



The Praespero Center

PATHWAYS TO GROWTH

Innovating the Future of Family Centered Care

Comprehensive Business Plan for Praespero Group and Praespero Center, LLC

Integrating Therapy, Enrichment, and Family Support Together in a Centralized Life-Town Environment.

Presented By:

Praespero Group (Nonprofit) & Praespero Center (For-Profit)

Contact:

 804-396-2878

 praesperogroup.org

 praesperogroup@gmail.com

Empowering families. Connecting communities. Inspiring growth.

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Executive Summary

The Praespero Center (Pronounced press-pero) is a hybrid family enrichment and therapy facility designed to blend mission-driven community impact with sustainable business operations.

The center operates through two complementary entities **Praespero Center LLC (for-profit)** and **Praespero Group (501(c)(3) nonprofit)** working together to deliver accessible therapy, enrichment, and educational programs for children and families in Chesterfield County.

This hybrid model ensures that revenue-generating services sustain operations while nonprofit funding expands access for underserved families and community programs.



MISSION

We will provide affordable, fully inclusive enrichment and therapy services—including sensory integration, speech, art, music, and social-emotional learning—to children, particularly those with developmental, learning, or behavioral challenges and those underserved in our community.

Our center will offer a space where every child's strengths are celebrated, and families experience connection, support, and meaningful progress together.



VISION

We envision a community where all children, regardless of developmental or behavioral differences, have equitable access to the therapies and opportunities that build lifelong confidence, creativity, and independence.

By eliminating barriers to care and fostering partnerships with schools, healthcare providers, and local organizations, the Praespero Center will spark a generational impact that uplifts families and strengthens communities.



LOCATION



Overview of Services

Our center will provide a comprehensive and inclusive range of therapy and enrichment services for children ages four to twelve (with plans to expand to adolescents in later phases), their families, and the broader community. In addition to direct services, we will offer professional development and training for schools, daycares, and child-focused professionals.

Testing & Assessments	Diagnostic testing, developmental assessments, and IEP coordination
Individual Therapy	In-person and telehealth behavior therapy, occupational therapy, speech therapy, and play therapy
Group Therapy	In-person and telehealth social skills groups, behavior therapy groups, OT and speech therapy groups
Case Management	Individual care planning, progress monitoring, and school coordination
Family & Caregiver Services	In-person and telehealth support groups, parent/caregiver training, community lounge, and caregiver night-out passes
Interactive Spaces	Sensory room and play gym to support exploration, regulation, and motor skills
Academic & Professional Development	Tutoring, education lab, and training workshops for schools and early childhood providers

The facility will be designed as a “town square” with interactive spaces that simulate real-life environments. This creates a safe, supportive setting where children can learn, grow, and connect with others, while families and educators receive the resources they need to reinforce progress at home, in school, and throughout the community.

Community Need and Impact

Early, coordinated intervention is one of the most effective ways to improve developmental outcomes, reduce family stress, and build long-term independence. Yet, many families face long waitlists, high costs, or fragmented services.

By bringing therapies, academic supports, and community education together, the Praespero Center will

- Expand access for underserved and middle-income families
- Reduce school and healthcare system strain
- Foster inclusion and social-emotional development
- Strengthen family engagement and community connection

Research shows that **every \$1 invested in early intervention saves \$4–\$9** in future costs related to special education and healthcare, making this not only a compassionate endeavor but a wise community investment.

Hybrid Operating Model

To balance accessibility with sustainability, Praespero operates through two complementary entities.

Entity	Purpose	Funding Source	Primary Use
Praespero Group Foundation (Nonprofit 501(c)(3))	Expand access, and fund facility and community programs	Grants and donations	Facility build-out, scholarships, outreach, and inclusion programs
Praespero Center LLC (For-profit)	Deliver therapy, enrichment, and operational services	Grants, investments, loans, and revenue	Staffing, technology, operations, and program delivery

This structure ensures that charitable funds are dedicated to public benefit, while earned revenue supports long-term operations and innovation.

Funding Overview

To bring this vision to life, Praespero is seeking

- \$1,200,000 in Year 1 grant funding through the Praespero Group
- \$1,200,000 in startup capital or financing for the Praespero Center LLC, representing a combined Year 1 operating investment of \$2,223,900

These funds will be used to

- Complete the build-out and furnishing of the center
- Hire and train licensed therapists, educators, and support staff
- Implement scheduling, membership, and telehealth systems
- Launch marketing and community outreach campaigns
- Cover lease obligations, equipment maintenance, and initial operating expenses

Together, these resources will create a sustainable foundation for long-term community impact.

Summary

The Praespero Center’s dual-entity model ensures that every dollar—whether from a grant, donation, or investment—creates measurable value for both families and the broader community.

- The foundation drives access, equity, and outreach.
- The center delivers quality programs, innovation, and operational excellence.

United, they create a lasting ecosystem of growth where every child has the opportunity to learn, connect, and thrive.

Organizational Overview

Legal Structure

The center will operate under a hybrid legal structure consisting of both a nonprofit and a for-profit entity. This model allows the organization to expand access to funding while maintaining long-term operational sustainability.

The for-profit entity is women-owned and managed and will pursue certification as a Women-Owned Small Business (WOSB) and a Virginia SWaM business to enhance eligibility for state and federal opportunities.

Nonprofit Entity (501(c)(3)) Praespero Group

Responsible for developing, equipping, and maintaining the community facility, the nonprofit ensures equitable access and fulfills the organization's charitable and educational mission.

Key responsibilities include

- Leasing, developing, and furnishing the center, including therapy rooms, sensory gym, and community spaces
- Providing scholarships and financial assistance for 30–40% of participating families
- Funding community education, outreach, and inclusion programs for children and families
- Supporting staffing, training, and professional development for licensed therapists and educators
- Overseeing compliance, governance, and grant-funded program outcomes through an independent board of directors (initially three members, expanding to five to seven in Year 1)

For-Profit Entity The Praespero Center

Responsible for daily operations, staffing, and service delivery, the for-profit entity manages programs, memberships, and technology systems that sustain the center's growth.

Key responsibilities include

- Hiring and managing therapists, educators, and support staff
- Operating therapy, enrichment, and membership programs on-site and via telehealth
- Maintaining technology systems, including scheduling, billing, and member management platforms
- Marketing and community outreach to expand reach and participation
- Covering lease payments and operational expenses, ensuring ongoing financial stability

This hybrid structure ensures that grant dollars are used exclusively for nonprofit purposes, such as facility development and community access, while earned revenue from the for-profit operations supports long-term sustainability.

Shared services (e.g., reception, IT, and facilities) will be clearly allocated between entities, with accounting systems and written agreements in place to ensure transparency, audit readiness, and IRS compliance.

MAP OF THE ORGANIZATION



Team and Experience

The center's leadership combines expertise in operations, clinical care, and nonprofit management, providing the balance needed to build and sustain a high-quality, inclusive facility.

Ashley Corr Executive Director/Founder (Nonprofit)

Leads the nonprofit's scholarship administration, family support initiatives, and community outreach programs. Serves in an ex officio, non-voting capacity on the nonprofit board to preserve governance independence while maintaining alignment with center operations. Compensation for this role will be approved by the independent board in compliance with nonprofit governance best practices.

Ashley's Bio

Ashley Corr founded The Praespero Group in 2018 with the mission of creating enjoyable, family-centered experiences within outpatient pediatric facilities. He now looks forward to expanding that vision through this new venture. Ashley brings over thirty years of experience in business leadership, nonprofit governance, and benefits administration, with a proven record of building sustainable programs and guiding organizations through growth and transformation.

Ashley has served in numerous board and committee leadership roles at both the local and statewide levels in Virginia for more than a decade. During this time, he successfully revitalized multiple associations, increasing membership and event participation by more than 50%. His expertise spans fundraising, strategic partnerships, organizational development, and community engagement, making him uniquely positioned to guide the nonprofit arm's scholarship, outreach, and family support programs while ensuring alignment with the center's mission and long-term sustainability.

A dedicated community member, Ashley is also a small business owner in Midlothian, Virginia, and remains deeply invested in supporting local families, schools, and organizations.

Heather Kochanowicz Director of Operations/Owner (For-Profit)

Oversees the operational readiness and ongoing management of the Praespero Center. Works in collaboration with the nonprofit foundation during the facility build-out phase to coordinate vendor input, technology integration, and program-space functionality. Once operational, this role is responsible for daily oversight of staff, budgets, scheduling systems, and client experience to ensure the center runs efficiently, safely, and sustainably.

Heather's Bio

Heather brings over twenty-five years of experience in growing organizations, operations management, financial oversight, project management, and program implementation. She has worked with organizations of all shapes and sizes, both for-profit and nonprofit, helping them optimize business processes, spark product innovation, and elevate sales and marketing.

A proven leader and collaborator, Heather has a knack for building strong teams, fostering meaningful partnerships, and driving results that matter. She's equally at home in the boardroom, on a client call, or mapping out the details of a big project with her trademark mix of strategy and creativity.

This new venture feels tailor-made for her skill set. Whether she's streamlining complex operations or brainstorming fresh ideas, she thrives on turning challenges into opportunities. Heather resides in Virginia with her family, where she enjoys balancing her professional pursuits with plenty of laughter, community, and family adventures.

Maeghan Coker **Clinical Director (For-Profit)**

Oversees all therapeutic programming, compliance, and service quality. Leads the team of therapists, case managers, and educators, ensuring services meet best-practice standards and align with family needs. Also responsible for professional development and collaboration with schools, hospitals, and community partners.

Mae's Bio

Mae Coker, Licensed Clinical Social Worker (LCSW) with a Master's in Social Work, brings more than a decade of leadership experience in pediatric therapy and behavioral health. She has directed multidisciplinary teams across occupational therapy, speech-language pathology, behavioral therapy, and counseling, ensuring adherence to clinical best practices and regulatory compliance.

Mae's background includes extensive work in Partial Hospitalization Programs (PHP) and trauma-focused care, where she developed and implemented treatment plans tailored to children with complex emotional and developmental needs. Her expertise in case management, trauma-informed interventions, and family-centered support—combined with her collaborative approach with schools, physicians, and community providers—ensures the delivery of high-quality, integrated services that foster meaningful progress for every child and family served.

Amanda Hale **Grant Consultant & Founder of Get Granted**

Provides expertise in grant applications, reporting, and compliance, ensuring accurate, timely submissions and appropriate stewardship of funds.

Amanda's Bio

Amanda is a grant writer, entrepreneur, and small-town revitalization advocate with a passion for economic development and helping communities and local businesses thrive. Since 2018, she has secured more than \$16 million in awarded grants for organizations, towns, and businesses, and has contributed to teams that have collectively brought in over \$50 million in funding. Her passion for revitalization launched her grant-writing journey when projects in her community needed funding, and her determination to find solutions has driven her work ever since.

Together, this highly structured team will ensure that the organization is guided by expert governance, financial accountability, and community impact, while maintaining the operational and clinical expertise required to deliver services effectively.

Advisors and Partners

Advisory Board (Planned)

The for-profit center will establish an advisory board of educators, healthcare professionals, parents, and community leaders. This group will provide strategic guidance, community input, and professional expertise to ensure programs remain responsive to family and community needs.

Key Partners

The center will strengthen capacity and community reach through strategic partnerships. Initial priorities include.

- **Schools & Daycares:** Referral agreements, staff training, and early intervention supports
- **Hospitals & Health Systems:** Coordinated care for children transitioning from hospital-based to community-based services. The center is currently in discussions with Bon Secours to explore partnership opportunities around care coordination and referrals for these children
- **Universities:** Internship and practicum placements to build a pipeline of trained professionals
- **Community Nonprofits:** Collaboration on scholarships, outreach, and wraparound family supports
- **Local Businesses:** Sponsorships, in-kind donations, and partnerships to sustain programming

Location and Service Area



The flagship center will be located in Chesterfield County, Virginia, strategically positioned to serve the Richmond metropolitan area. The location provides convenient access for families, with proximity to schools, major roadways, and healthcare systems such as Bon Secours and VCU Health. The facility will be designed for full accessibility, with ADA compliance, sensory-friendly spaces, and ample parking to accommodate families.

The center’s primary service area includes Chesterfield County, which is home to more than 61,000 children ages four to twelve and 88,500 under eighteen, representing a significant population in need of developmental, behavioral, and educational support. The secondary service area includes families from surrounding counties (Henrico, Hanover, Powhatan, Amelia, and the greater Richmond metro region) who currently lack access to a comprehensive, one-stop facility.

In addition to in-person services, the center will offer telehealth programming for families across Virginia, expanding reach to rural and underserved communities. This combination of location and service design ensures accessibility for local families while addressing statewide gaps in pediatric therapy and family support services.

Program & Services

Overview

Our center will provide a comprehensive suite of therapy, enrichment, academic, and family-support programs designed to address the developmental, behavioral, and educational needs of children ages four to twelve, with plans to expand programming to adolescents (13+) in later phases.

Families may enroll in our monthly membership model, which provides structured program pathways at various times of day, or choose from a flexible menu of à la carte therapy sessions, enrichment classes, and interactive spaces.

Welcome & Planning

Every child and family begins with a comprehensive intake process to ensure services are tailored to their unique needs.



Initial Assessment

Each child participates in a diagnostic and developmental assessment to identify strengths, challenges, and areas of support.



Individualized Care Plan

Based on the assessment, a care plan is developed in collaboration with families. This plan outlines recommended therapies, enrichment programs, membership level (if applicable), and family supports, and is regularly updated through structured progress reviews.

This process ensures that each child's journey at the center is cohesive, goal-oriented, and fully integrated across all services. Once enrollment is complete, case managers coordinate therapy, academic support, and family services into one unified plan, reinforcing progress across multiple areas.

Why This Matters

Research consistently demonstrates that coordinated, multidisciplinary care improves outcomes for children with developmental, behavioral, and learning needs. Studies have found that integrated service planning enhances skill generalization across home, school, and therapy environments, leading to measurable gains in communication, social-emotional regulation, and daily living skills (McConnell et al., 2019; Brookman-Frazee et al., 2020).

Families engaged in coordinated care models also report significantly reduced stress, improved satisfaction, and greater adherence to treatment recommendations (Cohen et al., 2016). Case management has been shown to reduce duplication of services and conflicting goals, ensuring each child's progress is reinforced across multiple domains (Farmer et al., 2011).

Core Services

The center's core services form the foundation of all programming. These services are delivered through both our monthly membership pathways (Bloom, Grow, Thrive) and à la carte options, providing flexibility for families who need targeted support.

Testing & Assessments	Individual Therapy	Case Management & Coordination
<ul style="list-style-type: none"> Diagnostic testing Developmental assessments IEP coordination 	<ul style="list-style-type: none"> Occupational therapy (OT) Speech-language pathology (SLP) Applied behavior analysis (ABA) Play therapy Physical therapy (PT) Cognitive behavioral therapy (CBT) Dialectical behavior therapy (DBT) 	<ul style="list-style-type: none"> Individualized care plans Progress monitoring School/healthcare communication and coordination
Medical Management	Group Therapy	Academic Support
<ul style="list-style-type: none"> Psychiatric/medical therapy coordination 	<ul style="list-style-type: none"> Social skills CBT ABA Play therapy OT/SLP groups Executive functioning groups 	<ul style="list-style-type: none"> Individual tutoring Group lessons Education lab
Family & Caregiver Services	Interactive Spaces	Professional Development
<ul style="list-style-type: none"> Support groups Caregiver training Caregiver lounge Caregiver night-out passes Caregiver reserved office space 	<ul style="list-style-type: none"> Sensory room Sensory play gym 	<ul style="list-style-type: none"> Training and hands-on support for daycare and preschool providers Continuing education classes

Delivery Model

To maximize accessibility and equity, services will be delivered through a flexible, family-centered model.

- In-center individual and small-group therapy & sessions
- Telehealth individual and small-group therapy & sessions
- Sliding scale fees, insurance billing, and need-based scholarships

Membership Levels



Bloom Entry Tier

Comprehensive access to therapy, enrichment, and family services.



Grow Middle Tier

Moderate access to services with flexibility for school-aged children.



Thrive Top Tier

Expanded access to services with consistent after-school programming and family engagement opportunities.



Flourish Top Tier

Foundational access for families needing targeted support throughout the day.

For a full list of what is included in our membership tiers, see [Appendix B](#).

Pathways



Our pathways are structured program blocks that provide children with a consistent, integrated experience combining therapy, enrichment, and academic support. Each pathway runs for **2–3 hours per session**, with options for **2-day, 4-day, or Saturday-only participation**.

To ensure year-round accessibility, programming will **expand during the summer months** to include additional daytime pathways when children are not in school. This model provides families with flexibility while maintaining the continuity of care essential for developmental progress.

Services are also structured to meet children where they are developmentally, from early intervention for preschoolers to academic and executive functioning support for older children.

Bright Start Pathway

Ages 4–6

2 – 4 Day Weekly Morning Program

Designed for children not yet in elementary school, focusing on early intervention and school readiness.

Discovery Pathway

Ages 5–12

4 Day After School Program

Provides consistent therapy and enrichment after school during the academic year, with summer options possibly shifting to daytime.

Flexible Futures Pathway

Ages 5–12

2 – 4 Day Weekly Program

Tailored for homeschool families, offering flexible scheduling and a balance of academic and therapeutic programming.

Bloom Beyond Pathway

Ages 4–6 and 5–12

Saturday Morning Program

Designed for families seeking consistent support outside the traditional school week, this Saturday-only pathway offers a structured blend of therapeutic groups, enrichment classes, and interactive activities.

Needs Assessment

Introduction

Chesterfield County is home to more than 61,000 children ages four to twelve, representing a significant portion of families in need of developmental, behavioral, and educational support. When expanded to include all children and adolescents under eighteen, the number rises to 88,500, highlighting the scale of need across the community.

Yet, despite the size and growth of this population, families face barriers to timely, inclusive, and comprehensive services. Current systems, including schools, private clinics, and county programs, do not adequately meet the demand, leaving families without accessible, coordinated care.

Lack of Comprehensive Facilities

While Chesterfield County offers some services through county programs, private clinics, and school-based supports, there is no single facility that provides an integrated range of therapies, enrichment programs, academic support, and family resources under one roof. Existing providers are fragmented, and families often must navigate between multiple clinics for speech therapy, occupational therapy, ABA, and counseling, leading to delays, scheduling conflicts, and higher costs.

Our center is designed to fill this gap by serving as a comprehensive hub for therapy, education, and family support, creating continuity of care and reducing barriers for families who currently struggle to coordinate services.



Waitlist Challenges

Delays in access are among the most pressing issues. National and Virginia-specific data show that wait times for pediatric therapy services are often six to twelve months or longer.



Richmond region reports of 200–400 children on waitlists for mental health services at any given time.

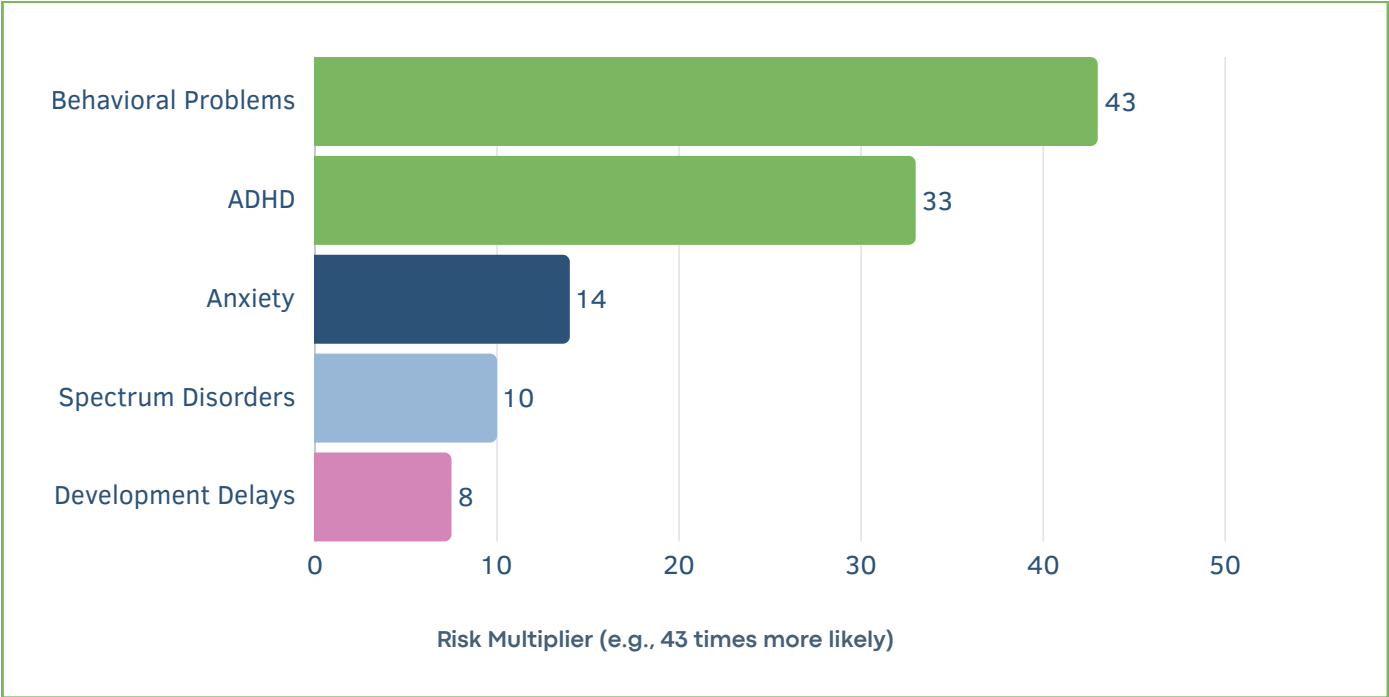
These access barriers leave children without timely intervention during their most critical years of development. Our center's integrated design ensures faster access to services, scholarships for underserved families, and integrated care, reducing delays and ensuring every child receives support and services when they are most effective.

Barriers in Daycare & School Settings

Families also face barriers in early education. Many childcare and preschool programs in Chesterfield are unable or unwilling to serve children with behavioral or developmental needs, leaving parents without safe, inclusive environments for their children to learn and thrive. By partnering with local daycares and schools, our center will provide training, coaching, and professional development to improve inclusion and reduce expulsions and suspensions for children with special needs.

Research shows the odds of suspension or expulsion are especially high for children with diagnosed conditions, as shown below.

Increased Likelihood of Suspension or Expulsion for Children by Diagnosed Conditions



The Missing Middle: Between Hospitals and Weekly Therapy

Families also face a service gap between intensive hospital-based care and standard weekly therapy sessions. Hospitals provide acute intervention, but once discharged, families are often left piecing together multiple appointments across different providers. Parents report spending hours each week driving to separate facilities for speech, occupational therapy, and behavior services, creating stress and inconsistency in care.

Our center addresses this need by offering a “one-stop” solution that combines education, therapy, enrichment classes, and caregiver support, ensuring continuity and efficiency all within a coordinated, accessible model.

Economic & Social Impact of Unmet Needs

The lack of coordinated care also creates long-term costs for families and the community.



Parents are forced to reduce work hours or leave the workforce to manage appointments.



Long-term educational expenses increase when children miss early intervention opportunities.



Future healthcare and social service costs grow due to untreated developmental and behavioral issues.

By addressing these barriers now, our center will improve family stability and reduce downstream costs for schools, healthcare systems, and local government.

Needs Assessment Conclusion

The lack of comprehensive, inclusive, and coordinated services in Chesterfield County—combined with long waitlists, limited daycare inclusion, and the gap between hospitals and weekly care—demonstrates a clear and urgent need for our center. By providing a centralized, town square-style facility that integrates therapy, education, enrichment, and family support, we will fill this critical gap and ensure children and families have timely, equitable access to the resources they deserve.

Target Market

Primary Market Children & Families



Age Range

Children Age 4-12

With expansion potential into 13-18 for specialized services (executive functioning, social skills, academic support)

NEEDS

- Developmental delays (speech, motor, sensory integration)
- Behavioral and emotional challenges (autism spectrum, ADHD, anxiety, social-emotional regulation)
- Learning differences requiring academic or enrichment support

FAMILY PROFILE

- Parents seeking accessible, high-quality therapy and enrichment services
- A mix of private-pay, insurance-covered, and scholarship-supported families
- Families balancing therapy needs with school schedules, requiring after-school and weekend programming such as the Weekend Wonders Pathway (a Saturday-only option for school-age children)
- Homeschool families seeking flexible daytime programming and integrated therapy/academic support

Secondary Market Referral Sources



Schools and educators, healthcare providers, and childcare centers that play a critical role in connecting families to our services

SCHOOLS & EDUCATORS

Chesterfield County Public Schools is one of the largest systems in Virginia, serving 64,000+ students across 67 schools. They are key partners for IEP/504 support and referrals

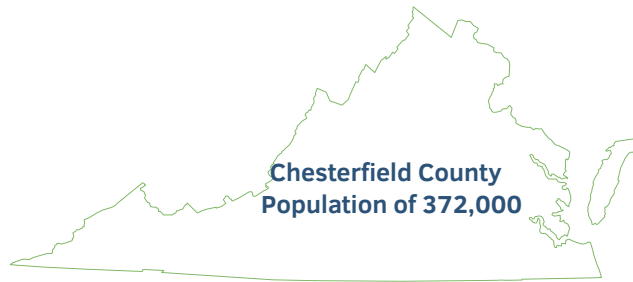
HEALTHCARE PROVIDERS

Pediatricians, developmental specialists, and Bon Secours hospitals in the Richmond region serve as natural referral partners

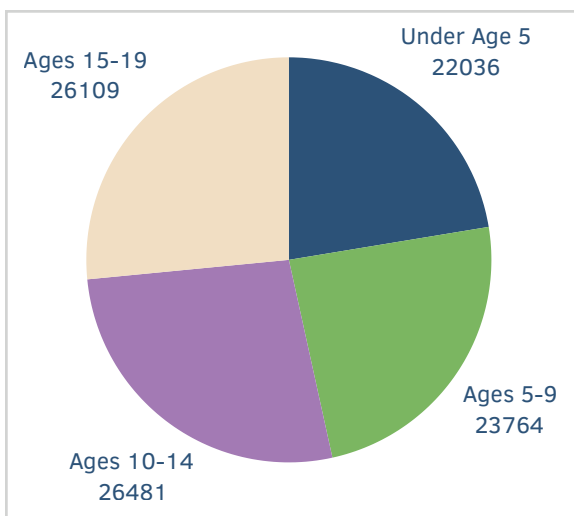
CHILDCARE & PRESCHOOLS

Daycares and early childhood centers in Chesterfield seek professional development and on-site therapy support

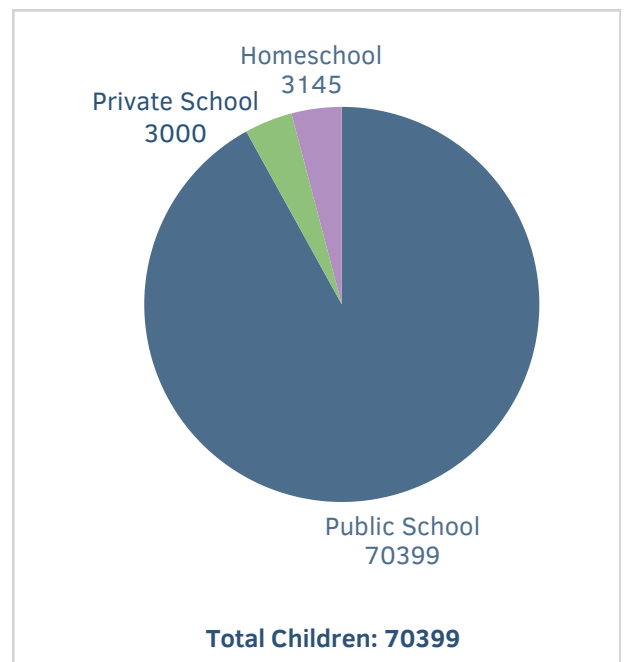
Location Demographics



98,390 Children in Chesterfield County
as of Feb 2025



Chesterfield County School Enrollment
by Type (Ages 4–12)



Service Needs

1 in 36

Children diagnosed with
autism spectrum disorder

9%

Children diagnosed with
ADHD

17%

Children who have
developmental disability,
including ADHD, speech
delays, or learning
disorders

Family & Community Context



Together, these socioeconomic and family insights underscore the need for a hybrid service model—balancing a for-profit arm for private-pay and insurance-covered services with a nonprofit arm that ensures accessibility through scholarships for underserved families

SOCIOECONOMIC CONTEXT

- \$98,910 is the median household income, which is above Virginia’s average
- 6.9% of residents live in poverty, and many families require subsidized or scholarship-based access
- 35%–80% of students qualify for free or reduced-price school meals, signaling a significant population of families in need of affordable or subsidized services

PSYCHOGRAPHICS (FAMILY VALUES & PRIORITIES)

- Inclusive, stigma-free environments for therapy
 - Flexible scheduling, e.g., after-school, evenings, weekends
 - Integrated care, i.e., therapy, academic support, and family resources, all in one place
 - Accessibility
 - Affordability
-

POPULATION GROWTH

Chesterfield County’s population has been steadily increasing growing by around 1.5% from 2022 to 2023 and by around 20% since 2010, which suggests rising demand for child-focused services.

INSURANCE COVERAGE MIX

Approximately 93% of Chesterfield residents have health coverage, but the majority (55%) are covered through employer-sponsored/private insurance. About 10.6% of residents are covered by Medicaid. This insurance mix underscores the need for a hybrid payor model to serve both private pay and public insurance populations.

WORKFORCE PARTICIPATION

The county has a civilian labor force participation rate of around 67.7% among persons aged sixteen and older. Additionally, many households with children under age six have all parents working. These trends reinforce the importance of offering flexible service hours (after school, evenings, weekends).

Market Opportunity Snapshot

Chesterfield County's large and growing child population faces high rates of developmental, behavioral, and learning needs, yet families encounter waitlists stretching months to years for essential therapies. With schools, healthcare providers, and childcare centers seeking referral partners, and families prioritizing accessible, integrated, and flexible care, the demand far outpaces supply.

By leveraging a hybrid model that combines a for-profit arm for private-pay and insurance-covered services with a nonprofit arm that offers scholarships, the center is uniquely positioned to address this critical gap—expanding timely, inclusive, and affordable therapy and enrichment opportunities for children across the region.

Large Addressable Market

- 88,500 children under 18 in Chesterfield County
- 61,000 in core target ages 4–12
- High prevalence of needs
- 15–20% of children require therapy or enrichment services
- 13,000–18,000 local children represent immediate market potential

Severe Access Gap

- Waitlists of 6 months to 2+ years across therapy disciplines
- Families actively seeking timely, integrated alternatives

Favorable Demographics

- Median household income: ~\$99K (above VA average)
- 7% of families in poverty → drives demand for hybrid payor model

Scalable Referral Network

- Schools, pediatricians, hospitals, and childcare centers as natural partners

Revenue Model Advantage

- For-profit arm: private pay and insurance revenue streams
- Nonprofit arm: scholarships expand reach and unlock grant funding

Scalability Potential

- Model can be replicated in neighboring counties facing similar demographics and access challenges
- Expands beyond core services with enrichment, after-school, and family programs for recurring revenue streams

Competitor Analysis

Families in Central Virginia currently rely on a mix of specialized therapy providers, each offering valuable services but with a limited scope. Some centers are diagnosis-specific and focus heavily on autism, while others provide only one type of service, such as occupational therapy. A few offer multidisciplinary care, but none combine therapy, sensory environments, enrichment groups, and coordinated family support under one roof. Importantly, none provide a membership-based model or scholarship pathway to make services more accessible and affordable. This leaves a significant market that our center is uniquely positioned to fill.

Partial Competitors

In Central Virginia, three types of providers offer pieces of what families need, but none provide the fully integrated, membership-based model our center introduces.

SPECTRUM TRANSFORMATION GROUP

- Ages: Birth to 21
- Services: Diagnostic tests, OT, individual and group therapy, social skills groups
- Strengths: Offers multiple disciplines and group therapy, broad age range
- Limitations: Primarily diagnostic and therapy services; no sensory-based facilities highlighted; lacks coordinated family support or enrichment programming; traditional fee-for-service model (no memberships, no scholarship pathway)

PRANA OT

- Ages: Children
- Services: Occupational therapy with a sensory integration approach
- Strengths: Strong sensory-focused OT; holistic therapeutic approach
- Limitations: OT only (no PT, speech, ABA, or broader enrichment); no group structure; no wraparound supports; fee-for-service model

AUTISM CENTER OF EXCELLENCE

- Ages: 2–14, autism-specific
- Services: Diagnostic evaluation and treatment, ABA, speech therapy, gym, and sensory room
- Strengths: Multidisciplinary therapies; dedicated sensory spaces
- Limitations: Restricted to autism diagnoses; narrower age range; does not include OT, family programs, or enrichment opportunities; no membership or financial access model

Our Distinction

- Does not require a diagnosis (we serve children and families based on needs and symptoms, not labels)
- Combines multiple therapies (OT, PT, speech, ABA) with enrichment programming, group structures, and family supports
- Provides dedicated sensory rooms and gym space integrated into daily programming
- Adds affordability and access through nonprofit scholarships and a membership-based model, which is unique among the current providers in Virginia.

Our Goals

Short-Term Goals (1-2 Years)

1

Create a Fully Inclusive & Accessible Environment

- Design the facility to emulate a welcoming town square, with distinct areas that simulate real-life experiences
- Ensure all spaces are sensory-friendly, accessible, and safe, providing children with diverse opportunities for enrichment, education, and exploration
- Incorporate universal design principles so families of all backgrounds and abilities feel welcomed

2

Program Launch

- Serve at least 200 children in Year 1 through therapy, group classes, education, and enrichment services
- Launch a scholarship program, ensuring that at least 30% of families receive financial support through the nonprofit entity
- Offer a full spectrum of therapy and enrichment services.
 - Testing & Assessments – Diagnostic testing, developmental assessments, and IEP coordination
 - Individual Therapy (In-Person & Telehealth) – Behavior therapy, occupational therapy, speech therapy, and play therapy
 - Group Therapy (In-Person & Telehealth) – Social skills, behavior therapy groups, OT, and speech groups
 - Case Management – Individual care planning, progress monitoring, and school coordination
 - Family & Caregiver Services – Support groups, training, community lounge, and caregiver night-out passes
 - Interactive Spaces – Sensory room and sensory play gym
 - Academic & Professional Development – Tutoring, education lab, daycare/preschool training
- Launch a three-Tier membership program, offering flexible service options at varying price levels to ensure accessibility for families with diverse needs. Tiers will be structured around program tracks that accommodate school schedules and provide after-school programming (see Appendix B)
- Provide family support groups, caregiver education, and parent workspaces to strengthen family engagement

3

Deliver High-Quality, Holistic Enrichment Therapy

- Offer multidisciplinary services: speech, occupational, art/music therapy, and social-emotional learning on both an individual and group level
- Develop individualized enrichment plans that highlight each child's strengths and needs.
- Provide case management and school collaboration, including coordination with IEP and 504 plans
- Implement progress tracking and outcome assessments to demonstrate measurable child development gains

4

Community & Partnerships

- Establish formal referral partnerships with at least five schools, daycares, and Bon Secours Hospitals in Richmond
- Deliver professional development workshops for educators and daycare providers to strengthen early intervention practices
- Host a minimum of four community events/family workshops annually to foster connection and awareness
- Develop an advisory council of educators, parents, and community leaders to guide programming

5

Sustainability & Funding

- Obtain \$1.2 million in grant funding in Year 1, followed by renewed and expanded funding in Year 2 to ensure program sustainability and growth
- Achieve break-even operations by balancing for-profit revenues with nonprofit support
- Engage with local businesses and community sponsors for donations dedications, or sponsorships, as well as in-kind support and long-term partnerships
- Launch an annual signature fundraising event to build donor engagement and visibility

6

Staffing & Capacity Building

- Recruit and onboard a team of licensed therapists, support staff, and administrators
- Implement an annual profit-sharing bonus program that rewards staff for their contributions to the center's success, which will promote retention, foster a sense of ownership, and create long-term stability in our workforce
- Provide ongoing professional training to ensure service quality and innovation
- Create a volunteer and internship program in partnership with local universities

7

Marketing & Outreach

- Develop a marketing campaign to raise awareness with families, schools, and pediatric providers
- Establish a digital presence (website, social media, newsletters) to share impact stories and resources
- Collect testimonials and success stories to strengthen credibility with funders and families

Long-Term Goals (3-5 Years)

1

Facility & Access Growth

- Expand the flagship center's capacity to serve 500+ children annually
- Open a second location

2

Workforce Development & Retention

- Grow to a team of over 30 licensed therapists and support staff across multiple disciplines
- Implement and sustain a profit-sharing bonus program to reward staff annually, promote longevity, and reduce turnover
- Become a clinical training site for local universities (OT, SLP, ABA, counseling), creating a pipeline for future staff
- Provide continuing education workshops onsite and pursue CEU provider status

3

Community Impact & Partnerships

- Formalize partnerships with over ten local schools, hospitals, and daycare networks for referrals and co-programming
- Deliver professional development training annually to at least 100 educators and child-care providers

4

Financial Sustainability & Growth

- Build a reserve fund and nonprofit endowment to secure long-term scholarship programs
- Diversify revenue streams to include
 - Grants and foundation support
 - Fee-for-service therapy and memberships
 - Corporate sponsorships and donations
 - Signature fundraising events raising \$100k+ annually
 - Retail or digital products (therapy tools, family guides, curricula)
- Achieve a 10–15% annual surplus reinvested into staff, programs, and facility improvements

5

Evaluation, Research, & Recognition

- Publish annual outcomes reports tracking child progress, family satisfaction, and community impact
- Develop a longitudinal data system to measure child outcomes over multiple years.
- Pursue regional and national recognition through professional associations, academic collaborations, and awards
- Position the center as a model program that can be replicated in other communities

Outcomes & Alignment with Funder Priorities

The goals outlined above are designed not only to expand access to services but also to deliver measurable outcomes for children, families, and the broader community. Grant funding will directly support these outcomes and ensure alignment with funder priorities such as equity, inclusion, and long-term community impact.

- **Improved Child Development:** At least 70% of children engaged in therapy or enrichment programs for over six months will demonstrate measurable gains in speech, motor, academic readiness, or social-emotional functioning, tracked through standardized assessments and progress reports.
- **Equity & Access:** A minimum of 30% of families will receive financial assistance through our scholarship program, ensuring equitable access for low- to moderate-income households and reducing disparities in early intervention services.
- **Inclusive Education & Community Capacity:** By partnering with schools and childcare providers, we will increase early identification of children with developmental or behavioral needs and reduce preschool expulsions. Professional development and training workshops will equip at least 100 educators and providers annually with tools to better support children with diverse needs.
- **Family Empowerment:** Families will benefit from caregiver education, support groups, and parent workspaces, with at least 80% of surveyed caregivers reporting increased confidence in managing their child's developmental needs.
- **Workforce Development:** We will strengthen the local pediatric therapy pipeline by hosting interns, offering CEU training, and implementing a profit-sharing bonus program to improve retention and professional growth.
- **Sustainability & Community Impact:** By blending nonprofit funding with earned revenue, corporate sponsorships, and annual fundraising, we will ensure long-term stability. A portion of all surpluses will be reinvested into staff development, program expansion, and family scholarships, securing ongoing impact beyond the grant cycle.

Together, these outcomes directly align with funder priorities around

- Equity and access to critical services
- Early intervention and improved child development outcomes
- Community capacity-building through partnerships and training
- Workforce development and retention
- Sustainability of programs beyond grant funding

Operations and Capacity

Organizational & Staffing Structure Overview

To ensure sustainability and maximize community impact, the center will operate under a hybrid structure consisting of both a nonprofit and a for-profit entity. This approach allows us to expand access through subsidized scholarships while maintaining a sustainable, revenue-generating service model. Staff will be allocated between the two entities based on their responsibilities, and financial systems will clearly separate nonprofit and for-profit functions to ensure compliance and transparency.

Our center is designed to function as a fully integrated, community-based hub, with the staffing, facilities, technology, and partnerships necessary for long-term impact. At launch, the for-profit arm will be led by two key leadership roles: a Director of Operations and a Clinical Director, ensuring a strong foundation for both operational excellence and clinical quality.

Certain staff and resources (e.g., facilities management, IT, reception) may serve both entities, but costs will be clearly allocated to prevent overlap. Accounting and reporting systems will ensure compliance, transparency, and audit readiness.

Nonprofit Entity	For-Profit Entity
Scholarships, Family Support, Community Programs	Therapy, Enrichment, Membership Services
<ul style="list-style-type: none">• Staff funded by grants/donations: scholarship administration, caregiver education, community outreach, and evaluation staff• Responsibilities include ensuring equitable access and managing restricted funds• Reports directly to the nonprofit board	<ul style="list-style-type: none">• Licensed therapists, educators/tutors, case managers, and support staff• Revenue-generating services: therapy sessions, memberships, tutoring, enrichment programs• Overseen by the Director of Operations and Clinical Director

MAP OF THE ORGANIZATION



Nonprofit Leadership & Oversight

The nonprofit arm will be governed by a Board of Directors, ensuring compliance with nonprofit regulations, financial accountability, and alignment with the organization’s mission. Leadership and staffing will focus on scholarships, family support, and community programs, ensuring equitable access to services for underserved families.

Board of Directors

The board will provide governance and fiduciary oversight, ensuring that restricted funds are used appropriately and that nonprofit programs align with community needs. It will consist of independent members representing education, healthcare, finance, and community leadership.

A founding board has been established to oversee initial governance, with expansion to five to seven members planned within the first year to ensure diverse community representation and strong fiduciary oversight.

Executive Director

This role will work in close collaboration with the Director of Operations to liaise with the nonprofit board. They will be responsible for ensuring that scholarship administration, family support initiatives, and community outreach programs remain aligned with the center’s overall operations while maintaining independence and compliance with nonprofit governance requirements.

Grant Consultant (Outside Hire)

A dedicated grant professional will manage grant applications, reporting, and compliance requirements. This role ensures that funding opportunities are maximized and that funders receive accurate, timely reports on impact and outcomes.

Program, Outreach & Events Coordinator

This role is responsible for family engagement, scholarship administration, and community partnerships, while also coordinating nonprofit-funded events and fundraising activities. They ensure families have equitable access to resources, strengthen community visibility, and support sustainability through donor cultivation and annual events.

For-Profit Leadership & Staff

The for-profit arm of the center will be led by a dual-leadership structure that balances operational oversight and clinical expertise, providing a strong foundation for growth and long-term sustainability.

Director of Operations (DOO)

This role oversees facility readiness and day-to-day operations once the build-out is complete. The DOO coordinates vendor relationships, technology systems, and administrative workflows to ensure seamless program delivery. They manage staffing logistics, budgeting, and operational efficiency—creating the infrastructure needed for sustainable growth and high-quality service delivery.

Clinical Director

This position oversees all therapeutic programming, compliance, and service quality. The Clinical Director will lead the team of licensed therapists, case managers, and support staff, ensuring that services meet best-practice standards, regulatory requirements, and individualized family needs. They will also guide professional development and foster collaboration with schools, hospitals, and community partners.

Staffing Plan

Beyond the leadership team, the center will employ a multidisciplinary staff that ensures high-quality services, strong family engagement, and smooth daily operations.

Licensed Therapists (OT, speech, ABA, counseling, play therapy)

This position will deliver direct therapeutic services in both individual and group settings, with expertise tailored to each child's developmental, behavioral, and social-emotional needs.

Case Managers

Each child will be assigned a dedicated case manager to coordinate services, monitor progress, facilitate communication between school and healthcare providers, and conduct regular structured family reviews. They will also ensure families have real-time access to records through the centralized case management system.

Educators and Tutors

These roles provide individualized academic support and tutoring for children, as well as group-based enrichment programs designed to strengthen school readiness, literacy, and learning skills. They will also assist in integrating therapeutic goals with academic progress.

Care Coordinators

These roles will serve as direct liaisons to families, leading parent workshops, support groups, and caregiver education programs. Care Coordinators ensure that families have the resources, referrals, and advocacy tools to reduce stress and promote long-term resilience.

Support Staff

Reception and administrative staff will manage scheduling, intake, and communications; Family Resource Coordinators will oversee scholarships, parent education, and caregiver programs; Facilities staff will maintain safe, accessible, and sensory-friendly spaces.

Volunteers & Interns

Partnering with local universities, the center will provide internship and practicum opportunities in occupational therapy, speech-language pathology, ABA, counseling, and education. This model extends service capacity while creating a workforce development pipeline for future staff.

All staff will participate in ongoing professional training (including CEU workshops) and benefit from an annual profit-sharing bonus program designed to improve retention, promote innovation, and foster long-term stability.

Year 1 Staffing Projection (Serving 200 children)

- 1 Director of Operations
- 1 Clinical Director
- 4 Licensed Therapists (OT, Speech, ABA, Counseling/Play Therapy)
- 2 Case Managers
- 2 Educators/Tutors
- 2 Care Coordinators
- 2 Administrative/Support Staff
- 1 Facilities/Maintenance Staff
- Interns/Volunteers from partner universities (variable, est. 4–6 per semester)

Year 3 Staffing Projection (Serving 500+ children)

- Expanded to 30+ staff, including
- 10+ therapists across disciplines
- 5 case managers
- 5 educators/tutors
- 4 care coordinators
- A larger administrative and facilities team

Facilities

The flagship center will be designed as a town square–style facility, creating a welcoming, inclusive environment for children and families. Spaces are intentionally designed to support therapeutic services, academic enrichment, caregiver engagement, and efficient operations.

We will be leasing an existing space of approximately 8,000+ square feet and completing a full custom build-out to ensure the facility is purpose-built. The build-out will be financed through a combination of project funding, investment capital, and potential tenant improvement allowances from the landlord. This approach provides flexibility while ensuring the facility is designed to meet therapeutic, academic, and family-centered needs from day one.

Therapy & Enrichment Spaces

- Individual therapy rooms
- Group classrooms
- Sensory gym
- Dedicated sensory room
- Occupational therapy space
- Play areas designed for gross motor development and social play

Academic Support Spaces

- Tutoring and education lab for individualized and small-group instruction
- Multi-use training room for professional development workshops and caregiver education

Family Engagement Spaces

- Caregiver workstations to support parents while children are in services
- Caregiver lounge for respite and peer connection
- Multi-purpose rooms for family nights, workshops, and community events

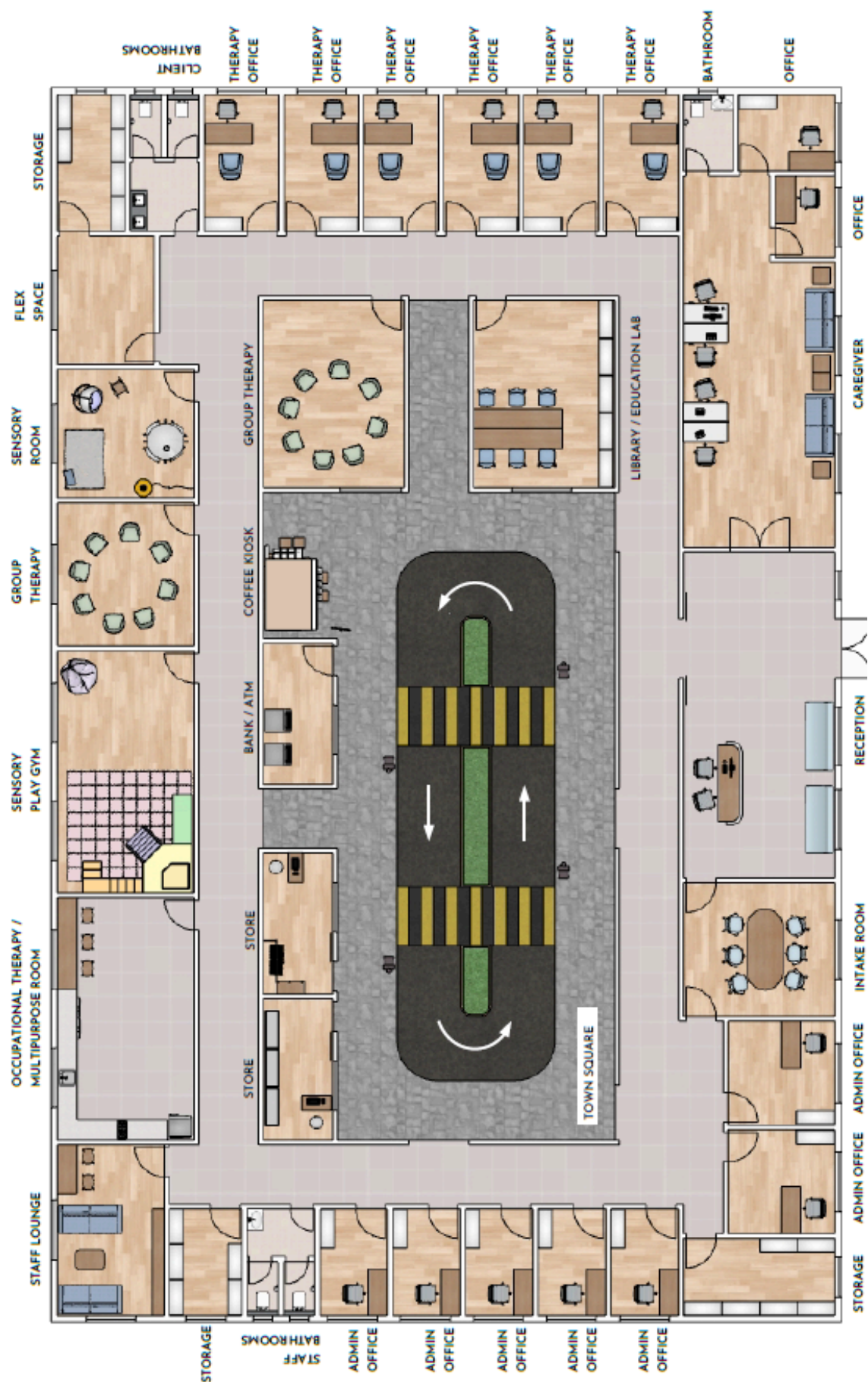
Administrative & Operational Spaces

- Secure reception and intake area for check-in and safety
- Staff offices for directors, case managers, and support staff
- Break room to support staff wellness and retention
- Storage facilities for therapy equipment, educational tools, and program materials

Technology & Resources

- Centralized case management software with real-time parent access
- HIPAA-compliant telehealth platforms to expand access
- Accessibility features aligned with universal design principles (ADA compliance, sensory-friendly lighting, acoustic controls, flexible furniture, etc.)

Diagram of Facility



Technology and Resources

Centralized Client Portal

At the core of our operations will be a HIPAA-compliant client portal that serves both staff and families, ensuring secure, transparent, and coordinated care.



Staff Access

Licensed therapists, case managers, and administrative staff will use the portal for progress tracking, documentation, scheduling, and coordination of care. Centralized records reduce duplication, improve communication across disciplines, and ensure accountability.

Integrated Features

- Progress tracking dashboards for case management with charts and goal updates
- Secure data storage with strict access controls
- Online scheduling and reminders to reduce missed appointments
- Billing and payment functionality for streamlined transactions
- Resource library for caregiver education and community referrals

Client/Family Access

Families will have secure, real-time access to their child's progress notes, upcoming appointments, and care plans. The portal will also allow parents to schedule appointments, communicate with their child's care team, and access educational resources.

This technology will provide families with a transparent window into their child's growth while empowering staff to coordinate services more efficiently. It also positions the center as a modern, family-centered facility with systems that support accountability and sustainability.



Telehealth Capabilities

We will utilize secure, HIPAA-compliant video platforms to provide therapy, group sessions, caregiver coaching, and case management meetings for families unable to attend in person. Telehealth expands access for rural families, those with transportation challenges, and working parents, ensuring continuity of care regardless of circumstances.

Video & Security Systems

A comprehensive security plan will ensure both safety and transparency for families and staff.



Video Monitoring

Security cameras will be placed in public areas, hallways, and entrances/exits to ensure child safety and facility security (with no cameras in private therapy rooms to maintain confidentiality).

Secure Entry

The staff will use keycard or keypad access; families and visitors will use a buzzer/ID check system to control entry points

Check In/Out Protocols

A digital sign-in system will be used for children and families to ensure accountability during arrival and departure.

Data Security

All video and access logs will be stored securely with limited authorized access, in compliance with privacy laws.

Emergency Preparedness

The facility will comply with the local police/fire protocols for rapid response and maintain clearly marked evacuation routes and lockdown procedures



Communication Systems

The client portal and case management system will integrate with phone, email, and text notifications to streamline scheduling, send reminders, and maintain consistent communication between families and staff.

Financial and Administrative System

In addition to client-facing technology, the center will maintain robust back-office systems to ensure transparency, compliance, and operational efficiency.

- **Accounting & Payroll:** A cloud-based accounting and payroll platform will track revenue, expenses, grants, and staff compensation. This system will provide funders with clear, auditable financial records and ensure compliance with nonprofit and regulatory requirements.
- **Billing & Insurance Claims:** The client portal will integrate billing features, allowing families to pay securely online while also managing insurance claims, where applicable. Automated reminders and payment tracking will reduce administrative burden and support financial sustainability.
- **Grant & Donor Tracking:** Integration with financial reporting systems will allow the nonprofit entity to track restricted funds, scholarship allocations, and donor contributions to ensure accountability and transparency.



Partnerships That Extend Capacity

The center will actively cultivate partnerships that broaden our reach, strengthen our impact, and reduce duplication of services. These collaborations ensure that families receive coordinated care and that the center is embedded within the wider community network.

Schools & Daycares	We will establish formal referral agreements with local school districts and childcare centers to identify children with developmental or behavioral needs as early as possible. In addition to serving as a referral hub, the center will provide on-site professional development and coaching for teachers and staff. These trainings will help reduce preschool expulsions, strengthen classroom inclusion practices, and ensure smoother transitions between educational settings and therapeutic services.
Hospitals & Health Systems (e.g., Bon Secours)	By partnering with pediatric units, developmental clinics, and rehabilitation services, we will create continuity of care for children transitioning from hospital-based treatment to outpatient and enrichment programs. This collaboration ensures that children discharged from acute care do not experience gaps in services, and it provides hospitals with a trusted referral destination for ongoing therapy, enrichment, and family support.
Universities & Training Programs	Through practicum and internship opportunities for graduate and undergraduate students in occupational therapy, speech-language pathology, ABA, special education, and counseling, the center will create a sustainable workforce development pipeline. Faculty partnerships will support applied research, while students will gain hands-on experience in a real-world, inclusive environment. This reduces staffing costs, builds community investment, and positions the center as a regional training hub.
Community Organizations & Nonprofits	The center will collaborate with local nonprofits, faith-based organizations, and family support agencies to expand access for underserved populations. Partnerships will include joint outreach events, shared scholarship funds, and coordinated referral systems. By aligning with organizations already serving at-risk families, the center will extend its reach beyond traditional referral channels and ensure equitable access to services.
Local Businesses & Employers	Employers will be engaged as sponsors, donors, and community partners. Through workplace family support programs, local businesses can play a key role in reducing barriers for working parents while strengthening the region's workforce.

Risk Management & Compliance

As stewards of community resources and potential grant funding, we are committed to operating under the highest standards of safety, compliance, and accountability. To protect children, families, staff, and funders' investments, the center will implement the following safeguards.

HIPAA Compliance will be maintained in all case management software and telehealth services, along, with strict access controls and staff training.

Child Safety Policies will include background checks for all staff/volunteers; mandatory child protection training; and safety protocols for therapy and play spaces.

Insurance Coverage will include comprehensive liability and malpractice insurance to mitigate risk.

Emergency Preparedness will be addressed through written emergency and continuity plans (aligned with state licensing requirements) to ensure uninterrupted service delivery.

Quality Assurance will be maintained through quarterly audits of case management files, service delivery metrics, and client satisfaction to ensure consistent program excellence.

Conflict of Interest Safeguards

To ensure transparency, accountability, and compliance with IRS and state regulations, the nonprofit entity will operate under strict conflict-of-interest guidelines.

- **Board Independence:** A majority of the nonprofit board will be independent and not employed by, nor financially benefiting from, the organization or its affiliated for-profit entity.
- **Disclosure:** All board members, officers, and key staff must annually disclose any potential conflicts of interest, including employment, contractual, or financial relationships with the for-profit entity.
- **Recusal:** Individuals, including the founder, with a conflict of interest will recuse themselves from related discussions and votes. This includes any matters concerning compensation or contracts where they may provide services to the nonprofit.
- **Compensation Oversight:** If the founder or other affiliated staff provide paid consulting or advisory services to the nonprofit, all compensation will be reviewed and approved by the independent nonprofit board, documented in meeting minutes, and benchmarked against fair-market rates.
- **Transparency:** Conflict disclosures and mitigation steps will be documented and made available for audit and funder review upon request.

This policy ensures that grant funding and donations are used solely for nonprofit purposes and that the nonprofit entity remains independent, transparent, and accountable to its mission.

Marketing and Outreach

Target Audience & Market Segments

Our marketing efforts will focus on reaching families in Chesterfield County and the greater Richmond area, with expansion into surrounding counties. Primary segments include



Families with Children ages 4–12

Seeking therapy, enrichment,
or academic support



Homeschool Families

Needing flexible daytime
programming and integrated
support



Schools & Daycares

Referral partners for children
facing developmental or
behavioral challenges



Healthcare Providers

Pediatricians, hospitals, and
therapists, seeking trusted
referral options



Community Partners & Nonprofits

Organizations supporting
underserved families

Value Proposition & Messaging

Our messaging will be tailored to each audience, underscoring that the center is a one-stop, inclusive hub for therapy, enrichment, and family support.

Key Differentiators

- **Comprehensive, One-Stop Model:** Therapy, academics, enrichment, and family services integrated under one roof.
- **Accessible & Inclusive:** Scholarships for underserved families, telehealth options, and a fully ADA-compliant facility.
- **Faster Access to Care:** Immediate enrollment, eliminating six to twelve month waitlists common in the current market.
- **Family-Centered Care:** Case managers coordinate individualized plans with real-time progress tracking.
- **Evidence-Based Practices:** All services are rooted in proven, research-backed methodologies.

Messaging

- **Families:** “A safe, welcoming place where your child can grow and thrive.”
- **Schools:** “Partner with us to reduce expulsions and improve inclusion.”
- **Funders:** “Your support directly expands access to underserved families.”
- **Community Partners:** “We’re your educational resource from CE trainings and family workshops to staff development and referral support; we help you strengthen outcomes for children and families in your care.”

Marketing Strategy

We will use a blend of digital, community-based, and partnership-driven strategies.

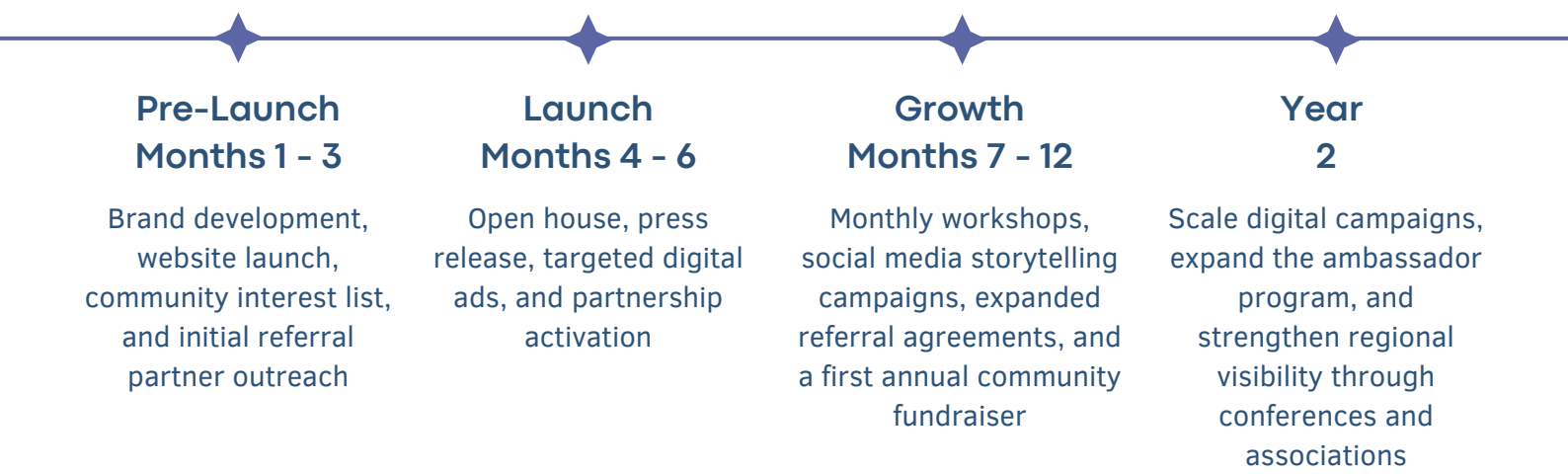


Outreach & Referral Strategy

Building a strong referral pipeline will be central to enrollment and growth. Strategies include:

- Partnering with school counselors and special education coordinators to identify children in need of services.
- Offering training and workshops for daycare staff and educators, building trust and generating referrals.
- Establishing a healthcare referral network with local pediatricians and hospitals for children transitioning out of acute care.
- Developing a family ambassador program that rewards families for sharing their experience and referring others.

Launch & Growth Timeline

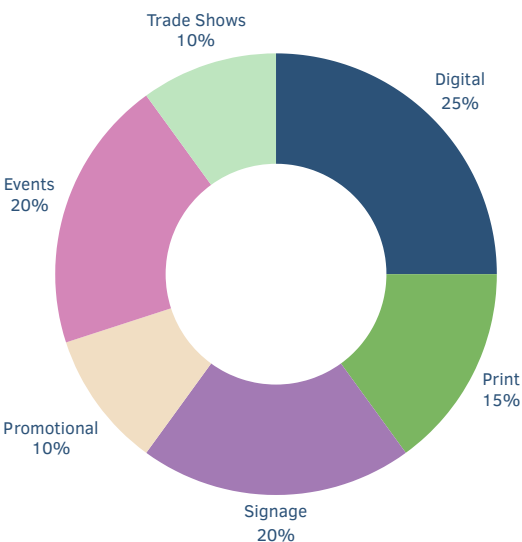


Marketing Budget

We will allocate 5–7% of projected revenue toward marketing and outreach in Year 1, supplemented by in-kind partnerships and community collaborations. This budget will strategically be used to build awareness, generate referrals, and position the center as a trusted resource for families and professionals.

Planned Uses of Marketing Funds

- Digital Presence
- Print & Outreach Materials
- Branded Displays & Signage
- Giveaways & Promotional Items
- Community Events & Workshops
- Association & Trade Show Participation

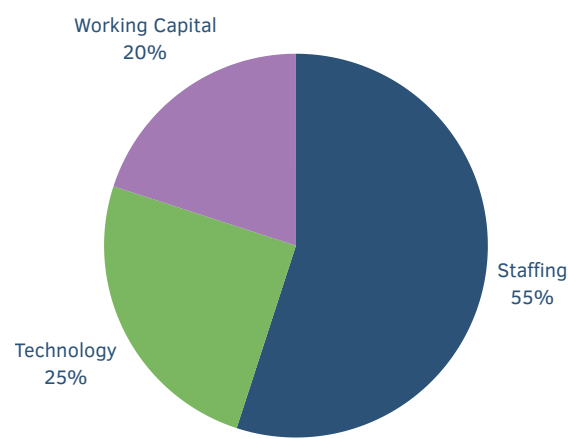


Funding Request For-Profit

We are seeking **\$1.2 million in investment, loan, and eligible grant funding** to support staffing, technology infrastructure, and operational startup for the Praespero Center’s flagship facility.

The nonprofit partner, Praespero Group Foundation, is securing grant funding for the facility build-out and equipment, while the for-profit entity focuses on operational systems, staffing, and technology to ensure long-term sustainability and measurable community impact.

Use of Funds (For-Profit Arm)



- **Staffing (55%):** Director of Operations, Clinical Director, licensed therapists, educators/tutors, case managers, and administrative support for the first twelve months.
- **Technology (25%):** HIPAA-compliant case management and membership system, telehealth platform, scheduling, billing, and CRM integrations.
- **Working Capital (20%):** Operating reserves to support payroll, marketing, and early-stage cash flow in the first year of operations.

Timeline for Use

- **Months 1–6:** Collaborate with the nonprofit on facility readiness; recruit staff; implement technology and operational systems.
- **Months 6–8:** Launch therapy, enrichment, and membership programs; enroll the first 100 families.
- **Months 9–12:** Scale to full operational capacity with expanded membership offerings and weekend/family programming.

Impact & ROI (For-Profit)

- **Community Reach:** Serve 200+ children and families in Year 1, with capacity to reach 500+ within three to five years through on-site and telehealth programs.
- **Innovation & Growth:** Continue developing technology-enabled therapy and membership platforms, to expand access for families in underserved or rural areas.
- **Revenue Diversification:** Generate income through memberships, à la carte services, insurance reimbursement, professional training, and partnership programs.
- **Financial Sustainability:** Reach break-even within eighteen to twenty-four months, with a projected 15 % annual surplus reinvested into staff development, technology innovation, and community accessibility initiatives.
- **Shared Impact:** Collaborate with the nonprofit to expand scholarships, outreach programs, and facility improvements that ensure continued inclusion and mission alignment.

Financial Plan For-Profit

Startup Costs - Year 0

Category	Estimated Cost
Security Deposit	\$16,000
Start Up Operation/Launch Expenses	\$95,000
Contingency	\$50,000
Initial Staffing	\$360,000
Initial Rent	\$96,000
Software and Technology	\$10,000
Marketing	\$7,500
Supplies and Misc	\$120,000
Working Capital (3 months expenses)	\$460,000
Total Startup Costs	\$1,214,500

The estimated startup costs total \$1,212,625 and represent the investment required to staff, equip, and launch operations of the Praespero Center prior to generating revenue.

The largest components include initial staffing, working capital, and operational setup—each critical to ensuring that the center opens fully prepared to deliver high-quality programs and services. These funds will cover the recruitment and onboarding of key personnel, implementation of technology systems, and early-stage operational readiness.

Additional costs include software and technology, marketing, licensing, and general supplies necessary for efficient day-to-day operations, as well as the security deposit and initial rent for occupancy. A 10% contingency is included to provide flexibility for unforeseen expenses during the pre-launch phase.

Finally, three months of working capital is reserved to support payroll and expenses during the initial client ramp-up period. Together, these startup investments establish a strong operational foundation, minimize early-stage risk, and position the Praespero Center for long-term financial sustainability and growth.

Revenue Projections

	Startup Funding (Year 0) & Revenue (Year 1-3)	Operating Expenses	Net Income
Year 0 (Build-Out)	\$1,214,500	\$1,214,500	\$0
Year 1 (Operations Launch)	\$2,722,440	\$2,223,900	\$498,540
Year 2 (Expansion)	\$3,266,928	\$2,401,812	\$865,116
Year 3 (Stabilization & Growth)	\$3,756,967	\$2,569,939	\$1,187,028

Year 0 represents the pre-opening and launch phase, during which startup funds are allocated for staffing, technology, initial rent, and operating reserves. With facility buildout and furnishings now funded through the nonprofit partner, the for-profit's expenditures in this phase focus on operational setup and readiness, including system implementation, hiring, training, and marketing.

No revenue is generated during this period, and all expenses are accounted for as pre-operational investments necessary to establish a sustainable launch.

Revenue generation begins in Year 1, following the official opening of the Praespero Center. The first operational year focuses on building awareness, onboarding clients, and refining operational systems to ensure a smooth member experience.

\Net income in Year 1 reflects healthy early-stage performance, supported by strong initial enrollment and efficient cost management.

In Years 2 and 3, revenue is projected to grow 20–25% annually, driven by increased program participation, membership renewals, and expanded service offerings, including telehealth and developmental enrichment programs. While operating expenses rise modestly with growth, they do so at a slower rate than revenue, resulting in steadily improving margins.

By Year 3, the business achieves strong profitability and cash flow, positioning the Praespero Center for continued expansion, reinvestment in technology and staff, and long-term financial sustainability.

Financial Projections - Year 1

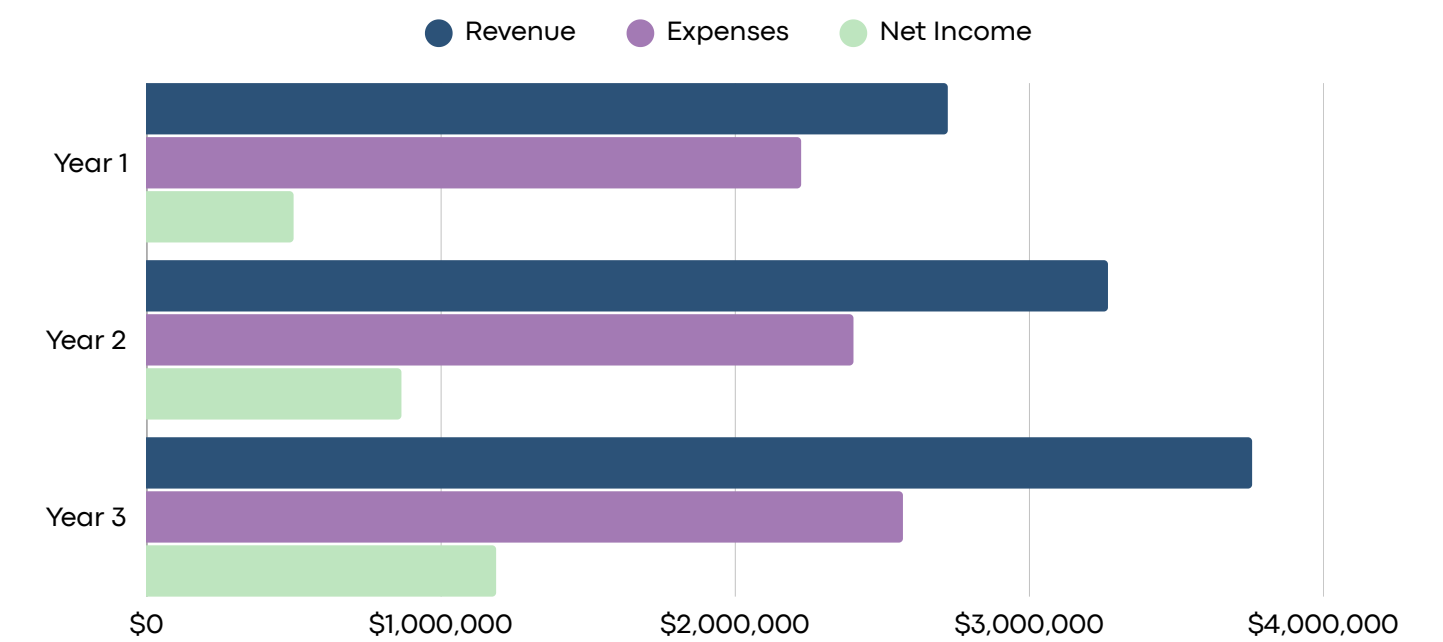
Income Projections		
Income Source	Monthly	Annual
Membership		
Bloom (30 members @ \$495)	\$14,850	\$178,200
Grow (56 members @ \$995)	\$55,720	\$668,640
Thrive (28 members @ \$1,325)	\$37,100	\$445,200
Flourish (28 members @ \$1,650)	\$46,200	\$554,400
Total Membership Income	\$153,870	\$1,846,440
Therapy Services		
Individual & Family Therapy (504 sessions/mo)	\$50,400	\$604,800
Group Therapy (60 sessions/mo)	\$12,600	\$151,200
Speech Therapy (100 sessions/mo)	\$10,000	\$120,000
Total Therapy Income	\$73,000	\$876,000
TOTAL INCOME	\$226,870	\$2,722,440

Expense Projections		
Expense Category	Monthly	Annual
Staffing		
Director of Operations (FT)	\$13,000	\$156,000
Clinical Director (FT)	\$10,500	\$126,000
Admin / Intake Coordinator	\$4,000	\$48,000
Case Managers / Care Coordinators (2)	\$10,000	\$120,000
Teachers/Tutors (2)	\$9,750	\$117,000
Therapists (5)	\$45,000	\$540,000
Speech Therapist (FT, billable)	\$9,000	\$108,000
Behavior Support Staff (3)	\$16,500	\$198,000
Employee Salaries Subtotal	\$117,750	\$1,413,000

Expense Projections Continued		
Payroll (software + taxes)	\$10,000	\$120,000
Fringe Benefits (30%)	\$35,325	\$423,900
Total Staffing Costs	\$163,075	\$1,956,900
Other Expenses		
Rent	\$16,000	\$192,000
Property Insurance	\$1,000	\$12,000
Phone/Internet	\$200	\$2,400
Other Utilities	\$300	\$3,600
Software & Tech	\$2,450	\$29,400
Marketing	\$1,050	\$12,600
Supplies (office + kitchen)	\$700	\$8,400
Misc (insurance + maintenance)	\$500	\$6,000
Other Expenses Subtotal	\$22,250	\$267,000
TOTAL EXPENSES	\$185,325	\$2,223,900

Net Income		
	Monthly	Annual
Total Income	\$226,870	\$2,722,440
Total Expenses	\$185,325	\$2,223,900
Net Income	\$41,545	\$498,540

3-Year Financial Projection (Profit & Loss Statement)



Income Projections			
Income Source	Year 1	Year 2	Year 3
Membership Income	\$1,846,440	\$2,215,728	\$2,548,087
Therapy Services	\$876,000	\$1,051,200	\$1,208,880
TOTAL INCOME	\$2,722,440	\$3,266,928	\$3,756,967
Expense Projections			
Expense Category	Year 1	Year 2	Year 3
Staffing (incl. payroll & benefits)	\$1,956,900	\$2,113,452 (+8%)	\$2,261,394 (+7%)
Other Expenses (rent, utilities, marketing, etc.)	\$267,000	\$288,360 (+8%)	\$308,545 (+7%)
TOTAL EXPENSES	\$2,223,900	\$2,401,812	\$2,569,939
Net Income			
	Year 1	Year 2	Year 3
Total Income	\$2,722,440	\$3,266,928	\$3,756,967
Total Expenses	\$2,223,900	\$2,401,812	\$2,569,939
Net Income	\$498,540	\$865,116	\$1,187,028

Cash Flow Year 0 - Build-Out

Month	Beginning Cash	Cash In (Income)	Cash Out (Expenses)	Net Cash Flow	Ending Cash
Jan	\$0	\$350,000	\$40,000	\$310,000	\$310,000
Feb	\$310,000	\$0	\$85,000	-\$85,000	\$225,000
Mar	\$225,000	\$0	\$100,000	-\$100,000	\$125,000
Apr	\$125,000	\$300,000	\$120,000	\$180,000	\$305,000
May	\$305,000	\$0	\$110,000	-\$110,000	\$195,000
Jun	\$195,000	\$0	\$125,000	-\$125,000	\$70,000
Jul	\$70,000	\$300,000	\$135,000	\$165,000	\$235,000
Aug	\$235,000	\$0	\$125,000	-\$125,000	\$110,000
Sep	\$110,000	\$0	\$120,000	-\$120,000	-\$10,000
Oct	-\$10,000	\$200,000	\$150,000	\$50,000	\$40,000
Nov	\$40,000	\$0	\$90,000	-\$90,000	-\$50,000
Dec	-\$50,000	\$62,625	\$12,625	\$50,000	\$0

Timing of Income

Investment and loan proceeds are dispersed in four planned installments (January, April, July, and October) to align with operational milestones, such as staff onboarding, software implementation, and marketing rollout. This schedule minimizes idle capital while ensuring funds are available when needed.

Timing of Expenses

Major outflows include hiring, payroll setup, technology systems, insurance, marketing, and early rent obligations. Because nonprofit sources fund facility build-out and furnishings, outflows represent only operating startup costs. Temporary monthly deficits are balanced by the next capital installment.

Working Capital Cushion

A portion of the funds received in December is retained as working capital to cover the first quarter of Year 1 operations. This provides a three-month liquidity cushion to support payroll and fixed costs while client revenue builds.

Net Result

Cash balances fluctuate throughout the year but close near break-even, consistent with the plan. All Year 0 cash flow represents pre-revenue preparation, resulting in a fully staffed, operationally ready, and financially stable launch for Year 1.

Cash Flow Year 1

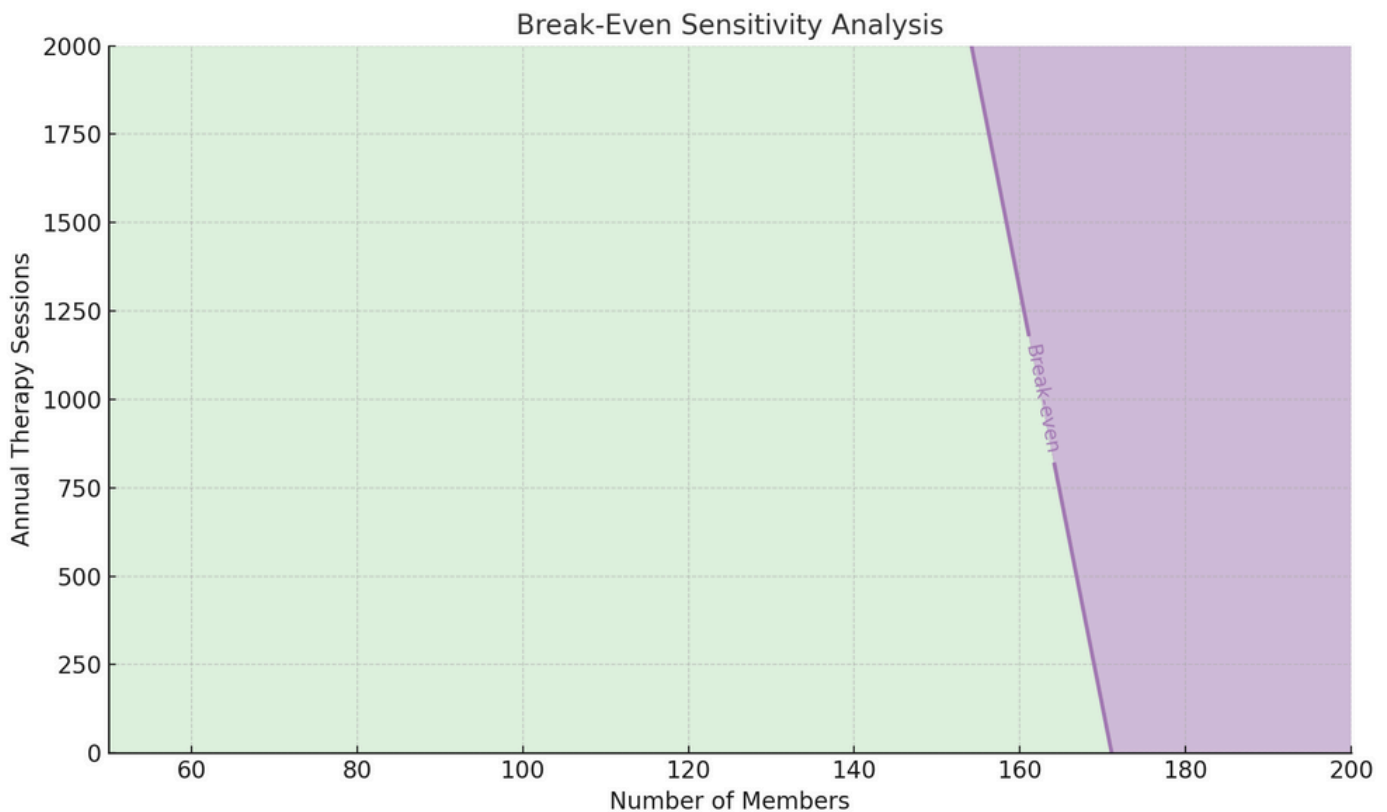
Month	Beginning Cash	Cash In (Income)	Cash Out (Expenses)	Net Cash Flow	Ending Cash
Jan	\$0	\$226,870	\$185,325	\$41,545	\$41,545
Feb	\$41,545	\$226,870	\$185,325	\$41,545	\$83,090
Mar	\$83,090	\$226,870	\$185,325	\$41,545	\$124,635
Apr	\$124,635	\$226,870	\$185,325	\$41,545	\$166,180
May	\$166,180	\$226,870	\$185,325	\$41,545	\$207,725
Jun	\$207,725	\$226,870	\$185,325	\$41,545	\$249,270
Jul	\$249,270	\$226,870	\$185,325	\$41,545	\$290,815
Aug	\$290,815	\$226,870	\$185,325	\$41,545	\$332,360
Sep	\$332,360	\$226,870	\$185,325	\$41,545	\$373,905
Oct	\$373,905	\$226,870	\$185,325	\$41,545	\$415,450
Nov	\$415,450	\$226,870	\$185,325	\$41,545	\$456,995
Dec	\$456,995	\$226,870	\$185,325	\$41,545	\$498,540

- **Revenue Stability:** Membership and therapy income begins January, producing consistent monthly inflows (\$226,870).
- **Expense Stability:** Expenses are also steady each month, driven mainly by staffing (about 88% of expenses).
- **Positive Cash Flow:** Each month produces a net positive cash flow of ~\$41,500, resulting strong cumulative cash position by year-end.
- **Margin Growth:** Year 1 demonstrates the shift from a reliance on external funding (Year 0) to a sustainable revenue-based model.
- **Risk Mitigation:** Even if membership or therapy sessions grow more slowly than expected, the business has a monthly surplus built in to buffer against variances.

These projections are based on conservative assumptions for membership and therapy utilization, with expenses fully loaded to reflect ongoing operations. As such, the cash flow forecasts provide a realistic baseline, with upside potential if enrollment or therapy volume exceeds initial targets.

Break-Even Analysis

The organization's break-even point is reached at approximately 171 memberships if relying solely on membership revenue. However, with projected therapy revenue of \$876,000 annually, the effective break-even threshold is substantially lower. With 142 memberships and a robust therapy program in Year 1, the business achieves break-even within its first year of operation and generates a projected net income of \$498,540.



Purple line = break-even point (combinations of memberships + therapy sessions that cover fixed costs)

Purple Area = profitable zone (above break-even)

Green Area = loss zone (below break-even)

Balance Sheet

	Year 0	Year 1	Year 2	Year 3
Cash on Hand	\$0	\$500,000	\$1,150,000	\$2,100,000
Technology & Equipment	\$75,000	\$65,000	\$55,000	\$45,000
Accounts Receivable & Other Assets	\$25,000	\$75,000	\$125,000	\$175,000
Total Assets	\$100,000	\$640,000	\$1,330,000	\$2,320,000
Accounts Payable / Short-Term Liabilities	\$15,000	\$40,000	\$50,000	\$60,000
Total Liabilities	\$15,000	\$40,000	\$50,000	\$60,000
Equity (Retained Earnings / Owner Capital)	\$85,000	\$600,000	\$1,280,000	\$2,260,000
Total Liabilities + Equity	\$100,000	\$640,000	\$1,330,000	\$2,320,000

The balance sheet reflects the Praespero Center’s transition from pre-operational startup (Year 0) through three years of growth and profitability.

At launch, the for-profit’s assets primarily consist of cash reserves, technology infrastructure, and working capital, funded through startup investment rather than build-out costs. Because the nonprofit owns and maintains the facility, no real property or leasehold improvements are recorded as for-profit assets.

Cash on hand increases each year as positive net income is retained and reinvested into operations. Accounts receivable and other current assets grow with program volume and membership renewals. Equipment values gradually decline as technology depreciates and is replaced.

Liabilities remain minimal, limited to short-term payables for payroll, vendor services, and the timing of reimbursements. The company maintains no long-term debt, reflecting strong liquidity and operational discipline.

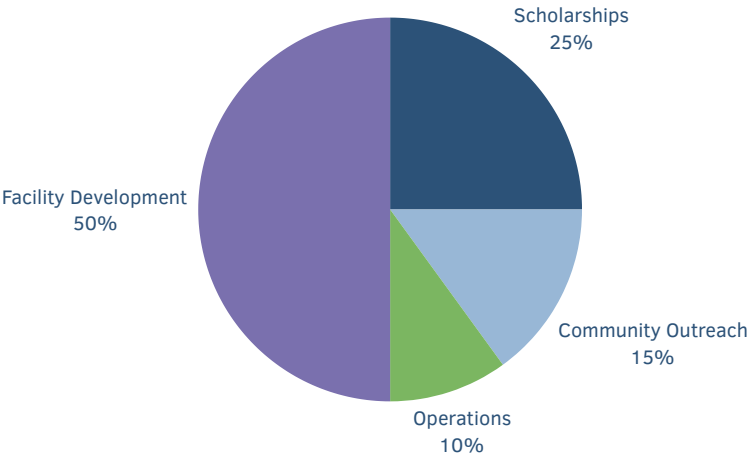
Equity grows substantially over the three-year period, driven by consistent profitability and retained earnings. This trajectory demonstrates the center’s financial strength, scalability, and long-term sustainability, positioning it for future site expansion or strategic reinvestment.

Funding Request Nonprofit

We are seeking **\$1.2 million in grant funding for Year 1** to develop and equip the Praespero Center facility, provide scholarships for families in need, and expand equitable access to therapy, education, and enrichment programs.

Funding will directly support the Praespero Group’s mission to build and sustain an inclusive environment where all children—regardless of income, ability, or background—can learn, grow, and connect through high-quality, integrated supports.

Use of Funds (Nonprofit Arm)



- **Facility Development & Equipment (50%):** Build out and furnish therapy rooms, the sensory gym, classrooms, and community-use spaces with adaptive equipment, furnishings, and materials.
- **Scholarships & Family Support (25%):** Provide direct subsidies for 30–40% of enrolled families, ensuring equitable access to programs and services.
- **Community Outreach & Training (15%):** Deliver family workshops, educator trainings, and inclusion events that strengthen community understanding of developmental and behavioral needs.
- **Program & Operational Support (10%):** Fund nonprofit staffing for outreach, data management, and compliance to ensure safe, efficient, and program delivery.

Timeline for Use

- **Months 1–3:** Finalize facility design with contractors, initiate build-out and equipment purchases, and establish scholarship fund.
- **Months 4–6:** Complete furnishing of therapy and community spaces, hire and train nonprofit staff, and begin parent workshops and outreach.
- **Months 7–12:** Launch scholarship-supported programs, expand community trainings, and serve at least 200 families and children.

Impact & ROI (Nonprofit)

- **Inclusive Infrastructure:** Develop a fully equipped, mission-aligned community facility that serves both scholarship and self-pay families.
- **Expanded Access:** Provide subsidized participation for 30–40% of enrolled families to ensure inclusion regardless of financial means.
- **Community Education:** Train 100+ educators, parents, and daycare staff in trauma-informed and inclusive practices.
- **Sustainability:** Generate ongoing support through partnerships, donations, and shared facility revenue to fund continued scholarships and outreach.

Financial Plan Nonprofit

Category	% of Budget	Amount (of \$1.2 Million)	Description
Facility Development & Equipment	50%	\$600,000	Build out and furnish the leased facility, including therapy rooms, sensory gym, classrooms, and community-use areas. Purchase adaptive equipment, furnishings, and materials to create a safe, inclusive environment.
Scholarships & Family Support	25%	\$30,000	Provide direct subsidies for 30–40% of enrolled families, ensuring equitable access to programs and services for low- and moderate-income households.
Community Outreach & Training	15%	\$180,000	Deliver parent workshops, professional development for educators, and community inclusion events focused on trauma-informed and developmental best practices.
Program & Operational Support	50%	\$120,000	Fund nonprofit staffing and administrative functions supporting outreach, data tracking, compliance, and coordination with the for-profit operational team to ensure seamless program delivery.

This \$1.2 million funding request represents the nonprofit’s Year 1 facility development and launch budget, providing the foundation for an inclusive, community-based environment that serves children and families of all backgrounds.

Grant funds will enable the build-out and equipping of the Praespero Center, expand scholarship access for up to 40% of families, and deliver community education and training initiatives that strengthen family and professional support systems.

Through this investment, the Praespero Group Foundation will ensure that the center is fully equipped, accessible, and mission-aligned, while partnering with the for-profit entity to maintain long-term sustainability and impact through shared operations and measurable outcomes.

3-Year Nonprofit Financial Projection

	Year 1	Year 2	Year 3
Revenue Sources			
Grants (foundation/government)	\$1,200,000	\$700,000	\$500,000
Individual & Company Donors	–	\$200,000	\$300,000
Annual Fundraising Events (sponsorships, tickets, auctions)	–	\$125,000	\$200,000
Other Contributions (in-kind, small donations)	–	\$75,000	\$10,000
Total Revenue	\$1,200,000	\$1,100,000	\$1,100,000
Expenses			
Facility Development & Equipment	\$600,000	\$250,000	\$200,000
Scholarships & Family Support	\$300,000	\$350,000	\$375,000
Community Outreach & Training	\$180,000	\$225,000	\$250,000
Program & Operation Support	\$120,000	\$150,000	\$175,000
Total Expenses	\$1,200,000	\$975,000	\$1,000,000
Net Balance	\$0	\$125,000	\$100,000

Year 1 – Facility Build-out and Launch Preparation

The Praespero Group Foundation begins operations with a strong initial grant base of \$1.2 million to fund the facility build-out, furnishings, technology, and program startup. This investment ensures the shared center opens fully equipped and mission-aligned, with dedicated funding to support 30–40% of families with scholarships and financial assistance.

Year 2 – Diversification and Growth

In Year 2, the nonprofit transitions to a broader funding portfolio, building relationships with individual donors, local corporations, and community sponsors.

Grant dependence declines as annual fundraising events and recurring donations generate sustainable revenue streams. Expenditures shift from construction to program staffing, outreach, and scholarship expansion, reflecting an operational maturity phase.

Year 3 – Sustainability and Community Reinvestment

By Year 3, the nonprofit operates with steady, diversified income and produces a modest annual surplus.

Resources are reinvested into scholarships, professional development, and facility maintenance, supporting rising demand while ensuring equitable access.

The nonprofit maintains ownership of all capital assets and collaborates closely with the for-profit entity, which funds day-to-day operations and staffing.

Together, both arms ensure long-term sustainability, transparency, and measurable community impact.

Evaluation & Reporting

We are committed to measuring both the reach and the impact of our programs. To track outcomes, we will use a structured case management system and multiple feedback mechanisms.

Centralized Case Management Software

All applicable staff will use a unified, HIPAA-compliant platform that documents child progress, therapy notes, and service coordination. Each child will have a dedicated case manager to ensure continuity of care and accuracy in data tracking.

Family Access in Real Time

Families will have secure, real-time access to their child's progress records, empowering them to be active partners in the intervention process.

Structured Family Reviews

Each child's care plan will include scheduled family review meetings, with frequency determined by the individual plan of care. These reviews will allow families, case managers, and therapists to discuss progress, adjust goals, and ensure services remain aligned with the child's evolving needs.

Child Development Measures

Standardized assessments will be administered at intake and every six months to track progress in speech, motor skills, academic readiness, and social-emotional functioning.

Family Engagement & Satisfaction

Families will complete semi annual surveys, with a target of at least 80% of them reporting increased confidence in managing their child's developmental needs.

Access & Equity

Enrollment and scholarship data will be tracked to ensure that at least 30% of families receive financial assistance.

Community Capacity Building

The number of educators and providers who receive training will be tracked annually (goal: 100 per year).

Workforce & Retention

Staff retention rates and participation in professional development programs, including CEUs and internships, will be monitored.

Sustainability Metrics

Financial tracking of grant funding, earned revenue, and reinvestment in programs, staff, and scholarships will provide transparency and ensure compliance.

Evaluation findings will be compiled into an Annual Outcomes Report, shared with funders, partners, and the community, ensuring transparency and accountability.



Appendix

- A. References
- B. Membership Packages
- C. Sample Center Schedule
- D. Sample Staff Schedule
- E. Nonprofit Bylaws

A. References

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B. Membership Packages

	Bloom	Grow	Thrive	Flourish
	Saturday Pathway (1 day, 3 hours)	2 Pathways per week (3 hours each)	4 Pathways per week (2 hours each, daytime)	4 Pathways per week (after school, 4:30–6:30)
Monthly Program Fee	\$495	\$995	\$1,295	\$1,650
Welcome & Planning				
Initial Assessment	X	X	X	X
Individualized Care Plan	X	X	X	X
Care Coordination				
Case Manager	X	X	X	X
Access to Activity Notes	X	X	X	X
In Person or Virtual Case Management Sessions	Quarterly	Monthly	Monthly	Monthly
Progress Monitoring	x	X	X	X
Family & Caregiver Services				
Support Groups	X	X	X	X
Training	X	X	X	X
Caregiver Lounge	X	X	X	X
Caregiver Night Out Passes	3 Per Year	6 Per Year	1 Per Month	1 Per Month
Priority Caregiver Office Space Scheduling			X	X
Pathways				
	Bloom Beyond Pathway	Two Pathway Options: Bright Start or Flexible Futures	Discovery Pathway	Two Pathway Options: Bright Start or Flexible Futures
Days Per Week	Saturday Mornings	2 Days/Week Mon & Wed Tues & Thur	4 Days/Week Mon, Tues, Wed, Thur	4 Days/Week Mon, Tues, Wed, Thur
Hours Per Session	3 Hour Session	3 Hour Session	2 Hour Session	3 Hour Session
Session Times Available	9am -12pm	9am -12pm 1pm - 4pm	4:30pm-6:30pm	9am -12pm 1pm - 4pm
Creative & Life Skills Classes				
Included Weekly Classes	1	2	4	4
Access to 20+ Additional Monthly Enrichment Classes		8	Unlimited	Unlimited
Priority Class Scheduling			X	X
Academic Support				
Included Weekly Education Lab / Group Support	1	2	4	4
Monthly Individual Tutoring		1	4	4
PlayGym				
Included Weekly Classes	1	2	4	4
Access to Play Gym during Open Hours		X	X	X
Priority Gym Scheduling			X	X
Sensory Room				
Included Weekly Sensory Room Experience	1	2	4	4
Access to Sensory Room during Open Hours		X	X	X
Priority Sensory Room Scheduling			X	X
Therapy Access Guarantee				
Each membership includes guaranteed access to therapy sessions on a weekly or monthly basis.				
Insurance First: If your family has eligible coverage, we will bill insurance for these sessions.				
Membership Assurance: Regardless of insurance status, your membership guarantees that these sessions are reserved for your child.				
If insurance does not cover the full cost, your membership ensures continuity of care through either discounted rates or scholarship support.				
Individual Therapy	Add On	2/month	1/Week	1/Week
Social Skills Group Therapy	Add On	2/month	1/Week	1/Week
Family Therapy	Add On	1/Month	2/Month	2/Month

C.

Sample Center Room Schedule

Sample Monday Schedule

Pathway Blocks		Occupational Room	Group Therapy Room 1	Group Therapy Room 2	Play Gym	Sensory Space	Town Center	Education Lab
9:00	Ages 4-6 Not in School yet or homeschool 3 hours	Class 1 6 kids (4-6)			Class 3 8 kids (7-12)	Class 2 6 kids (4-6)		Class 4 8 kids (7-12)
9:15								
9:30								
9:45		Class 4 8 kids (7-12)			Class 2 6 kids (4-6)	Class 1 6 kids (4-6)		Class 3 8 kids (7-12)
10:00								
10:15	Ages 7-12 Homeschool 3 hours	Class 3 8 kids (7-12)			Class 1 6 kids (4-6)	Class 4 8 kids (7-12)		Class 2 6 kids (4-6)
10:30								
10:45								
11:00		Class 2 6 kids (4-6)			Class 4 8 kids (7-12)	Class 3 8 kids (7-12)		Class 1 6 kids (4-6)
11:15								
11:30	Break							
11:45								
12:00								
12:15								
12:30								
12:45								
1:00	Ages 4-6 Not in School yet or homeschool 3 hours	Class 1 6 kids (4-6)			Class 3 8 kids (7-12)	Class 2 6 kids (4-6)		Class 4 8 kids (7-12)
1:15								
1:30								
1:45		Class 4 8 kids (7-12)			Class 2 6 kids (4-6)	Class 1 6 kids (4-6)		Class 3 8 kids (7-12)
2:00								
2:15	Ages 7-12 Homeschool 3 hours	Class 3 8 kids (7-12)			Class 1 6 kids (4-6)	Class 4 8 kids (7-12)		Class 2 6 kids (4-6)
2:30								
2:45								
3:00		Class 2 6 kids (4-6)			Class 4 8 kids (7-12)	Class 3 8 kids (7-12)		Class 1 6 kids (4-6)
3:15								
3:30	Elementary School Ages 6-9 School Ends 3:50 2 Hours 4:30 - 6:30	Class 1 6 kids (4-6)			Class 2 6 kids (4-6)	Class 3 6 kids (4-6)		Class 4 6 kids (4-6)
3:45								
4:00								
4:15		Class 3 6 kids (4-6)			Class 1 6 kids (4-6)	Class 4 6 kids (4-6)		Class 2 6 kids (4-6)
4:30								
4:45	Middle School Ages 9-12 School Ends 2:05 2 Hours 4:30 - 6:30							
5:00		Class 4 6 kids (4-6)			Class 3 6 kids (4-6)	Class 2 6 kids (4-6)		Class 1 6 kids (4-6)
5:15								
5:30								
5:45								
6:00		Class 2 6 kids (4-6)			Class 4 6 kids (4-6)	Class 3 6 kids (4-6)		Class 1 6 kids (4-6)
6:15								
6:30								
6:45								
7:00								

D. Sample Staff Schedule

Therapist Sample Schedule

5 Day Work Week	33 Hours Per Week									
Mon-Thur	9am-4pm (M-Th, 7 Hours/Day)									
Friday	9am-2pm (Fri)									
	MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY	
Weekly Team Collaboration									9am	11am
Individual Therapy	9am	10am	9am	10am	9am	10am	9am	10am		
Individual Therapy	10am	11am	10am	11am	10am	11am	10am	11am		
Individual Therapy	11am	12pm	11am	12pm	11am	12pm	11am	12pm		
Lunch/Admin	12pm	1pm	12pm	1pm	12pm	1pm	12pm	1pm	11pm	2pm
Individual Therapy	1pm	2pm	1pm	2pm	1pm	2pm	1pm	2pm		
Individual Therapy	2pm	3pm	2pm	3pm	2pm	3pm	2pm	3pm		
Individual Therapy	3pm	4pm	3pm	4pm	3pm	4pm	3pm	4pm		
TOTAL Billable Session Per Week										
TOTAL Billable Session Per Month										

5 Day Work Week	33 Hours Per Week									
Mon-Thur	12am-7pm (M-Th, 7 Hours/Day)									
Friday	9am-2pm (Fri)									
	MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY	
Weekly Team Collaboration									9am	11am
Individual Therapy	12pm	1pm	12pm	1pm	12pm	1pm	12pm	1pm		
Individual Therapy	1pm	2pm	1pm	2pm	1pm	2pm	1pm	2pm		
Individual Therapy	2pm	3pm	2pm	3pm	2pm	3pm	2pm	3pm		
Lunch/Break	3pm	4pm	3pm	4pm	3pm	4pm	3pm	4pm	11pm	2pm
Individual Therapy	4pm	5pm	4pm	5pm	4pm	5pm	4pm	5pm		
Individual Therapy	5pm	6pm	5pm	6pm	5pm	6pm	5pm	6pm		
Individual Therapy	6pm	7pm	6pm	7pm	6pm	7pm	6pm	7pm		
TOTAL Billable Session Per Week										
TOTAL Billable Session Per Month										

Behavior Support Staff - Pathways Program Sample Schedule

[illegible]

Contact us for further inquiries

Website	praesperogroup.org
Email	praesperogroup@gmail.com
Phone/Text	804-396-2878
Address	250 Wylderose Commons, 206, Midlothian, VA 23113