



TOTAL ACTION FOR PROGRESS

2022–2023 Annual Report



Total Action for Progress

2022–2023 Annual Report



our mission

TAP helps individuals and families achieve sustainable, equitable economic and personal independence through education, employment, affordable housing, and safe and healthy environments.

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Community Impact

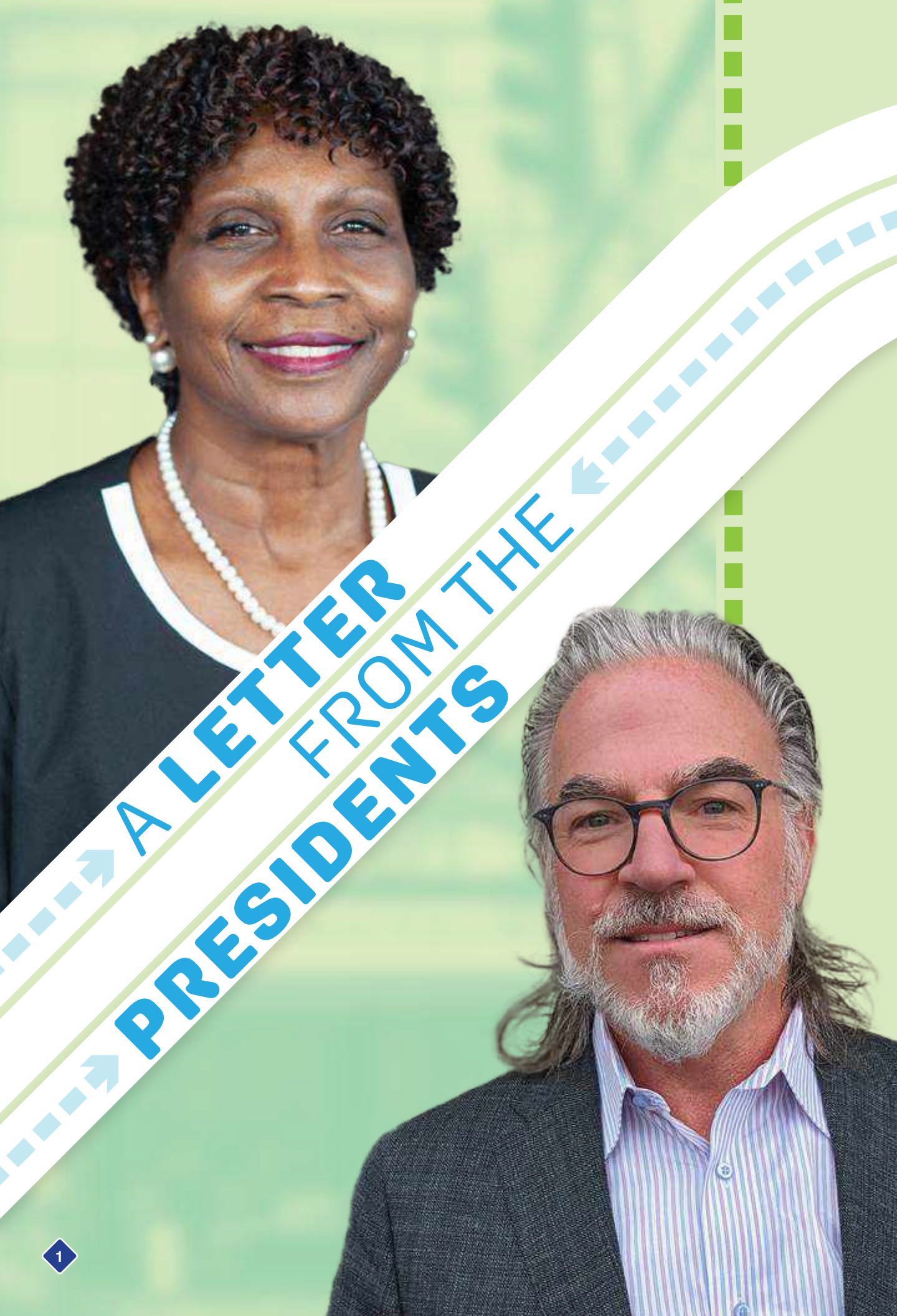
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Credits

- 19 Donors
- 24 Board of Directors



**A LETTER
FROM THE
PRESIDENTS**



If you were a child or the parent of a child who came of age in the 1980s or 1990s, you're probably familiar with the *Choose Your Own Adventure* book series.

The beloved books' hallmark is their use of branching choice. At various points in the story, you are asked to decide between two courses of action, and your choices change the trajectory of the story and its ending. But endings are never the most important part of the adventure. The real value is in the repeated experimentation and exploration of different versions of yourself through your choices. *Do you run from the ghost, or do you talk to it? Do you crawl farther into the cave, or do you turn back? Do you help the person in need, or do you hurry past them?*

Each one of us makes nearly 35,000 decisions every day. Some are inconsequential. Others represent life-altering inflection points that require leaving behind the certainty of what we know so we can become someone different than who we've been. Facing such decisions is a fundamental part of being human. But consciously turning toward the unknown, taking risks, and allowing ourselves to be shaped by new experiences isn't easy—in fact, it requires an immense amount of courage. Sometimes we're not ready to embrace the unknown. But at some point, we must.

After all, if we never talk to the ghost, crawl farther into the cave, or offer a hand to the person in need, we'll never know who we might have become.

Craig Balzer
Board Chair

Annette Lewis
President & CEO



stories

of

hope

■ ■ ■ ■ ■ ➔ See what **your support** makes possible ■ ■



stories of hope: miz

Miz Lexima is a successful, smart, and driven woman. Working as an oncology and infusion nurse, she is almost done with her master's degree in nursing through James Madison University and is planning to become a nurse practitioner after graduation. And as if that wasn't enough, she also runs a business to create medical-grade wigs. How did Miz start on this track?

She enrolled at TAP.

1

Getting Started

After graduating from high school, Miz wasn't sure what she was going to do. Then her older sister recommended TAP's **Certified Nurse Aide** program.

It seemed like a good fit for Miz—she had always been inspired by nurses. “And TAP had a good reputation,” she says, so she joined the program.

From her start with TAP in the CNA program, Miz felt like she was in the right place—she felt a connection with TAP staff from the beginning and was excited to see Black women in roles of authority.

Feeling comfortable at TAP, she also began to look at other programs.

She enrolled her kids in TAP's **Head Start** program and later served as the vice president of the TAP Head Start Policy Council. Through this role, Miz developed a range of skills, like networking and building a professional reputation.

“I had an end point of nursing, and [TAP] helped me find the way there.”

She spent time in a few of TAP's education and employment programs and gained educational and professional experience, which led to her getting an associate degree in nursing from Virginia Western, and her Bachelor of Science in Nursing from James Madison University.

2

Breaking Through Barriers

Miz found that TAP had programs that could help her while she was simultaneously parenting, working, and pursuing her education. TAP's job-training programs, in particular, served as an extra support system when she needed it. When her laptop died right before the end of her semester, TAP staff used job-training funding to quickly replace it because it was crucial to her education and training work.

Looking back, Miz recalls, "I had an end point of nursing," and that the staff at TAP "helped me find the way there." She put in the hard work, and TAP made sure small barriers couldn't keep her from reaching the finish line.

A Leader in the Community

For Miz, working as a nurse is deeply rooted in her personal goals and her desire to be a leader in the community.

The opportunities she has taken advantage of are as much about the sense of growth as they are the qualification at the end of the journey. "I want to be a leader in my community through nursing," Miz explains. At TAP, she could pursue her full portfolio of personal and professional goals without needing to prioritize one over the other.

“

**"Nursing is tough.
But life's been good."**

4

Above and Beyond

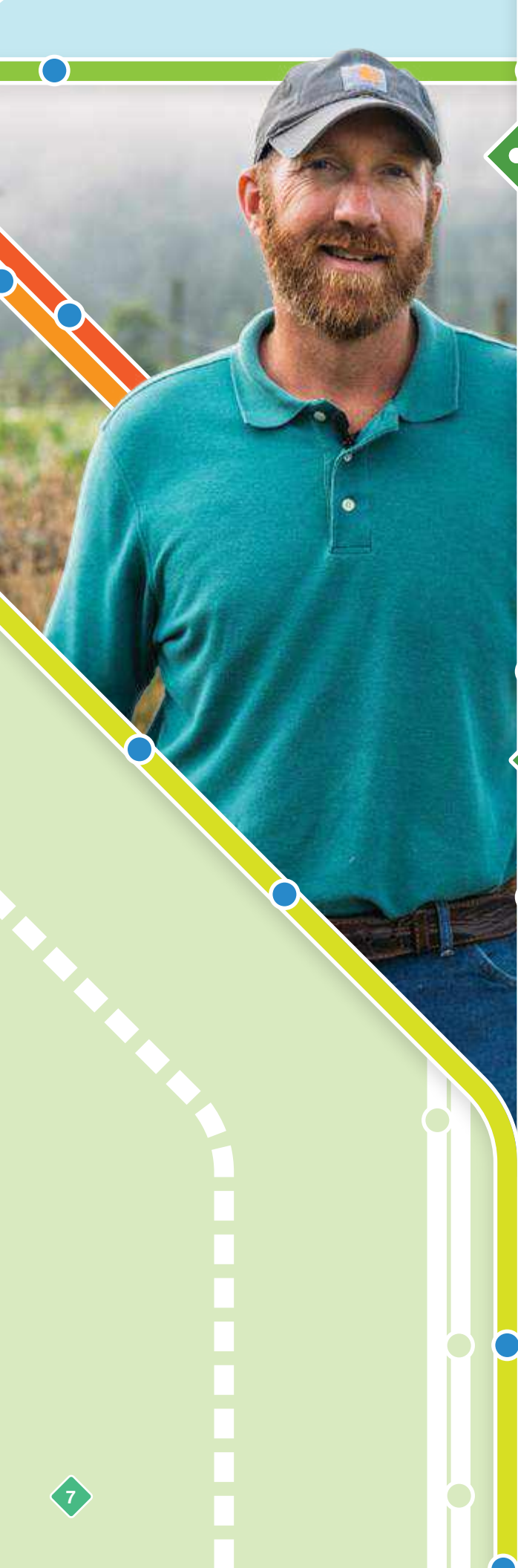
With the final stretch of her nursing goals in sight, Miz is looking forward to establishing herself as a nurse practitioner, community leader, and an entrepreneur whose strong foundation of medical knowledge will power innovation in her future business endeavors.

Looking back, Miz knows she took the right path. "Nursing is tough," she acknowledges. "But life's been good."

3



6



stories of hope: **ben**

Ben Flinchum left his Montana life in 2009 to manage Cold Creek Cattle & Hay, the Craig County farm his grandfather had bought in 1951. His dad and his siblings had no interest in farming.

Now, at only 36, he's taken it upon himself to repair and update a property that includes more than 200 acres.

1

Planting the Business Seed

"The farm was not in good repair," says Ben. "My grandfather had been doing most of it on his own in his 80s." Ben tells stories of young cows swimming the creek to get out and his making rounds to neighbors' properties to pick up the escaped cattle.

Fencing became a priority, but Ben didn't have the ability to pay for those repairs upfront. "One of the biggest problems with being young and getting into agriculture is getting enough money to do all the improvements," Ben says. "If I could only afford to do half [the fencing], they're still going to get out on the other part."

That's where TAP came in.

To keep the farm going and make necessary repairs, Ben secured a \$100,000, five-year, low-interest loan from TAP's **Business Seed** program. He fixed the fencing, and bought new hay equipment and more cows.

Ben also built a safe space to vaccinate and tag cattle. Regular soil testing and treatment made possible with Business Seed funds are helping to reinvigorate the farm for future prosperity.

2 Growing With TAP

TAP created Business Seed Capital, Inc. in 1998. Its primary service is to furnish microenterprise loans to businesses that don't meet traditional bank loan requirements.

Curtis Thompson, TAP's vice president of financial services and director of Business Seed Capital, Inc., explains, "This loan fund and at least five additional loan pools are all designated for business growth. It's all under the financial services umbrella, which is just another resource that TAP has to give individuals and families another opportunity for economic advancement."

"It's all under the financial services umbrella, which is just another resource that TAP has to give individuals and families another opportunity for economic advancement."

Curtis Thompson

Vice President of Financial Services

3 A Family Legacy Maintained

Ben divides his time between Cold Creek Saw Mill & Forestry in New Castle and the farm. He owns both businesses. The sawmill offers direct-to-consumer rough-cut lumber used mostly for barns and fences. The farm sells beef to individuals, calves to farmers, and hay to horse owners.

"One thing that we hear a lot in agricultural circles is that young folks aren't interested in farming anymore," says Ben. "Statistics show the average age of farmers going up. One thing I'd like to say to that is there are a lot of young folks interested in agriculture, but they don't come from a farming

background. It's an incredibly daunting task to [start a farm]."

Ben states that TAP's Business Seed program provides a good resource for others who are interested in farming. In his case, TAP is helping him continue his family's legacy.

"Agriculture is all about dreaming and taking risks."

4 The Road Less Traveled

The infusion of cash has enabled Ben to make the property safer for him and his livestock while allowing him to set up processes for future sustainability.

"There's a song I like to reference by George Strait called 'The Road Less Traveled,'" says Ben. "It's about when you go against the grain and dare to dream."

Agriculture is all about dreaming and taking risks. Sometimes you win and sometimes you lose. I think it's very important to recognize the strength and determination agricultural folks possess. Agriculture is the strength our country was built on."



YEAR

in

REVIEW

in the last year, TAP has...



prepared
1,000
children
for success
in school through
Head Start.



encouraged
and assisted
294
students
to attend college.



saved
417
individuals
from domestic violence.



nurtured the
entrepreneurial
spirit of

36
small
business
owners.



educated and trained
496 youth^{and}
adults.



helped
251 youth
and adults
secure jobs.



provided **free income tax preparation** to
480 households that claimed
\$255,112
of Earned Income Tax Credits.



helped
275 people
find **safe** and
affordable housing.



saved
250 households
from **homelessness**.



reduced the
energy burden for
61 families
by **weatherizing**
their homes.



provided **limited home repair services** to
5 homes.



...served
5,757 people
in
4,044 households.



constructed
or rehabilitated
3 units
of **affordable housing**.

\$432,351

THANK YOU

FOR HELPING
US RAISE
OVER

\$400,000!

our goal:
\$300,000



Last year we set a goal
to raise \$300,000 for
Bringing Hope Home,
our annual giving campaign.

**The community rose
to the challenge.**

We are thrilled to report that
242 donors partnered with TAP
to provide life-changing programs
for people in our community.

**Together, these donors pushed
us past our original goal!**



“When it comes to community support,
it’s important to think about how we’re all
interconnected. By supporting organizations
like TAP we can work to consciously make
that impact a positive one.”

● **Alex Lucas**

Member One Vice President of Community Impact



bringing hope home • 2022–2023 sponsors

Special thanks to the following corporate sponsors who led the way with their gifts for Bringing Hope Home. Through their generosity, we can continue to provide hope and pathways to success for our neighbors in need.

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Bringing Hope Home is an annual effort supporting TAP's ongoing work. To make your own gift to this year's Bringing Hope Home campaign, visit:

tapinto hope.org/donate

the financials:

income

contributions



\$442,896.37
1.62%

earned income



\$751,560.39
2.76%

grants & local government funds



\$23,300,080.63
85.43%

in-kind contributions



\$2,770,047.47
10.16%

interest



\$9,493.60
0.03%

total: **\$27,274,078.46**

the financials: expenses

education & employment

\$19,687,448.22
72.38%

housing

\$3,839,585.95
14.12%

domestic violence & family services

\$797,594.36
2.93%

financial services

\$250,242.49
0.92%

management

\$2,626,245.34
9.65%

total: \$27,201,116.36

*Management expenses include grant writing, communications, and property management & maintenance.

**The data presented here are unaudited.

***Financials represent TAP only & do not include subsidiaries.

****The most recent fiscal year audit can be found at tapintohope.org/news/publications.

head start & early head start

annual report

Enrollment

Funded enrollment	997
Average monthly enrollment	60%
Total number of children served	797
Total number of families served	773
Total number of pregnant women served	57
Eligible infants & toddlers served	10%
Eligible preschoolers served	26%

Program Data

Percentage of infants & toddlers who are up-to-date on their physicals	79%
Percentage of preschoolers who are up-to-date on their physicals	87%
Percentage of infants & toddlers who received a dental exam	72%
Percentage of preschoolers who received a dental exam	80%
Percentage of infants & toddlers who are up-to-date with immunizations	82%
Percentage of preschoolers who are up-to-date with immunizations	90%

Funding Sources and Amounts

HHS: Head Start & Early Head Start	\$10,370,572
USDA: Head Start & Early Head Start	\$630,000
Co-pays for Before and After Care	\$10,000
Child Care Block Grant	--
City of Salem	\$21,000
TOTAL	\$11,031,572

Preparing Children for Kindergarten

Infant/Toddler Curricula:

Creative Curriculum for Infants, Toddlers, and Twos and *Teaching Strategies GOLD* online assessments

Preschool Curricula:

Creative Curriculum for Preschoolers, *Tools of the Mind*, and *Teaching Strategies GOLD* online assessments

Transition to Kindergarten Activities

- Guided observation of kindergarten classrooms by Head Start teachers
- Classroom field trips to elementary schools
- Transition to kindergarten activity kits; children's books & activities related to the transition are used in classrooms & during home visits
- *Building Bridges* transition to kindergarten handbooks
- Summer activities calendar
- *All About Me* parent-kindergarten teacher information sheet
- Sharing information about rising kindergarteners with their future teachers
- Providing parent trainings on kindergarten readiness
- Virginia Kindergarten Readiness Program

Parental Involvement Activities

- Early Childhood (Step) Parenting Class
- Home visits
- In-school conferences
- Parent support
- Parent meetings
- Policy Council
- TAP Mental Health Support Group
- Number of children whose fathers participated in fatherhood involvement activities 207

Program Reviews

A federal monitoring review was completed in **April 2023** and had **no deficiencies**.

A Child and Adult Care Food Program (CACFP) review was completed in **May 2023** and had **no deficiencies**.

**Some of our normal program activities & outcome percentages were affected by the ongoing COVID-19 pandemic.*

2022–2023 financial summary

→ proposed vs. actual ←

child outcomes

related to school readiness

percentage of three- and four-year-olds
meeting highest assessed level*



social-emotional

85% of children met the highest assessed level of social-emotional skills in Spring 2023, up from 67% in Fall 2022.



physical

89% of children met the highest assessed level of physical skills in Spring 2023, up from 72% in Fall 2022.



language

88% of children met the highest assessed level of language skills in Spring 2023, up from 64% in Fall 2022.



cognitive

86% of children met the highest assessed level of cognitive skills in Spring 2023, up from 67% in Fall 2022.



literacy

84% of children met the highest assessed level of literacy skills in Spring 2023, up from 60% in Fall 2022.



mathematics

81% of children met the highest assessed level of mathematics skills in Spring 2023, up from 57% in Fall 2022.

salaries & wages

\$7,512,013.00 **vs.** \$5,769,719.00

administrative

\$525,840.91 **vs.** \$403,880.33

facilities

\$268,175.00 **vs.** \$352,971.32

other

\$623,014.00 **vs.** \$1,233,631.66

contracts

\$898,370.96 **vs.** \$936,815.91

general insurance

\$71,600.00 **vs.** \$64,735.99

nutrition

\$630,000.00 **vs.** \$582,621.00

training & technical assistance

\$145,091.00 **vs.** \$145,091.00

transportation

\$96,000.00 **vs.** \$141,891.55

travel

\$112,655.00 **vs.** \$27,559.42

supplies

\$307,561.00 **vs.** \$285,375.27

total

\$11,190,320.87 **vs.** \$9,944,292.45

*According to Teaching Strategies GOLD assessments

early head start child care partnerships

annual report

Enrollment

Funded enrollment	148
Average monthly enrollment	95%
Total number of children served	203
Total number of families served	187

Program Data

Percentage of infants & toddlers who are up-to-date on their physicals	90%
Percentage of infants & toddlers who received a dental exam	21%
Percentage of infants & toddlers who are up-to-date with immunizations	65%

Parental Involvement Activities

- Early Childhood (Step) Parenting Class
- Home visits
- In-school conferences
- Parent support
- Parent meetings
- Policy Council
- TAP Mental Health Support Group
- Number of children whose fathers participated in fatherhood involvement activities 46

Funding Sources and Amounts

HHS: Head Start & Early Head Start	\$3,060,545.00
TOTAL	\$3,060,545.00

Preparing Children for Kindergarten

Infant/Toddler Curricula:
Creative Curriculum for Infants, Toddlers, and Twos
and *Teaching Strategies GOLD* online assessments

Program Reviews

A federal monitoring review was completed in **April 2023** and had **no deficiencies**.

2022–2023 financial summary

→ proposed vs. actual ←

child outcomes

related to school readiness

percentage of children meeting
highest assessed level*



social-emotional

90% of children met the highest assessed level of social-emotional skills in Spring 2023, up from 80% in Fall 2022.



physical

89% of children met the highest assessed level of physical skills in Spring 2023, up from 81% in Fall 2022.



language

81% of children met the highest assessed level of language skills in Spring 2023, up from 72% in Fall 2022.



cognitive

93% of children met the highest assessed level of cognitive skills in Spring 2023, up from 83% in Fall 2022.



literacy

89% of children met the highest assessed level of literacy skills in Spring 2023, down from 92% in Fall 2022.



mathematics

87% of children met the highest assessed level of mathematics skills in Spring 2023, up from 82% in Fall 2022.

salaries & wages

\$556,011.00 vs. \$475,320.00

administrative

\$38,920.77 vs. \$25,922.40

facilities

\$15,500.00 vs. \$13,797.00

other

\$277,410.00 vs. \$465,488.65

contracts

\$1,992,439.00 vs. \$1,832,675.00

general insurance

\$4,000.00 vs. \$4,558.43

nutrition

\$64,450.00 vs. \$58,591.55

training & technical assistance

\$66,279.00 vs. \$66,279.00

travel

\$17,200.00 vs. \$15,799.17

supplies

\$108,372.23 vs. \$182,150.80

total

\$3,140,582.00 vs. \$3,140,582.00

**According to Teaching Strategies GOLD assessments
**The information above includes partnership classrooms only. In Early Head Start we transition our children throughout the year. At any given time the dynamics of the classroom can change based on the number of transitions, child's age, disability, and lack of previous academic experience at time of enrollment.*

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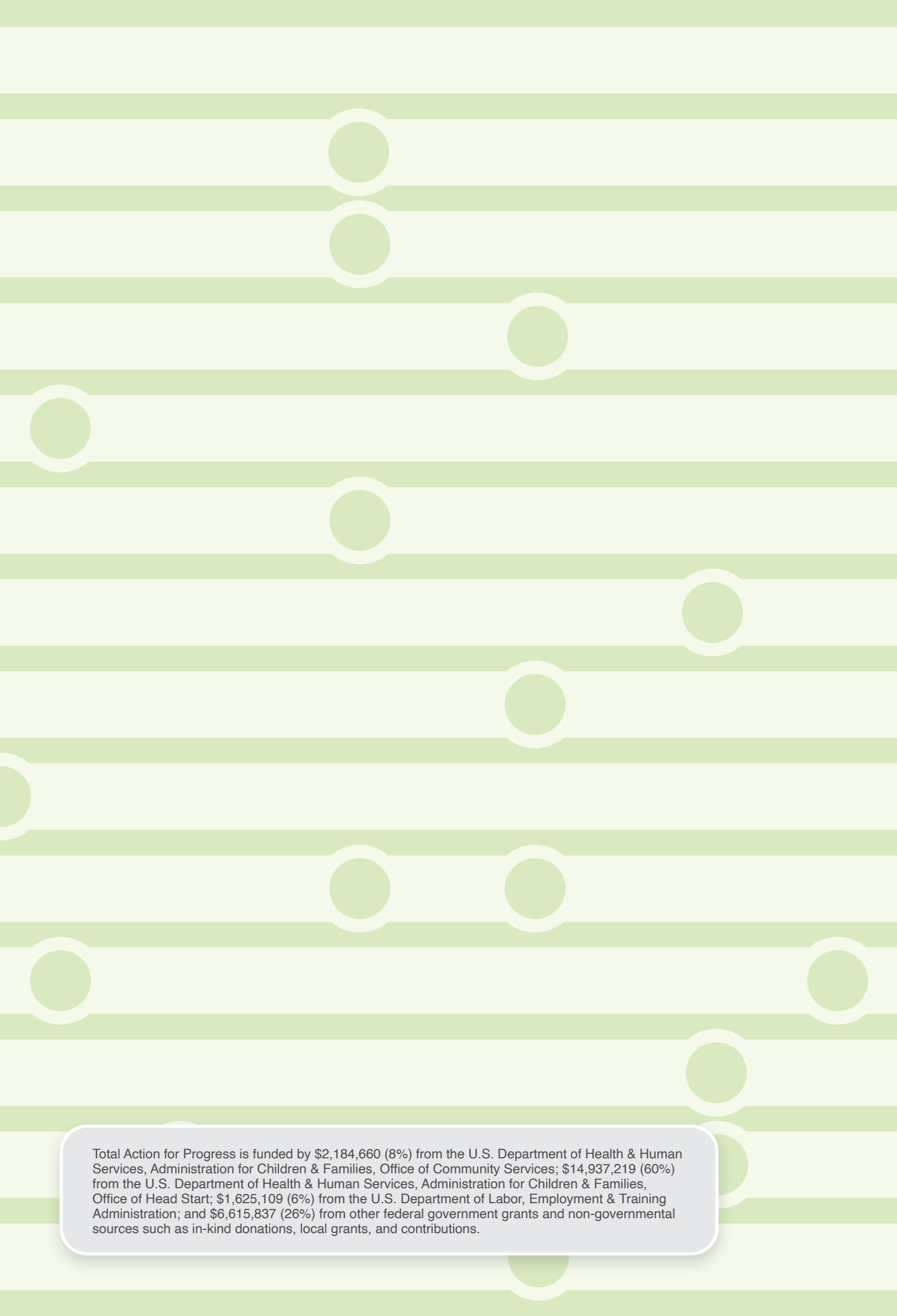
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Total Action for Progress
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Roanoke, VA 24011

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