

2025 ANNUAL REPORT

**WORKING HAND IN HAND FOR
NORTHERN VIRGINIA'S
*FUTURE***



nvfs

Northern Virginia
Family Services

A LETTER FROM OUR PRESIDENT & CEO

NORTHERN VIRGINIA FAMILY SERVICES

This past year has been one of both growth and reflection for Northern Virginia Family Services. Building on our 101-year legacy, we have continued to evolve—expanding our reach, deepening our impact, and strengthening the network of partners who make this work possible.

Our merger with SCAN of Northern Virginia marked a milestone in that evolution. By bringing SCAN's prevention, parent education, and advocacy work into the NVFS family, we continue to ensure that more children and families have access to a continuum of care—from early intervention and family support to long-term stability and opportunity. Together, we are building on shared values and a shared vision: a community where every child is safe, nurtured, and thriving.

Over the past year, we have seen tremendous need across our region—and we have also seen extraordinary generosity and collaboration. From our public and private partners to local businesses, faith communities, and volunteers, we have witnessed the power of coming together to meet challenges head-on. These partnerships have fueled our innovation, sustained our programs, and reminded us that lasting change happens when communities work as one.

Even as we navigate a landscape of rising costs and complex family needs, NVFS continues to meet the moment. Our staff – more than 350 strong – show up every day with compassion, professionalism, and creativity. Our partners walk alongside us, helping families access the building blocks of health, housing, education, and employment. And our donors invest in this work, knowing that every contribution extends far beyond a single service—it strengthens the very fabric of Northern Virginia.

As we look ahead, NVFS remains grounded in the belief that partnership is essential to our mission. Together, we can continue to transform lives, strengthen families, and create communities where everyone has the opportunity to thrive.

Thank you for being part of this journey and for standing with us in service, compassion, and hope.



A stylized, handwritten signature of Stephanie Berkowitz in blue ink.

STEPHANIE BERKOWITZ

ABOUT NVFS

STRENGTHENING FAMILIES SINCE 1924

For more than a century, Northern Virginia Family Services (NVFS) has worked alongside individuals and families to build on their strengths, overcome challenges, and create pathways to stability and success.

As the region grows and needs become more complex, partnership has never been more essential. Our impact is only possible through the collective efforts of donors, volunteers, community partners, and advocates who share our belief that every Northern Virginian deserves the chance to build a brighter future.

TOGETHER, WE ARE CREATING LASTING CHANGE—ONE FAMILY, ONE PARTNERSHIP, AND ONE COMMUNITY AT A TIME.

Our mission is to work alongside individuals and families to build on strengths, address obstacles and challenges, and create pathways that uplift lives and cultivate community cooperation. **Our vision** is a community where every person has equitable access to the resources, support, and opportunities needed to thrive—now and for generations to come.

With an annual budget of \$44.6 million, NVFS delivers a broad continuum of services across the region, **supporting more than 40,000 neighbors** through programs that ensure access to food, safe and stable housing, health care, early childhood education, workforce development, and mental health support.

This work is powered by an extraordinary community of service. Last year, **more than 2,700 volunteers contributed over 33,000 hours** to help strengthen families, stabilize communities, and advance our mission.

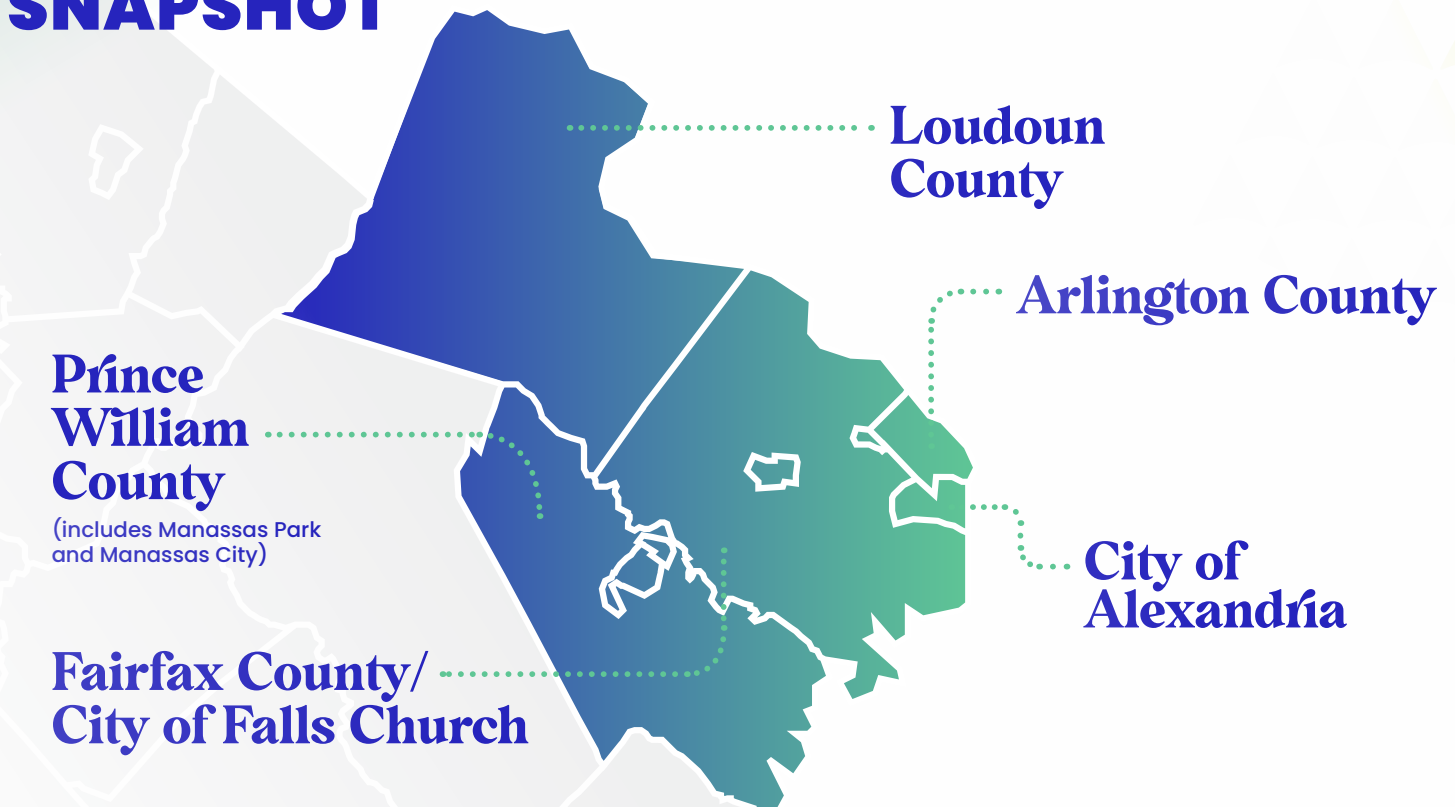
Because of you, NVFS continues to meet the moment—providing essential support today while building a stronger Northern Virginia for tomorrow.

WHAT WE DO

NVFS' breadth, depth, and scope of service ensures that everyone in need, at every stage of life, has the resources and support they need to thrive. With support from partners like you, we meet our local communities' needs with an array of evidence-based, high-quality services designed to deal with the current problems of today.



GEOGRAPHIC SNAPSHOT



...Plus other communities in Virginia, Maryland & DC.

FINDING STABILITY, CONFIDENCE, AND A NEW CAREER PATH: **KARLA'S JOURNEY** THROUGH TRAINING FUTURES

When Karla first learned about NVFS' Training Futures program, she was juggling multiple part-time jobs, caring for her four children, and searching for a way forward.

"I'm a single mother of four," she shared. "I worked so hard but still couldn't provide the life I wanted for my children. I knew I needed to find a new path."

Originally from Bolivia, Karla came to the United States more than 20 years ago, finished high school here, and later dedicated herself to caring for her family. But when her marriage ended, she found herself rebuilding her life after surviving domestic violence.



BUILDING SKILLS—AND BELIEF IN HERSELF

From the first day, Karla knew she had found something special. Training Futures helped her strengthen her English, learn professional communication, and build computer and business skills. But the biggest transformation was internal.

"The most important thing I learned was to believe in myself. I realized I am capable and intelligent. I just needed the chance."

Training Futures also offered space for vulnerability and community. Karla remembers one powerful moment when she shared a deeply personal childhood story during a class presentation.

"I cried while I told it. But that day changed everything. We didn't just see each other as classmates anymore—we became friends. We supported each other."

*"I was alone here.
I needed stability—
for me, and for
[my children]."*

Though she worked as a hairdresser and assistant cosmetology instructor, steady work was hard to find. Karla began searching for training programs and discovered Training Futures through a local women's center.

"I was excited, but I was also shy and scared," she admitted. "My English wasn't strong and I didn't have office experience. I didn't even know how to turn on a computer—I was afraid I might break it."

A NEW CAREER— AND A NEW BEGINNING

With the program's guidance, Karla explored new career paths and found a strong fit in the banking industry—something she had never considered before. Today, she works as a Universal Banker, training for six months after beginning as a teller.

"I handle transactions, help customers, and I'm learning so much. I never imagined myself in banking, but now I can see a future there."

This job didn't just transform her career—it transformed her family's life.

"We were homeless for about five months. After I got the job, I was able to rent an apartment and give my kids a home again. They're happy—and that means everything to me."

Now, Karla has a steady schedule, time with her children, and the stability she once feared she would never find.

"When my kids go to school, I go to work. I'm home when they're home. I can plan things with them. I can be present."

A NEW CHAPTER FULL OF HOPE

For Karla, Training Futures was more than a class—it was a lifeline after hardship and survival.

"It was the beginning of a new life for my family and me. I found skills, confidence, and community. I am not alone anymore."

She still keeps in touch with her cohort, celebrating milestones and cheering one another on.

***“We continue supporting each other.
We all started again—together.”***

Karla's journey reflects the power of opportunity, community, and resilience—and the impact supporters make every day through NVFS programs like Training Futures.

“Training Futures opened the door to a better life,” she said.

***“I AM STABLE. I AM HOPEFUL.
AND I BELIEVE IN MYSELF.”***

COMMUNITY PARTNER SPOTLIGHT: *APPLE FEDERAL CREDIT UNION*

A Partnership Rooted in Compassion, Service, and Community

At Northern Virginia Family Services, we are fortunate to have partners who show up year after year to make a tangible difference for local families. Apple Federal Credit Union exemplifies this enduring commitment, supporting NVFS not only through generous funding but also through hands-on volunteerism and authentic relationships across our programs.

Every year, Apple Federal Credit Union teams bring their signature energy to NVFS events—from the Fall Food Drive and Head Start Family Picnic to the Head Start Holiday Party, where Apple Federal Credit Union volunteers (often dressed as cheerful elves) help spread holiday joy.

Each month, Apple Federal Credit Union volunteers can be found at the Hunger Resource Center, assembling food packages to ensure families have access to essentials, and teams of employees preparing and delivering bagged lunches. Their engagement also extends to Head Start, where Apple Federal Credit Union staff visit classrooms to lead activities, read with children, and provide materials that make learning fun and memorable.

Their partnership also strengthens families and staff through financial literacy and budgeting workshops, empowering participants with tools for greater stability. Beyond their time and talent, Apple Federal Credit Union's financial support continues to sustain programs that serve thousands across Northern Virginia.

"We are proud to partner with NVFS in meaningful volunteer efforts that go beyond traditional community service," shared Crystal Brown, Senior Branch Manager. "At Apple Federal Credit Union,

our team is deeply committed to giving back, and each experience leaves us with a renewed sense of purpose. These moments of service not only strengthen our community but also enrich our team. We are grateful for the opportunity to make a positive impact through our ongoing collaboration with NVFS."

NVFS is deeply grateful for Apple Federal Credit Union's continued partnership. Their consistency, compassion, and belief in community make them an essential part of our mission—and a true example of what it means to invest in Northern Virginia's future.



DONOR & VOLUNTEER SPOTLIGHT: **GEORGE LANE**

A Legacy of Commitment, Compassion, and Community



More than 30 years ago, George Lane attended his first CARE Awards meeting almost by accident. At the time, he was working for a consulting firm whose owner had partnered with then-NVFS President Mary Agee to launch the awards, recognizing family-friendly workplaces. When asked by his boss to fill in at a meeting, George hesitated—he didn't know anything about NVFS or CARE. "She told me, 'Don't worry, you'll be fine,'" he recalls. "And more than 30 years later, here I am—still hanging around!"

That one meeting sparked a lifelong connection. The idea that businesses share a responsibility for the wellbeing of their employees resonated deeply with George and inspired him to stay involved. Over the years, his engagement grew—from volunteering at the Thrift Shop and supporting Training Futures to serving on the NVFS Board of Directors. "I was deeply impressed with the depth and breadth of services NVFS provides and the thousands of people it serves every year," he says.

Among his many memories, one stands out vividly. Shortly after 9/11, as a member of the Board, George learned that NVFS had been selected to administer the Survivors Fund, providing critical support to families affected by the tragedy. "What an honor and acknowledgment of the excellence NVFS would bring to this critical and emotional role," he reflects. That experience also gave him his first opportunity to work closely with Stephanie Berkowitz, now NVFS President & CEO. "It quickly became evident why she was tapped for that role—and why she would eventually go on to lead the entire organization."

When asked what keeps him connected after three decades, George doesn't hesitate:

"The people. From leadership to staff, NVFS continually attracts an incredible array of employees. The dedication and enthusiasm everyone brings to their work is infectious."

He's equally inspired by NVFS' volunteers and community partners: "The fact that NVFS continues to attract such strong volunteer support year after year is further evidence of the respect this organization has earned."

George's belief in NVFS' mission runs so deep that he has chosen to include the organization in his will—ensuring his impact continues for generations to come. "NVFS has enriched my life in so many ways," he shares. "It's given me incredible people, inspiring stories, and the joy of knowing that our work makes others' lives better. The end of my time shouldn't mark the end of that appreciation."

Join us in

BUILDING A STRONGER Northern Virginia

Every day, NVFS helps thousands of children, families, and individuals access the resources they need to achieve stability and success. Your involvement makes that possible. When you give your time, talent, or resources, you become part of a community dedicated to ensuring that every neighbor has the opportunity to thrive.



VOLUNTEER

Lend your hands and heart to your community. Volunteers pack food, mentor parents, organize supply drives, and share their skills to help others move forward. There's a role for everyone—whether you have an hour, a day, or a season to give.



DONATE

Your gift fuels lasting change. Whether it's a one-time contribution or a recurring monthly donation, your support sustains essential programs—from food access and housing stability to early childhood education and mental health services. Every dollar strengthens the safety net for families across our region.



Together, we can create a stronger, more equitable Northern Virginia—one family at a time.

FY2025

FINANCIALS

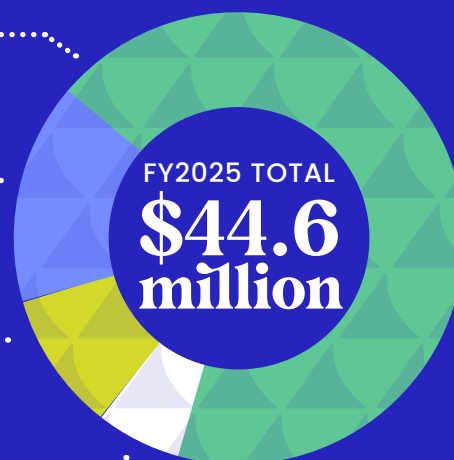
support & revenue

71% Government Grants

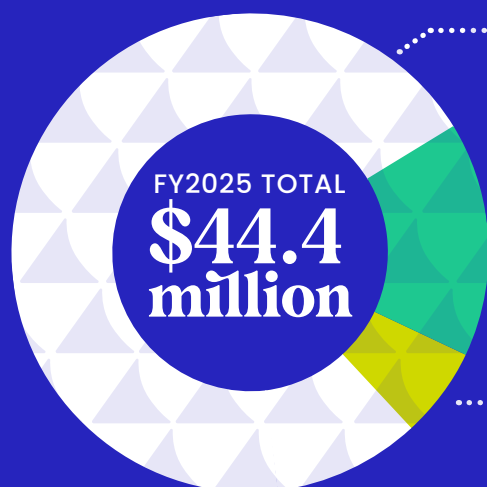
13% Private Contributions

10% In-Kind

6% Earned Revenue



expenses



79% Program and In-Kind Expenses

16% General & Administration

5% Fundraising

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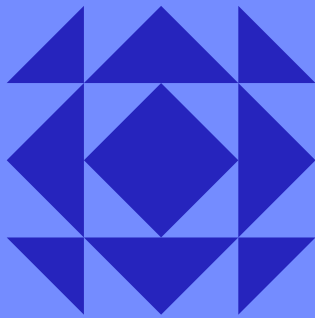
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