"I think if we were to try to find our ideal participants, Rob (Robert Wormley, Jr.) and Michael (Michael Allen, Sr.) would be it," said Fathers First program manager Nick Kline. Both men came from challenging backgrounds that would have made it "easy for them to give up, and to not try to change and they've both made…significant changes in their lives and…I think they're flourishing."
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As we reflect on the close of TAP’s forty-eighth year, a thread of innovation and achievement runs throughout the agency’s long narrative.

Since its founding, TAP has started and spun off several programs, many of which have grown into thriving statewide agencies. We think of Virginia CARES, through which more than 30,000 ex-offenders have found successful re-entry and avoided recidivism. The Virginia Water Project—now known as the Southeast Rural Community Assistance Project (SERCAP)—has ensured access to potable water and sanitary waste water for hundreds of thousands of Virginians and millions of Americans living in rural areas in the southeast. Project Discovery has opened doorways that have allowed over 10,000 low-income Virginia children to matriculate. Over 150 people have purchased reliable vehicles through Responsible Rides, which is now operated by Freedom First Credit Union.

And let’s not forget Head Start. Once the flagship federal program for many fledgling community action agencies, Head Start is now a venerable institution that has provided high-quality, evidence-based early childhood education to millions of American children. TAP’s program alone has seen over 30,000 children pass through its doors since 1965—over 1,200 of them during this past year.

Through the hard work and dedication of TAP’s skilled staff, its talented and committed board of directors, and a number of collaborative partners, we’re proud to say our forty-eighth year brought achievements bound to strengthen the agency as it approaches its fiftieth anniversary in 2015. Most notably, the sale of numerous properties has solidified its financial strength, while its newly formed marketing committee has begun developing the agency’s first long-range marketing and communications strategy.

One of this year’s most important lessons is an outgrowth of the marketing committee’s efforts: we need to become better at telling the agency’s story. This may strike many as odd, since surely an agency that has survived—and thrived—for nearly a half-century learned that lesson long ago. Perhaps we should say instead that we need to revise our understanding of good storytelling to include not just good human-interest stories, but also good data. We’re just now coming to realize that inextricably bound to every one of those stories are kernels of measurable data that we can capture to help us fully realize the impact of our efforts.

Those collective efforts are trained on one goal: to help people overcome poverty. But the deeper meaning is we’re here to give people hope and to help them succeed. Presented herein, primarily in their own words, are accounts of our clients’ successes. Complementing those stories are agency programmatic outcomes.

We hope you enjoy the story they tell.
"Fran": TAP Domestic Violence Services program

"Fran" is a woman who speaks with a quiet confidence and a calmness which belie the turmoil she has experienced in her life. She was married to a man who became very abusive—but didn’t start out that way. “The first couple of years it wasn’t bad, and then he got really bad.” She remembered, “I couldn’t do anything, I couldn’t go anywhere, I had no friends. He was violent—you’d never know when it was going to happen. He could be fine, and then he’d get mad over anything or nothing.” His abuse of Fran and her children escalated to the point that, as Fran put it, “I really believed he was going to kill me.”

“The last day he was there, [an abusive episode] had really been going on for about three days,” she said. That final night, he got drunk, “and when he passed out I took the kids and we left and the police came and took him away.” The police gave Fran a card with contact information for Heather Sellers, TAP’s domestic violence services court advocate. Fran found the court advocacy and support group components of Domestic Violence Services (DVS) to be particularly helpful.

“[T]he court advocate—she was really great to have at court, just to have somebody there with you who you knew,” said Fran.

Fran is also thankful for the support group, adding that the “support group was really, really, really wonderful.” She recalled feeling there were “people there you could talk to, other people that had been through similar situations.” Fran’s children were also able to attend a support group, which she said gave them “the same deal: other kids they could talk to, other kids that were going through the same situation.”

Looking back, she explained, “It was good just to be able to talk,” which is a reason she would “definitely” recommend TAP DVS to others. “[J]ust to have somebody to talk to is really a big thing,” Fran said.

She added, “It’s nice to know… I can call up here [at TAP] if I have a problem, and there’s going to be somebody here that’s going to try to help me, so it’s nice to have that.” She has nothing but praise for the staff and volunteers at DVS. “They’re wonderful, they’re all very friendly.” Family development case manager Debbie Anderson is equally complimentary; recalling how Fran, “has come a long way and she is determined to get healthy for herself as well as her children.”

“My kids are finally able to do things…just little after-school things that they’ve wanted to learn,” said Fran, who is proud that her children are taking honors classes in school and are on the honor roll. As for herself and her future plans, Fran said, “even now I have just what I feel like is a normal life.” For Fran, there is great satisfaction in “taking each day as it comes.”
HOMES CONSTRUCTED IN THE CITY OF ROANOKE & BATH COUNTY for total investment of $870,375

HOUSING & COMMUNITY SOLUTIONS

Kelley Burnette: TAP Real Estate Development Program

There is truly “no place like home.” Unfortunately, today it is increasingly difficult for families to afford quality housing that will not break the bank in monthly mortgage and utility costs. Total Action for Progress has been a leader in housing services and programs for years.

In 2008, the agency embarked on the journey of providing affordable homeownership opportunities for families. TAP is one of the founding agencies of the Roanoke Neighborhood Revitalization Partnership, which comprises Habitat for Humanity, Rebuilding Together and the Roanoke Redevelopment and Housing Authority. These agencies have focused their efforts to revitalize and improve the quality of housing in the Hurt Park and West End neighborhoods. TAP’s contribution to this partnership has been the renovation and construction of eight single-family homes that provide quality, affordable housing for low- to moderate-income families.

Last year, TAP constructed three beautiful homes that feature energy efficient appliances and windows, large front porches and other great amenities. Ms. Kelley Burnette and her family are our newest first-time home-buyers. “We love it”, Kelley says of their new home. The dream of homeownership was made possible by home-buyer education classes through TAP’s certified housing counseling programs, funding from the City of Roanoke and TAP’s construction of a quality, affordable home. Through Community Development Block Grant funding and matching funds from TAP and various localities, the economic impact from the creation and major rehabilitation of housing in the city of Roanoke and Bath County is $870,375.10.
Bruce Bryant, owner of the marketing and business development company B2C Enterprises, is proof that hard work, determination, and a little help can go a long way. “Back in 2009 when the economic issues were happening here, not just in Roanoke but around the country, I found myself without a job and I was here locked in to the Roanoke area and needed to find something else to do,” explained Bruce.

Having heard about TAP’s Business SEED program, he approached Business SEED director Curtis Thompson, and was “pleasantly surprised about the availability of funds” and the provision of technical assistance to help craft a business plan. “I found TAP really helpful in helping my business to get off the ground. In fact, I don’t know that I could have done it if I had not had help because I didn’t have access to capital and that initial capital income that came made all the difference as we grew the company and as we got started those first couple years,” Bruce said.

Since starting his business with the help of the Business SEED program, Bruce has seen it flourish. “[W]hat’s been interesting has been the growth of the company,” he explained. “For the first two-and-a-half years or so, literally I could walk to every client I had. They were all within about two miles, right here in downtown Roanoke.”

As he built relationships and garnered the trust of his first clients, they responded by referring other area business to him for services. First his client base expanded outside of the immediate downtown Roanoke area. Then he added a few regional clients. Soon he was working with clients from around the state. And now, he said, “in our Roanoke office, we’re working with companies in Colorado, Iowa, Atlanta, Georgia, Hampton Roads, West Virginia, and still maintaining the relationships we have with the dozen or so clients right here in Roanoke.”

“We consider Roanoke home,” said Bruce, “been on Kirk Avenue since we started in ’09 and we’re staying here on Kirk Avenue for at least another three years. So we’re excited about the future and so appreciative of the help we’ve gotten through the Business SEED program. It’s really helped us to not just hire new people and take care of new clients, but manage those first couple of really challenging years.”

Bruce Bryant: TAP Business SEED Program

TAP’s Business SEED created the first Grameen-style banking program in the state; it serves low-income persons going into business or self-employment for the first time or small-scale businesses that are owned by or serve low-income persons and are in need of expansion capital or bridge loans. The innovative Grameen model was originally developed in Bangladesh to serve the rural poor in that country. The loans do not require collateral; instead, a group-based credit approach uses peer pressure to ensure that loans are paid off. In the first stage of lending, only two of a group of five borrowers are eligible for, and receive, a loan. Only if those first two repay do other members of the group become eligible themselves for a loan. Because of these natural ties, there is substantial group pressure; collective responsibility of the group serves as collateral on the loan.
Attrice Gardner: TAP Certified Nurse Aide program

Although working two jobs in addition to being the mother of three might be enough for most people, Attrice Gardner was ready for a new challenge. TAP’s Certified Nursing Aide (CNA) program was just what she needed.

The hands-on experiences and interactions with her classmates were more than Attrice expected going in. She thought the CNA class would run like a traditional college class, meaning “you get your books, you go to class, [the instructor] will lecture and you go home.” What she found instead was a class that “was more hands-on, a lot of real-life situations,” and where, “it wasn’t just instructor and student, it was more of—for that eight-week period we became family.”

In addition to the support from classmates, Attrice found elements that RN instructor Gigi Mulhauser included in the course very helpful. “She incorporated yoga, tai chi, meditation, all that stuff to help us to get through the CNA process . . . just working as a CNA is hard so she incorporated things to help us along the way, breathing, taking a moment out of your day and just relaxing.”

Attrice anticipates using her CNA training to go into the field of home health care, where she can focus on “… that one-on-one—the caring part.” Gigi, who described Attrice as “loving and compassionate,” believes “[Attrice] would do well in home health” because of her communication skills. “She can talk to someone and get . . . to the bottom of what they need,” Gigi explained.

Attrice could see herself becoming a RN at some point. “I can see myself getting there, it’s just taking the steps to do it, the discipline to do it . . . I have to make sure I’m ready.”

Attrice believes to be successful in TAP’s CNA program, students must be disciplined, patient, and have excellent time-management skills. “In this job in general you have to learn how to prioritize,” she said.

Describing herself as “thankful for [the] class” that at times could be “challenging,” Attrice offered this advice to future CNA class enrollees: “Take advantage of everything that she [Gigi] teaches. She may be hard, but she’s hard for a reason. You’ll come out a better student, a better person, a better CNA at the end of it. I truly believe that . . . I think the program is an excellent program, I really do . . . I’m glad it exists. I’m sure a lot of people will take advantage of it and it helps a lot of people to get on their way to where they want to go.”
EDUCATION & CAREER DEVELOPMENT

Sharette Jefferson: TAP GED program

The idea of going back to school as an adult and a parent might be intimidating to some, but Sharette Jefferson is a testament to persistence and perseverance. Her road to getting a GED included more obstacles than most, as a gunshot nine years ago left her with a brain injury. “The doctors thought I wouldn’t be able to walk or talk again, but I proved them wrong,” she explained.

In 2006, she came to TAP to apply for the GED program. She described GED instructor Hazel Clay (long-time educator and TAP employee who passed away in the fall of 2012) as a “wonderful lady,” adding, “She was hard, but we needed that.” Sharette went on to say that “[Hazel Clay] would help each student with anything they need if she could. I miss Ms. Clay so bad. “Current GED instructor Lashanda Ellington said Sharette “was one of Ms. Clay’s favorites, because she had that drive, and so the ones that have the drive, Ms. Clay would like key into and just try to help them the most.”

In 2013 her hard work paid off. In January, she took the GED test for the third time. When she received her test results, Sharette stated, “We was all…upstairs in the bedroom, opening the letter up…I started bursting out crying,” and her son and fiancé asked her what was wrong. She said, “Oh my God, I passed. And they just hugged me. It was the best feeling ever.” Fast-forward another few months, and Sharette had another special day. June 21st was her birthday. “I went out to eat… I got flowers, I got balloons, I got gifts. And I graduated. But if I were to not get nothing, graduation was the best. That’s all I wanted— to graduate…That was the best.”

Not only did Sharette graduate, she received the Ronald James Jones Achievement Award, which is given to a GED student who “exemplifies progress,” said Lashanda. “Nobody was more deserving of that than Sharette.” The award “surprised me,” said Sharette. “I started crying. I told my classmates that we did it. It took me some time, but I got—we did it.” Sharette is continuing her education at Virginia Western Community College, where she is pursuing an associate’s degree in culinary arts. “I like to cook…when I got shot, I lost some of my cooking skills, but I’m going to get them back,” she explained. In the long-term, “I want to move out of town…somewhere big, exciting,” she said. Eventually, she would like to have her own restaurant.

“I would like to say if you’ve got a chance to get your GED, especially for free, why not take it?” said Sharette. “If I can do it, anybody can do it. . .I wanted that GED. So I stay[ed] focused. If you stay focused on your goal you can accomplish it.”
of fathers who completed parenting classes

84%

THEIR CHILDREN

EDUCATION & CAREER DEVELOPMENT

Michael Allen, Sr. (pictured) & Rob Wormley, Jr.: Fathers First program

“I think if we were to try to find our ideal participants, Rob (Robert Wormley, Jr.) and Michael (Michael Allen, Sr.) would be it,” said Fathers First program manager Nick Kline. Both men came from challenging backgrounds that would have made it “easy for them to give up, and to not try to change and they’ve both made…significant changes in their lives and…I think they’re flourishing.”

Rob, the father of three children ranging in age from eight to twelve, joined the program in 2012. “I’ve gained knowledge of how to…be closer to my family…how to help myself…financially,” he explained. He found the class so beneficial that he convinced his wife to participate “so that we could all be on the same page [and]…have that knowledge of how to be a better family.” Rob now helps “coach the classes…and still every class I learn something different.”

Michael, the father of three adult children and a five-year-old, joined the program in 2013. “My older kids had a wall up for a while because I wasn’t there for them…but I’m learning how to communicate with them through the Fathers First program…it showed me how to love myself…it showed me how to accept help,” he explained. Now Michael describes himself as “striving on.” He works two jobs and has strengthened his relationships with not only his three adult children but with his immediate family as well—including his five-year-old son. “I have some people that’s looking up to me now…asking me for advice,” he said.

Both men agree about how supportive the Fathers First staff is. “They treat you like family. I love it, I love it, and you don’t get that nowhere else,” said Rob. “They’re going to give you direction on, like, how to be a better person,” but participants must put in the work required by the program. “If you don’t put yourself towards it, you’re not going to get anything out of it. If you put yourself in it, you’re going to get a lot out of it….This is one thing that I actually put my whole into.”

“The Fathers First program has let me know they’re a phone call away,” confirmed Michael. The program has inspired Michael to “want to stand up for what’s right and what’s better for our community…when you get people with positive minds…working together, a lot can be done,” he said, adding, “This program helped me out a whole lot. It’s made me stronger. I’m not afraid anymore…There is some help in your community. Reach out. Ask for help. It’s there. I want to see folks happy. I want to see folks with joy. I want to see folks with some hope.”

TAP • Total Action for Progress 2012 – 2013 15
Wayne Johnston: TAP Homeless Veterans program

Wayne Johnston has a job that he loves, an apartment that he shares with his son (his daughter lives out-of-state), and money in the bank. Less than three years ago, his life was in a very different place.

In March 2011 Wayne enrolled in the Homeless Veterans program at TAP. Wayne “was very persistent, he was extremely conscientious about everything he did,” remembered education and employment coordinator Lin Roberts. “When he came in…he knew what he wanted to do and he knew what he was good at…from day one, he’s done great.”

“He’s made up his mind that he’s going to be successful, for himself and his son,” said Lin. That’s “what separates [him] from other people that we’ve had in the program who haven’t done as well.” Wayne now works at Integrity Windows and Doors, where, according to Lin, he “is really skilled at what he does.”

Wayne is equally complimentary of Lin and the Homeless Veterans program. “I can’t speak highly enough about him. I wouldn’t know a word to describe him as highly as I think of him. He has just been so wonderful,” Wayne said. As for the program, “it’s a wonderful program…I can’t put into words how good I think this program is…I’m grateful that it was there…” he explained.

When Wayne imagines the life that could have been, the one that might have occurred absent the help of the veterans program, it isn’t a pleasant one. “I was trying so hard to become that better person… I’m afraid if TAP hadn’t have been there and the veterans program and Lin Roberts, I probably would have acclimated to that life, but I decided I wasn’t going to quit,” he explained.

Wayne said there had been times in the past when he would allow setbacks to discourage him, but he’s since turned that around. “[J]ust keep your mind focused and know you’re going to succeed…just because the program is there to make it easier for you, it’s not going to do it for you, you’ve got to put forth some effort, too,” he explained.

For the “first time in my life I’ve had savings…first time in my life I’m not living paycheck to paycheck, that’s great,” he said. “My last physical at the VA…she told me I had the blood pressure of a teenager…my lungs still look good, even though I’ve been smoking since 1976.” He said quitting smoking will be a New Year’s resolution for 2014. “I can’t say I’ve ever been happier than what I am right now…I’m more happy with my life now than I’ve ever been,” said Wayne.
Steaphon James: TAP Virginia CARES program

At age 34, Steaphon James has had more than his share of life experiences. Drug-dealing led to incarceration, from which he was released this past May. Yet, Steaphon is not jaded. “Why hold bitterness?” he asked.

Instead, he retains an infectious sense of positivity and optimism, keeping a near-constant smile on his face during the conversation. “I pride myself on making people feel good; I can always find something to compliment,” he said. “It’s just a part of me to want to see people happy—want to see them smile.”

He had heard about Virginia CARES while he was incarcerated and, after his release, he made his way to Roanoke and enrolled in the program. He found the job-readiness class and the support groups to be the most beneficial. “Job readiness is great because it teaches how to interview, it teaches you how to look for jobs, how to put in applications, how to call people back and so forth…that program really, really helped me.” With the support groups, “you know you’re not in the fight by yourself, you know that there’s other people going through some of the same things that you are going through and it’s good when you have someone to lean on.”

Steaphon continues to be involved with Virginia CARES. “I volunteer in the computer lab and also sit in on orientation and help some of the guys who’s just getting out…let them know that Virginia CARES is a lifeline.” “Steaphon’s really good at helping people,” said case manager Sam Coles. “He’s taken it upon himself to do that.”

Steaphon speaks highly of the Virginia CARES staff, describing Sam Coles as someone who is “very non-judgmental” and has a “humongous heart.” He is equally complimentary of former employment specialist Tim Emmons and intake and enrollment specialist Michelle Firebaugh: “Their door is just always open to you…they sincerely love their clients.”

Steaphon’s future plans include further schooling to pursue a drug/substance abuse counseling certification. “I can give them the mental tools and the physical tools… I believe I can, just because I’ve been through it and I conquered it,” he said.

After going back to school, “I’m not real sure what route I will go,” said Steaphon. But his optimism remains intact. “I just feel like there’s something here in Roanoke for me to do…maybe eventually it will be revealed to me.” Regardless, “I know no matter where I go I can make it…the only thing I need is a bed to sleep on, and I can take it from there…No matter where you go, God will be there.”
It is hard to imagine a more enthusiastic proponent of Head Start than Dyan Gaston-Grant. “I think it’s crucial that these types of programs be available for low-income families… I just feel like it’s such a great program, it provides… opportunities for people in our community… I think it’s just a positive place in our community… it teaches the right manners and standards,” she explained.

Rather than simply providing a babysitting service, Dyan believes that Head Start and Early Head Start “are able to provide the structure, the skilled staff, and everything a child needs just to make it to that next step once they reach elementary school.”

Now twelve, her daughter “makes straight A’s and gets perfect scores on SOLs.” Head Start also “worked really well” for her six-year-old son. Her youngest son is four and currently enrolled in Head Start. “[He] has a speech and developmental delay… TAP and Head Start… helped him with [getting access to] speech therapy and… [the] extra time the teacher[s]… put into… helping him develop. It’s made a big difference so far.”

The Head Start teachers are “always there if you ever need to talk to them, if you ever have any questions.” She said that often, rather than waiting on parents to contact them, Head Start teachers are initiating conversations about a child’s progress. The teachers are “keeping you informed of every step that your child is making. Always available. Always friendly.”

Being involved with Head Start has helped Dyan grow as a person as well. “I’ve gone to parent meetings since my daughter went through the center,” she explained. For the last year or so, she has served on the policy council and the executive committee as well. “Being on the policy council and going back and informing the parents of the center of what’s going on with Head Start… I’ve opened up a lot more and… gotten more sure of myself.”

Pam Ellington-Armah, the supervisor of family services, has observed that change as well. Dyan “was kind of in a shell, but once she became part of policy council and started to represent us on the boards and going out and informing the parents of the center of what’s going on with Head Start… I’ve opened up a lot more and… gotten more sure of myself.”

Dyan hopes to stay involved with Head Start after her son graduates from the program by serving as a community representative on policy council. Being involved with Head Start has “… given me the ability to… advocate for my children and for Head Start and… have the courage to ask the questions… that I really need the answers for,” she explained. “[T]hey just helped me and my family exponentially.”

Dyan Gaston-Grant: TAP Head Start program

EDUCATION & CAREER DEVELOPMENT
Preparation of Children for Kindergarten

Curriculum Used
Infants/Toddlers Curriculum: The Creative Curriculum for Infants, Toddlers, & Twos
Preschool Curriculum: The Creative Curriculum for Preschoolers

Transition to Kindergarten Activities
- Guided observation of kindergarten classrooms by Head Start teachers
- Classroom field trips to elementary schools
- Transition to Kindergarten activity kits (containing children’s books & activities related to the transition) used in classrooms & on home visits
- Building Bridges Transition to Kindergarten Handbooks
- Summer activities calendar
- All About Me Parent-Kindergarten Teacher Informational Sheet
- PALS assessment of children’s skills
- Sharing information about rising kindergartners with their future teachers

PARENTAL INVOLVEMENT ACTIVITIES
- Parent trainings on kindergarten readiness
- Building Families with Balance Parent Conference
- Home visits
- In-school conferences
- Parent support
- Fatherhood program
- Parent meetings
- Policy Council

Number of children whose fathers participated in Fatherhood Involvement activities: 40

ENROLLMENT
- Funded enrollment: 997
- Average monthly enrollment: 100%
- Total number of children served: 1,325
- Total number of families served: 1,269
- Total number of pregnant women served: 78
- Percentage of eligible preschoolers served: 63%
- Percentage of eligible infants & toddlers served: 13%

PROGRAM DATA
- Percentage of children who received a dental exam: 71%
- Percentage of infants & toddlers who received a dental exam: 32%
- Percentage of preschoolers who are up-to-date on their physicals: 86%
- Percentage of infants & toddlers who are up-to-date on their physicals: 83%
- Percentage of eligible infants & toddlers served: 13%
- Total number of families served: 1,259
- Total number of children served: 1,325
- Average monthly enrollment: 100%
- Funded enrollment: 997

FUNDING SOURCES & AMOUNTS
- Total Action for Progress 2012 – 2013
  - TOTAL: $9,683,937.50
  - Wells Fargo: 1,000
  - Junior League Roanoke Valley: 1,491.50
  - Freedom First Credit Union: 5,000
  - United Way Roanoke Valley: 17,285
  - City of Salem: 21,000
  - Co-pays for Before & After Care: 4,259
  - Parent Activities: 11,000

- Total Action for Progress - 2012
  - TOTAL: $9,487,290

- Total Action for Progress - 2013
  - TOTAL: $9,597,193

HEAD START ANNUAL REPORT

2012 – 13 PROPOSED BUDGET
- Personnel: $5,821,126
- Administrative: 999,639
- Facilities: 1,033,382
- Contracts: 724,000
- Nutrition: 377,767
- Transportation: 206,000
- Supplies: 139,000
- Staff Travel: 74,000
- Parent Activities: 11,000

2012 – 13 ACTUAL BUDGET
- Personnel: $5,876,623
- Administrative: 1,346,801
- Facilities: 951,602
- Contracts: 527,565
- Nutrition: 381,667
- Transportation: 169,396
- Supplies: 146,927
- Staff Travel: 83,000
- Parent Activities: 10,000

TOTAL: $9,597,193
HEALTHY START PROJECT

Alarmed by high rates of enrolled overweight children, TAP Head Start helped found Healthy Start, a collaboration that includes local nutrition educators, gardening experts, and farmers’ markets. Healthy Start aims to increase health and wellness among Head Start and other at-risk children and families by increasing their access to healthy foods and educating them about how to budget, shop, and prepare healthy meals. Parents take field trips to community markets where they use grant funds and SNAP (food stamp) credits to purchase local fresh fruits and vegetables. Children grow, harvest, prepare, and eat vegetables from center and community gardens. Nutrition educators provide food demonstrations at the markets as well as nutrition and cooking classes to both parents and preschoolers. Preliminary results from this ongoing project show that children and parents are learning new skills that allow them to prepare and enjoy healthy meals at home and at school.

PRESCHOOL DATA TRACKING PROJECT

High-quality early childhood services work! Together with the Virginia Tech Carilion Research Institute, the United Way of Roanoke Valley, and CHIP, TAP Head Start has implemented a ground-breaking study that tracks the progress of children who have transitioned from Head Start into local kindergarten classrooms. Preliminary results of the effort have been promising. First analysis seems to show that children who are at-risk due to poverty and other factors can be ready for school when given high-quality education and supports during the early years. Eighty-five percent of children who transitioned from TAP Head Start to Roanoke City Public Schools for kindergarten in 2012 were prepared for kindergarten according to the Phonological Awareness Literacy Screening (PALS-K). This compares to 80% of kindergarteners overall.

The collaboration has already identified several new questions that will guide us as we drill down through the data and look for practical ways to use what we’ve learned from it. What effects do the intensity and/or duration of services provided have on kindergarten readiness of enrolled children? What are the common characteristics of children who show up ready to succeed in school? Which groups of children would benefit from certain targeted interventions? It is our hope that, over time, this project will grow to include more local preschools, child care centers, and school divisions and that it will put the Roanoke Valley in a position to provide a template for other communities across the state and nation as they embark on similar work.
## BALANCE SHEET

**Balance sheet as of June 30, 2012**

### REVENUES

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<tr>
<td>Rental income</td>
<td>$1,161,574</td>
</tr>
<tr>
<td>Other revenue</td>
<td>$284,331</td>
</tr>
<tr>
<td>Local cash</td>
<td>$271,562</td>
</tr>
<tr>
<td>Contributions</td>
<td>$148,689</td>
</tr>
<tr>
<td>Loss on sale of property &amp; equip</td>
<td>$(49,601)</td>
</tr>
<tr>
<td>Interest</td>
<td>$13,389</td>
</tr>
<tr>
<td>In kind</td>
<td>$997,747</td>
</tr>
<tr>
<td><strong>TOTAL UNRESTRICTED SUPPORT &amp; REVENUE</strong></td>
<td><strong>$20,167,725</strong></td>
</tr>
</tbody>
</table>

### EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$18,464,953</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$1,945,082</td>
</tr>
<tr>
<td>Fund Raising</td>
<td>$222,537</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORTING SERVICES</strong></td>
<td><strong>$20,632,572</strong></td>
</tr>
</tbody>
</table>

### ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>$188,487</td>
</tr>
<tr>
<td>Grants receivable</td>
<td>$432,175</td>
</tr>
<tr>
<td>Other receivables</td>
<td>$1,348,280</td>
</tr>
<tr>
<td>Other Assets</td>
<td>$144,953</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>$2,113,895</strong></td>
</tr>
<tr>
<td>Property &amp; Equipment-Net</td>
<td>$29,564,362</td>
</tr>
<tr>
<td>Organization costs-Net</td>
<td>$311,532</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$31,979,789</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable &amp; accrued expenses</td>
<td>$675,125</td>
</tr>
<tr>
<td>Current portion of notes payable</td>
<td>$931,771</td>
</tr>
<tr>
<td>Annual leave</td>
<td>$302,195</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>$1,075,305</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT</strong></td>
<td><strong>$2,984,396</strong></td>
</tr>
<tr>
<td>Long-term portion of notes payable</td>
<td>$7,521,550</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$10,505,946</strong></td>
</tr>
</tbody>
</table>

### NET ASSETS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Controlling Interests</td>
<td>$5,088,915</td>
</tr>
<tr>
<td>Non-controlling Interests</td>
<td>$16,384,928</td>
</tr>
<tr>
<td><strong>TOTAL UNRESTRICTED NET ASSETS</strong></td>
<td><strong>$21,473,843</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td><strong>$31,979,789</strong></td>
</tr>
</tbody>
</table>

---

**4,746 individuals served**  
**2,609 VOLUNTEERS**  
**153,251 hours of assi**

received a clean 2012 audit
DONORS

TAP gratefully acknowledges the following individuals and organizations for their support during 2012-2013

CORPORATE DONORS

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Balk
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Lynchburg Community Action Group
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St. John African Methodist Episcopal Church
StaffTrust
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Wells Fargo Community Support

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Richard Penzock
Tahua & Craig Peterson
Robert Phillips
Paul Phillips
Scott Polhamus
Jim Foytress
Sandra Pratt

We ask forgiveness of any donor we may have left off this list. Please contact Becky Wyat at 540-283-4983 for corrections or additions.
BUSINESS & ECONOMIC DEVELOPMENT

$500,000 in loans to 3 fresh food grocers, eliminating 3 food deserts

308 families provided free tax preparation assistance, securing $339,568 in tax credits

5 micro enterprises started

HOUSING & COMMUNITY SOLUTIONS

1,043 persons provided with affordable, improved housing

374 homes weatherized

438 families saved from domestic violence

109 families saved from homelessness

PROGRAM ACCOMPLISHMENTS
2012 — 2013

We’re proud to announce that this year our programs helped transform the lives of 4,746 individuals in 3,374 families throughout our service area. Explore these pages to see the other ways TAP programs have made a difference.

398 families provided free tax preparation assistance, securing $339,568 in tax credits

$500,000 in loans to 3 fresh food grocers, eliminating 3 food deserts

5 micro enterprises started

AGENCY-WIDE ACCOMPLISHMENTS

No material findings from program reviews

Saved over $20,000 per year by utilizing an outside payroll service

EDUCATION & CAREER DEVELOPMENT

1,628 students in educational programs, including Head Start & Early Head Start

621 persons secured a job

106 persons improved their job status through training

958 parents improved their parenting skills, including 186 fathers who increased involvement with children
of fathers first participants who completed job readiness classes obtained employment

VACARES clients obtained employment

77%

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First Vice-Chairman of the Board

Charlie Robbins
Second Vice-Chairman of the Board

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Yolanda R. Puyana
Assistant Secretary of the Board

Keith A. Rickoff
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Seyranta L. Henderson
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Brian O’Sullivan
TAP Supportive Housing Projects and Consumers

Sereina Paynter
The Harrison Museum of African American Culture

Yolanda R. Puyana
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This Valley Works Board of Commissioners

Christine Williams
Hurt Park Neighborhood Alliance

TAP • Total Action for Progress 2012 – 2013