful for all of those who continue to show up and support this wonderful organization.

—**SARAH LAMB**

Board Member

Development Committee Chair



THANK YOU

FOR YOUR BOARD SERVICE

RYAN FRIEND

President, Liberty Capital Bank

and

DEBRA VILLARREAL

Partner, Holland & Knight



STEVEN UPCHURCH

Managing Director,
Hospitality Practice Leader,
Gensler



DONOR PROFILE: CRAIG LASHLEY

My family set off on a new adventure when we moved from Wisconsin to Texas in 2014. Leaving a support network can be difficult - especially when you're starting a new business. After a few years of getting settled—our business, Valiant Residential, took hold and I had a deep desire to give back to our community and leverage our resources.

In 2017, our group began working with Bryan's House and I genuinely admire the passion of everyone I've worked with as a volunteer. The people serving at Bryan's House are special and I knew if I could fully support their mission, we could really change lives. It has been a simply awesome experience to see the impact and progress the teams have made over the last couple of years. My family is very excited to be involved, and for me personally as a board member to help expand the growth and future of Bryan's House.

BOARD MEMBER PROFILE:

DAVID WAGNER



David Wagner's love of service extends past his work on the Board of Directors as Chair of the Finance Committee. As a global leader working with The Michaels Companies, and formerly with Walmart and 7-Eleven, David's family also participates in mission trips to Costa Rica to build homes for those in need. David is also a Bryan's House Men's Brigade leader who advocates for our families, encouraging men in the community to join him to volunteer, connect, and give back.

We are pleased to announce that Adrienne and David Wagner are the 2022 Chairs of our 5th Annual Luncheon. The theme of the luncheon is early intervention, and for the first time will feature a morning panel; the topic is Disability Inclusion. The luncheon program next year is new. Parents will share stories, we will honor our awardees for 2022 and a main speaker will engage us all.

PLEASE SAVE THE DATE: SEPTEMBER 21, 2022.



INCLUSION

"I am passionate to serve people from every walk of life with diverse needs using technology. Bryan's House is leading the way in innovation to educate the community about what is out there, asking companies and leaders to lean in. Together, we have the power to truly impact the lives of people with disabilities for the future."

—TRACY PICON

Health Industry Advisor and National Lead for Accessibility,
Health & Life Sciences, Microsoft

FALL LUNCHEON 2020-21



Awardees Peggy Dear, Sarah Losinger, Dr. Garcia, Lynn Fisher



Founder Stefanie Held, Alyson Doherty "Ally Pally" Playground Patron (red)



Fashion designer, Men's Brigade volunteer Brock Wright



"PATHWAYS TO INCLUSION" PANELISTS (LEFT TO RIGHT)

Gerry Mecca with Datascan; Richard Margolin with Robokind; Kelly Burton with AT&T; Laura Ramirez with Invitation Homes; Tracy Picon with Microsoft; Hiren Shukla with EY; John McGill with MENSA International.

SCAN THE CODE TO
WATCH THE 2021
PANEL DISCUSSION



WOMEN VOLUNTEERS SHINE



2020-2021: J-Connect Series, Committees, Interns, Hands On Helpers, Strategists, Guest Speakers, Ambassadors.



JUBILEE SOCIETY
of
BRYAN'S HOUSE



**To fulfill the mission of Bryan's House,
we live these life-affirming core values:**

COMPASSION: Respect, Inclusivity, Collaboration

TRUST: Authenticity, Equality, Integrity, Transparency, Accountability

EXCELLENCE: Quality, Dignity, Expertise, Responsiveness

OPTIMISM: Positivity, Tenacity, Visionary

THANK YOU DONORS

Karen and Mike Ablon
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Abi Adeyeye
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Claudia and Martin Goodman
Murray Gordon
Emily M. Gossett
Rebecca Gray

“

I loved my time serving the families at Bryan's House. In addition, every year my family would provide a TV for the staff holiday party raffle. The joy when the winner's name was pulled! Priceless. I don't think we'll stop doing that anytime soon.

—JAMES ERWIN

Board service 2017 to 2020



THANK YOU DONORS

Greater Therapy Centers
Greenlight Credentials
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at Texas Women's Foundation
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Dipu Mukherjee helped raise funds for programs at the Grand Ice Show at the Dallas Galleria in December, and is passionate to give back.

THANK YOU DONORS

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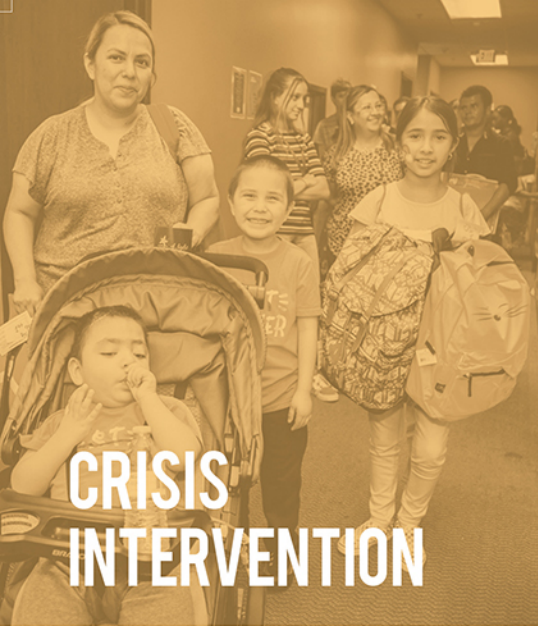
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