



# TOTAL ACTION FOR PROGRESS

ANNUAL REPORT \* 2023-2024









# TOTAL ACTION FOR PROGRESS

ANNUAL REPORT \* 2023-2024



# OUR MISSION



**TAP HELPS INDIVIDUALS & FAMILIES** achieve sustainable, equitable economic & personal independence through education, employment, affordable housing, & safe and healthy environments.



# TABLE OF CONTENTS

|    |   |
|----|---|
| 2  | A Foreword from the Presidents                          |
| 3  | The Transformative Journey of Tom Whitlock              |
| 5  | The Remarkable Transformation of Don Paul Haynes III    |
| 7  | Year in Review: 2023–2024                               |
| 9  | How TAP Is Changing: The Whole Family Initiative        |
| 11 | Bringing Hope Home                                      |
| 13 | TAP Financials  |
| 15 | Annual Report: Head Start & Early Head Start            |
| 17 | Annual Report: Early Head Start Child Care Partnerships |
| 19 | Donors  |
| 24 | Board of Directors                                      |



# STORIES of HOPE

WITH A FOREWORD FROM TAP'S  
PRESIDENT & BOARD CHAIR



# DEAR FRIENDS OF TAP:

As the President and the Chair of the Board of Directors at Total Action for Progress (TAP), we are honored to present to you our annual report. Reflecting on the past year, we are grateful for the significant impact TAP continues to make in the lives of those we serve—our neighbors and friends.

This year's theme, "Transformation," holds a special place in our hearts. It symbolizes the profound changes we have witnessed in our community—changes made possible through your regular support and our collective commitment to TAP's mission. Our efforts this past year have expanded our reach and introduced innovative programs that are already showing promising results in strengthening the fabric of our community.

Within this report, you will discover highlights of our activities, successes, and the stories that matter. Stories like those of Tom and of Don Paul, whose journeys of resilience and courage are not just inspiring but are a testament to the transforming impact of our work. Their successes are shared successes, reminding us that when we help one person, we elevate our entire community, strengthening the region and building a more prosperous future.

Looking forward, we are excited about the opportunities that lie ahead. With the continued partnership and support of each of you—our donors, corporate investors, volunteers, and advocates—we are poised to build on our achievements and enhance our impact. Every step we take together is a step towards a better future for us all. We extend our deepest thanks for the support and trust you place in us. Your gifts, whether large or small, fuel our mission and enable us to meet the growing needs of our community.

Thank you for joining us on this journey of transformation. Together, we are not just changing lives; we are shaping the future of our community.

**ANGELA PENN**

President & CEO

**PAUL NESTER**

Chair • Board of Directors







# THE TRANSFORMATIVE JOURNEY OF TOM WHITLOCK

*Tom Whitlock's life story is one that nearly ended with addiction and incarceration and instead was transformed with purpose and freedom.*

*Tom credits the transformative power of support for making a difference in his life and aims to inspire others with his journey.*



## THE STRUGGLE

Tom Whitlock's life before TAP was marked by secrecy and struggle. Raised in a good home with supportive parents, he seemed to have it all: a stable job, a marriage, and a hidden addiction. For twenty years, Tom managed to keep his drug use a secret. However, eventually it all crumbled, leading to multiple incarcerations and a four-year sentence in Rockbridge Regional Jail.

"I was sick and tired of getting high, of hurting my family, of hurting my kids," Tom recalls. "I thought, this isn't fun anymore. I even thought about taking my own life."

## FINDING PURPOSE

It was during his time in jail that Tom reached a turning point. "I remember thinking I'd never been so happy to be arrested. Sitting in the Rockbridge Regional Jail, it was like God spoke to me. I knew then that I was going to have to help people like myself."

I WAS SICK  
AND TIRED OF  
GETTING HIGH,  
OF HURTING  
MY FAMILY,  
OF HURTING  
MY KIDS.

From that moment, Tom embraced a new sense of purpose. He began praying with anyone who would listen—inmates, jailers, county cops, and state troopers. His genuine transformation was evident, and people began to believe in him.

"This doesn't mean I didn't experience setbacks, failures, or trials on the road to recovery," Tom admits. However, through resilience and determination, he began to rebuild his life. He took on jobs within the jail, building and refurbishing rooms, and even dreamed of teaching welding to other inmates.

As Tom's release date approached, the Superintendent of Rockbridge Regional Jail, Colonel Almarode, referred him to TAP's Virginia CARES program. "When I got out, James and Brian of TAP came to meet me on a Sunday night. They helped me get started with the Virginia CARES program. They went out of their way because their job isn't about a paycheck; they do it because they care."

Virginia CARES provided significant assistance to Tom, helping him establish stability in his life. Because of this support, new opportunities began to arise for him. Colonel Almarode created a job for Tom—an Industry Instructor, teaching trades and helping inmates prepare for life after release. TAP facilitated Tom's training, helping him obtain the necessary certifications.

## INSPIRED TO EMPOWER OTHERS

Tom has continued to find ways to give back since then. He founded Rockbridge Recovery's HOPE House, a men's transitional sober living program to support those dealing with addiction.

Tom stays motivated to help others by staying grateful for what he has, and how precarious it is. "I know I'm just one bad decision from being locked up again. So each day I try to be grateful and say, 'Thank you for this struggle.' It's been an awesome journey," Tom says.

I REFUSE  
TO LET MY  
FAILURES  
DEFINE ME.

HOPE House – once an abandoned structure following a fire, now transformed into a sanctuary for recovery. The house gives up to 8 men a 6-month safe space from destructive influences.

"The house's transformation is like an addict's life. We were just beat up; nobody saw that we had worth at the end of the day. Then finally someone said that's worth fixing for something good."

Tom's program addresses the root causes of addiction, like trauma and abuse, through a holistic approach. He provides participants resources like transportation, mentoring, and opportunities to guide them through their journey to sobriety.

Tom Whitlock's story is a powerful reminder of the impact TAP has on individuals and communities. His journey continues to be an inspiration, and a reminder how far a truly inspired transformation can take someone.

"Everybody fails. It's okay to fail. I fail every day. Probably more than most. But I don't care because I know tomorrow I'll do something better than I did today. And I refuse to let my failures define me."





# THE REMARKABLE TRANSFORMATION OF DON PAUL HAYNES III

*Barriers at any age are challenging.  
They can feel nearly impossible  
when you're in high school.*

*Don Paul Haynes III's story highlights  
the profound impact of mentorship  
in overcoming these obstacles  
and achieving personal goals.*



## A GLIMMER OF HOPE

In the face of overwhelming challenges, Don Paul Haynes III struggled deeply. Failing all his classes, coping with his family's impending eviction, and neglecting his mental health by skipping therapy appointments, he found himself in a bleak state of mind. With no motivation to build a bright future and battling daily misery, he opted for virtual schooling due to relentless bullying about his weight. Recognizing the need for support, Don Paul was referred to the Youth Mentoring Program at TAP.

Initially hesitant, Don Paul was urged by his mother who highlighted the absence of a father figure in his life. Eventually engaging in the program, Don Paul formed a connection with mentor Keith Moore, a turning point that would profoundly impact his journey forward.

HE DID  
TREMENDOUSLY  
GREAT—A  
COMPLETE  
TURNAROUND.

## THE POWER OF GUIDANCE

Keith's mentorship was pivotal in Don Paul's transformation. With Keith's guidance, Don Paul managed his anxiety, built confidence, and acquired essential life skills. Over the past year, he has grown more comfortable socializing, whether at the gym or with friends. Despite the initial challenges of being home-schooled due to bullying, Don Paul returned to

IT CONTINUALLY GETS  
BETTER AND BETTER.

in-person schooling to complete his degree and was honored as TAP's Student Success of the Year.

Now, Don Paul is not only a model student but also an active participant in track and field, throwing shot put, and excelling academically. He has become highly motivated, with a clear vision for his future. Post-graduation, he plans to attend Mountain Gateway Community College for two years before transferring to a university to specialize in business. Keith and Don Paul plan to maintain their friendship, catching up regularly.

Keisha Jordan, who worked with Don Paul, speaks proudly of his achievements: "I'm a proud mama. I remember from the first time he enrolled in the program. He did tremendously great—a complete turnaround."

## GIVING BACK

Ultimately, Don Paul aspires to give back to the community, just as Keith did for him, by mentoring young men and anyone in need. He believes that by offering the same support he received from Keith, he can help others experience similar improvements and positively impact society.

"Transformation means to self-improve both mentally and physically, and to take care of yourself not only for your well-being but for those around you. I continue going to the gym, I try to track all my personal records and just see improvement no matter how small, just moving forward," he says.

Don Paul Haynes III's story is one of resilience, transformation, and hope. His progress is a testament to the positive impact of TAP's programs and the power of mentorship. Reflecting on his journey, Don Paul shares a message of encouragement: "At first, give it a try. As it goes on, it continually gets better and better. I would definitely recommend enrolling in this program because it will be beneficial in all areas of life."





# YEAR IN REVIEW



Saved  
**430**  
**INDIVIDUALS**  
from domestic violence



**FAMILY SERVICES**

**IN THE  
LAST YEAR,  
TAP HAS...**

Nurtured the  
entrepreneurial spirit  
of **27** **SMALL**  
**BUSINESS**  
**OWNERS**



**EMPLOYMENT**

Helped  
**292** **YOUTH**  
**AND ADULTS**  
secure jobs

Educated and trained  
**540** **YOUTH**  
**AND ADULTS**



**EDUCATION**

Prepared  
**998**  
**CHILDREN**  
for success in school through  
**HEAD START**

Encouraged and assisted  
**259** **STUDENTS**  
to attend college





...SERVED  
8,548  
PEOPLE IN  
4,474  
HOUSEHOLDS.



AS THE NEEDS OF  
OUR COMMUNITY EVOLVE,



SO DOES TAP.

We continually strive to create new possibilities for the people we serve.  
To make TAP work better for our community, we created the  
**TAP Whole Family Initiative.**



# what is the **WHOLE FAMILY INITIATIVE?**

The Whole Family Initiative allows us to provide essential services to both the individuals requesting services and their household members. We use a detailed intake process to learn more about each member's needs, skills, and goals. During this process, TAP's team helps put together a whole family plan, which includes potential services that may benefit them across all of TAP's programs, and throughout the community.

The Whole Family process not only increases access to resources, but also offers a dynamic approach to generational change. By focusing on the entire household, our programs can extend their services across generations, ensuring a deeper impact in our community while strengthening family connections and ensuring the best outcome for the families and individuals we serve.

*Through the Whole Family Initiative, TAP is able to offer comprehensive support to families, enabling the opportunity to thrive across our community.*





# ...BUT WE COULDN'T DO THIS WITHOUT **YOU.**



TAP's annual  
giving campaign!

Community members like you make growth and change possible here at TAP through your dedicated support.

Donor funding, especially through campaigns like Bringing Hope Home, is crucial to TAP's success.

TAP's biggest  
donation  
**EVER!**

**\$100,000** from  
**MEMBER ONE**  
want to funding  
transportation for  
**HEAD START**  
& housing families in need

**PAST  
DONORS**

**APPALACHIAN  
POWER** donated  
books, games, snacks,  
& hygiene items to  
**SABRINA'S PLACE,**  
aiding survivors of  
domestic violence

**BANK OF  
BOTETOURT'S**  
volunteer hours  
provided  
**LOCAL KIDS**  
with valuable  
financial know-how



YOUR SUPPORT MAKES A DIFFERENCE.

Whether through donations or volunteering,  
your contributions further TAP's mission.

THANK YOU  
TO THE **211**  
SUPPORTERS  
WHO GENEROUSLY DONATED  
**\$341,562** IN THE  
LAST  
YEAR.

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:

**TAPINTOHOPE.ORG/DONATE**

# BRINGING HOPE HOME

2023-2024 investors

We'd like to give special thanks to Bringing  
Hope Home's corporate investors:

## HOPE LEVEL

Roanoke Gas Company  
Southern Team Automall  
Wells Fargo

## EMPOWER LEVEL

Bank of Botetourt  
Cantey Tech Solutions  
Carter Bank & Trust  
Delta Dental of Virginia  
Marsh McLennan Agency  
Pinnacle Financial Partners  
Spilman Thomas & Battle, PLLC

## COURAGE LEVEL

Carilion Clinic  
Gentry Locke Attorneys  
Roanoke Valley Orthodontics

## INSPIRE LEVEL

Brown Edwards  
First Citizens Bank  
JM Ford & Associates  
Member One FCU  
Roanoke Higher Education Center  
Southeast Rural Community  
Assistance Project  
Woods Rogers



# THE FINANCIALS

## INCOME

CONTRIBUTIONS  
\$442,896 • 1.65%

EARNED INCOME  
\$343,431 • 1.28%

GRANTS & LOCAL  
GOV'T FUNDS  
\$23,237,459 • 86.58%

IN-KIND CONTRIBUTIONS  
\$2,805,413 • 10.45%

INTEREST  
\$9,494 • 0.04%

**TOTAL: \$26,838,693**

## EXPENSES

EDUCATION & EMPLOYMENT  
\$19,621,026 • 73.57%

HOUSING  
\$3,279,891 • 12.30%

DOMESTIC VIOLENCE  
& FAMILY SERVICES  
\$797,417 • 2.99%

FINANCIAL SERVICES  
\$254,767 • 0.96%

MANAGEMENT  
\$2,714,584 • 10.18%

**TOTAL: \$26,667,685**

The above data are the audited numbers for TAP fiscal year 07/01/2022–06/30/2023. Management expenses include grant writing, communications, and property management & maintenance. Financials represent TAP only & do not include subsidiaries. The most recent fiscal year audit can be found at [tapinto.org/news/publications](https://tapinto.org/news/publications).



"[TAP] WENT OUT OF THEIR WAY  
BECAUSE THEIR JOB  
ISN'T ABOUT A PAYCHECK.  
THEY DO IT BECAUSE THEY CARE."

— TOM WHITLOCK



# HEAD START & EARLY HEAD START

ANNUAL  
REPORT

## ENROLLMENT

|   |      |
|---|------|
| Funded enrollment .....                     | 997  |
| Average monthly enrollment .....            | 55%  |
| Total number of children served .....       | 786  |
| Total number of families served .....       | 707  |
| Total number of pregnant women served ..... | 84   |
| Eligible infants & toddlers served .....    | 316% |
| Eligible preschoolers served .....          | 470% |

## PROGRAM DATA

|  |     |
|--|-----|
| Percentage of infants & toddlers who are up-to-date on their physicals ..... | 69% |
| Percentage of preschoolers who are up-to-date on their physicals .....       | 80% |
| Percentage of infants & toddlers who received a dental exam .....            | 83% |
| Percentage of preschoolers who received a dental exam .....                  | 66% |
| Percentage of infants & toddlers who are up-to-date with immunizations ..... | 98% |
| Percentage of preschoolers who are up-to-date with immunizations .....       | 99% |

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

## FUNDING SOURCES AND AMOUNTS

|   |                 |
|---|-----------------|
| HHS: Head Start & Early Head Start ..   | \$12,711,029.00 |
| USDA: Head Start & Early Head Start ..  | \$630,000.00    |
| Co-pays for Before and After Care ..... | \$35,000.00     |
| City of Salem .....                     | \$21,000.00     |
| Contributions .....                     | \$5,000.00      |
| TOTAL .....                             | \$13,402,029.00 |

## 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

- Active Parenting: The First Five Years
- Home visits
- In-school conferences
- Parent support
- Parent meetings
- Policy Council
- Number of children whose fathers participated in fatherhood involvement activities ..... 178

## 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

## 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.



# CHILD OUTCOMES

related to school readiness

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

## SOCIAL-EMOTIONAL



83% of children met the highest assessed level of social-emotional skills in Spring 2024, up from 76% in Fall 2023.

## PHYSICAL

85% of children met the highest assessed level of physical skills in Spring 2024, up from 83% in Fall 2023.



## LANGUAGE



81% of children met the highest assessed level of language skills in Spring 2024, up from 75% in Fall 2023.

## COGNITIVE

84% of children met the highest assessed level of cognitive skills in Spring 2024, up from 77% in Fall 2023.



## LITERACY



76% of children met the highest assessed level of literacy skills in Spring 2024, up from 67% in Fall 2023.

## MATHEMATICS

75% of children met the highest assessed level of mathematic skills in Spring 2024, up from 68% in Fall 2023.



\*According to Teaching Strategies GOLD assessments

## 2023-2024 FINANCIAL SUMMARY

### proposed vs. actual

#### SALARIES & WAGES

\$6,803,736.69 vs. \$7,104,421.98

#### ADMINISTRATIVE

\$755,970.74 vs. \$789,380.22

#### FACILITIES

\$245,805.94 vs. \$519,948.50

#### OTHER

\$1,319,260.06 vs. \$728,258.99

#### CONTRACTS

\$1,452,186.60 vs. \$1,419,341.47

#### GENERAL INSURANCE

\$74,000.00 vs. \$70,196.00

#### NUTRITION

\$630,000.00 vs. \$624,662.62

#### INDIRECT COSTS

\$1,148,499.60 vs. \$1,148,499.60

#### TRAINING & TECHNICAL ASSISTANCE

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

#### TRAVEL

\$92,405.00 vs. \$74,712.52

#### SUPPLIES

\$674,073.37 vs. \$738,113.86

#### TOTAL

\$13,341,029.00 vs. \$13,362,626.88



# ANNUAL REPORT EARLY HEAD START CHILD CARE PARTNERSHIPS

## ENROLLMENT

|                                       |     |
|---------------------------------------|-----|
| Funded enrollment.....                | 148 |
| Average monthly enrollment .....      | 86% |
| Total number of children served.....  | 212 |
| Total number of families served ..... | 190 |

## PROGRAM DATA

|  |     |
|--|-----|
| Percentage of infants & toddlers who are up-to-date on their physicals ..... | 16% |
| Percentage of infants & toddlers who received a dental exam .....            | 22% |
| Percentage of infants & toddlers who are up-to-date with immunizations ..... | 99% |

## PARENTAL INVOLVEMENT ACTIVITIES

|  |    |
|--|----|
| • Active Parenting: the First Five Years   |    |
| • Home visits  |    |
| • In-school conferences  |    |
| • Parent support   |    |
| • Parent meetings  |    |
| • Policy Council   |    |
| Number of children whose fathers participated in fatherhood involvement activities ..... | 66 |

## FUNDING SOURCES AND AMOUNTS

|  |                |
|--|----------------|
| HHS: Head Start & Early Head Start ..... | \$3,375,149.00 |
| TOTAL .....                              | \$3,375,149.00 |

## 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.



# CHILD OUTCOMES

related to school readiness

Percentage of children meeting highest assessed level\*

## SOCIAL-EMOTIONAL



87% of children met the highest assessed level of social-emotional skills in Spring 2024, down from 92% in Fall 2023.

## PHYSICAL

88% of children met the highest assessed level of physical skills in Spring 2024, down from 98% in Fall 2023.



## LANGUAGE



85% of children met the highest assessed level of language skills in Spring 2024, down from 87% in Fall 2023.

## COGNITIVE

91% of children met the highest assessed level of cognitive skills in Spring 2024, down from 97% in Fall 2023.



## LITERACY



87% of children met the highest assessed level of literacy skills in Spring 2024, down from 90% in Fall 2023.

## MATHEMATICS

81% of children met the highest assessed level of mathematic skills in Spring 2024, down from 89% in Fall 2023.



## 2023-2024 FINANCIAL SUMMARY

### proposed vs. actual

#### SALARIES & WAGES

\$614,030.10 vs. \$336,490.33

#### ADMINISTRATIVE

\$68,225.57 vs. \$37,387.82

#### FACILITIES

\$17,588.00 vs. \$25,288.00

#### OTHER

\$34,271.00 vs. \$132,510.92

#### CONTRACTS

\$2,002,000.00 vs. \$1,911,752.00

#### GENERAL INSURANCE

\$4,000.00 vs. \$4,150.18

#### NUTRITION

\$ N/A vs. \$9,240.42

#### INDIRECT COSTS

\$263,160.00 vs. \$263,160.00

#### TRAINING & TECHNICAL ASSISTANCE

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

#### TRAVEL

\$18,979.00 vs. \$34,015.41

#### SUPPLIES

\$286,616.33 vs. \$250,555.00

#### TOTAL

\$3,375,149.00 vs. \$3,060,829.08

\*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.



We'd like to thank our  
**GRACIOUS DONORS,**  
who have helped transform countless lives in our community.

## CORPORATE DONORS

611 Steak Company

Alleghany Highlands Public Schools

Alpha Kappa Alpha Sorority Beta Chi  
Omega Chapter

Appalachian Power Co. (AEP)

Avian and Exotic Pet Clinic of  
Roanoke

Bank of Botetourt

Bojangles

Brown, Edwards & Company, L.L.P.

Cantey Tech Solutions

Carilion Clinic

Carrabba's

Carter Bank and Trust

Cheddar's Scratch Kitchen

Chili's Grill & Bar

Christ United Methodist Church

Church Women United

Community Foundation Serving  
Western Virginia

Community Youth Program

Continental Diversified Solutions

Courtyard Marriott

CyberGrants

Daleville Institute, Inc.

Delta Dental of Virginia

Delta Omega Foundation

Dent Crafters, Inc.

Driven Automotive

Elbert H., Evelyn J., and Karen H.  
Waldron Charitable Foundation

Electric Eye Custom Tattoos

Eureka Chapter 514 of AARP

Fire Station One Boutique

First Christian Church

First Citizens Bank

First Fridays at Five, Inc.

Food Lion

Foti, Flynn & Lowen & Co.

Gentry Locke Attorneys

Give Lively Foundation, Inc.

Gloriosa Floral Design

Golden Corral

Goodwill Industries of the Valleys

Groundswell Charitable  
Foundation

Hollins University

Hotel Roanoke

Ingevity

J.M. Ford and Associates

Jerusalem Baptist Church

Joe's Deli

Kiwanis Club of Roanoke

Kroger

Ladies of Vision Ministry

Lenore Restaurant

Liberty Trust Boutique

MACTANZ, Inc.

Marsh McLennan Agency LLC

Martin's

Mary Kay Cosmetics

Mast General Store, Inc.

McCallister's Deli

McNeil Roofing

Mellow Mushroom

Member One Federal  
Credit Union

Mightycause Charitable  
Foundation

Montano's International Gourmet

Network for Good

Olive Garden

Packaging Works

Panera Bread

Parrish Court United  
Methodist Church

Pinnacle Financial Partners

Prism Foundation of  
Roanoke Pride

Roanoke City Public Schools

Roanoke City Sherriff's Office

Roanoke Fruit &  
Produce Company



Roanoke Gas Company  
Roanoke Higher Education Center  
Roanoke Valley Orthodontics  
Schwab Charitable  
Seasons & Occasions  
Second Presbyterian Church  
Southeast Rural Community  
Assistance Project, Inc.  
Southern Team  
Southwest Sunroom &  
Window Company, Inc.  
Spilman Thomas & Battle, PLLC  
St. James Episcopal Church  
Target  
Texas Roadhouse  
TFS Roanoke  
The Benevity Community  
Impact Fund  
Twisted Track Brewpub  
Two Men and a Truck  
United Security & Control Systems  
United Way of Roanoke Valley  
Uttara Yoga Studio  
Vanguard Charitable  
Virginia CARES Inc.  
Well Hung Vineyard  
Wells Fargo Foundation  
Wheeler Media Solutions  
Women@Work  
Woodland Hills  
Retirement Community  
Woods Rogers  
Yokohama Tire Corporation

## INDIVIDUAL DONORS

Michael and Karen Adams  
Zach Agee  
Ruchaun Maurice Akers  
Stephen Alcock  
Richard Amstutz and Renee D.  
Godard  
Kelly Anderson  
David Artz  
Sauntasha Austin  
Robby Bailey  
Craig and Rebecca Balzer  
Paul Bielema  
Anna Bocook  
Michelle Bowers  
Ron D. Boyd  
Katie Braswell  
Barry Brewer  
Suzie Broughfman  
Claudette Brown  
Maul Brown  
David Bryant  
Adrian Buchanan  
Sharon Burnham  
John and Kimberly Butler  
Mark K. Cathey  
Austin Chennault  
Lee Clark  
Tyler Clark  
Dr. Kimberly Clay

Savannah Clay  
Janet Claytor  
Monique Clemont  
Dorothy S. Clifton  
Joseph L. Cobb  
Diane L. Conner  
Tabatha Cooper  
James and Noel Cosby  
Lynne Critzer  
Steve Cronemeyer and  
Kathryn Vanness  
Matthew Crookshank  
Regan Crump  
Alise Culbertson  
Sharon Custer-Boggess  
Russell Danstrom  
Larry Davidson and Janice  
Dinkins-Davidson  
Mary R. Davis  
Deborah Dawson  
Bonnie DeCosta  
Robert DeKorsey  
Linda Devogt  
William Dixon  
Kelly Dooley  
Kevin F. Ducey  
Thomas and Whitney  
Dunkenberger, Jr.  
Ted and Liz Edlich  
Carol Ellis  
Dr. Deneen Evans  
Jennifer Eversole  
Anne McGee Fairbanks



## INDIVIDUAL DONORS CONTINUED

Aaron Fallon  
Crystal Fernatt  
Luann Fitzpatrick  
G. Franklin Flippin  
Dr. Leslie Floyd  
Randy and Nicole Foley  
Rima Forrest  
W. Heywood and Cynthia Fralin  
Patricia Franklin  
James and Joy Frantz  
Jason Garland  
Dawn Garrett  
Jessica Gentry  
Roger Gough  
Scott Graeff  
Kathryn Guthrie  
Dr. Brenda Hale  
Sherry Hale  
Pat Hales  
Richard and Gloria Hamlen  
Nancy Hancock  
Philip Hand  
Kenneth and Melissa Harper  
Geraldine Harper  
Leon Harris  
Geoff Harter  
Michael Heller  
Kate Heninger  
Marilyn Henry

Michael J. Hertz  
Yolanda Hines  
Erika Hoffman  
Dr. Lowell F. Inhorn  
Bo Ives  
Michael Jackman  
Dr. Vishak J. John  
Dr. David Johns  
Erik Johnston  
Pat Jones  
Keisha Jordan  
Rita Joyce  
Baraka Kasongo  
Martha Kastler  
Debra L. Kavanaugh  
Cynthia Keaton  
Eloise Keatts  
Betty LaMar  
James Lane  
Eric and Diane Lawson  
Thomas and Anna Lawson  
Sherman Lea  
Lee and Annette Lewis  
Kevin Lockhart  
Sarah Ludwig  
Anne Lunceford  
Cliff Mack  
Paul Mahoney  
William Marmion  
Larnzell Martin

Billy W. Martin  
Elizabeth T. Martin  
David Mays  
Jonathan McGlumphy  
Layla McKee  
Lindsay McKinnon  
J. Holt and Rebecca Merchant  
Stefan Michael  
Mary Ann Miller  
Wilbert Miller  
Tom and Mary Mitchell  
Rebecca Montaldo  
Emilee Moore  
Kristen Moses  
Maria Motley-Arnold  
Benjamin Murphy  
Jennifer Najjum  
Baraka Nelson  
Jo Nelson  
Paul and Amy Nester  
Stephen Niamke  
Jerome Nichols  
Denise Nolan  
Brené Osenbaugh  
Miss S. Parrish  
Fern Patrick  
Angela Penn  
Thomas Pettigrew  
Cynthia Petzold  
Sandra Pratt



Charles and Anita J. Price  
Todd Putney  
Lisa Radcliff  
Jennifer Reeves  
Sarah G. Reid  
Kristina Repass  
Robin Reynolds  
Mary Riles  
Shasta Robertson  
Melody Robinson  
Frank W. Rogers  
Traci Rose  
Nicole Ross  
Joanna Ryan  
Vivian Sanchez-Jones  
Margie Sanders  
Shanta M. Saunders  
Gregory Savignac  
Annie Schultz  
Jim Schuyler  
Rosemary Scott  
Ian and Katherine Shaw  
Rick C. and Tara Sheets  
Scott Sheppard  
Stacey Sheppard  
Ann Sherman Trust  
Tom H. Sibold  
Bruce Sigler  
Cleo C. Sims  
Cora Smith

Eddie and Melissa Smith  
Thomas and Cheryl Snead  
Rosemary Sosnowski  
Bob Southard  
Michael and Melissa C. Stanley  
Rev. Lee and Juanita P. Suggs  
David and Su Taylor  
Candace L. Thompson  
Jill Thompson  
Mary Jo Thompson  
Suzanne Thorniley  
Lateefah Trent  
David B. Trinkle  
Tiffany Turner  
Karen Tyree  
Bob Varnell  
Christine Verdelotti  
Laura Vest  
Tracy Waggoner  
Wendi Wagner  
Clarice E. Walker  
Susan Ward  
Elizabeth Warren  
Blake and Barbara Weems  
Patricia White-Boyd  
Dr. Kelley K. Whitmer  
Betsy Whitney  
W. Lee Wilhelm III  
Paul Williams  
John Williams

Susan S. Wilson  
Thomas and Ann-Kelley Winn III  
Terrie Word  
Cooper Youell, IV  
Lynae Young  
Whitney Young

## LOCALITIES'S SUPPORTING TAP

Alleghany County  
Bath County  
Botetourt County  
Craig County  
Roanoke County  
Rockbridge County  
City of Buena Vista  
City of Covington  
City of Lexington  
City of Roanoke  
City of Salem

*We ask forgiveness of any donors we may have left off  
this list. Please call 540.283.4866 with corrections.*



**"TRANSFORMATION**

MEANS...TO TAKE CARE OF YOURSELF —

NOT ONLY FOR YOUR WELL-BEING,

BUT **FOR THOSE AROUND YOU.**"

— DON PAUL HAYNES III



# BOARD OF DIRECTORS

## CIVIC/COMMUNITY REPRESENTATIVES

**Zach Agee**  
Roanoke Bar Association

**William Dixon**  
Pinnacle Financial Partners

**Dr. Deneen Evans**  
Mosaic Mental Wellness & Health

**Jennifer Eversole**  
RAKE Digital Company

**Dr. Brenda L. Hale**  
Local Colors

**Mike Hertz**  
Roanoke Bar Association

**Rita Joyce**  
Susan G. Komen Virginia Blue Ridge Affiliate

**Kevin Lockhart**  
Carter Bank & Trust

**Paul Nester**  
RCG Resources

**Sandra Pratt**  
CCS Nonprofit Resource Center

**Dr. David Trinkle**  
The Fork Restaurants and Valley Geropsychiatry

## PUBLIC OFFICIAL REPRESENTATIVES

**Robby Bailey**  
City of Lexington

**Suzie Broughman**  
County of Alleghany

**Patricia Franklin**  
County of Craig

**Randy Foley**  
City of Salem

**Paul Mahoney**  
County of Roanoke

**Billy Martin, Sr.**  
County of Botetourt

**Mary Ann Miller**  
County of Botetourt

**Shasta Robertson**  
Town of Clifton Forge

**Vivian Sanchez-Jones**  
City of Roanoke

**Tom Sibold**  
City of Covington

**Bruce Sigler**  
County of Rockbridge

**Paul Williams**  
County of Rockbridge

## LOW INCOME REPRESENTATIVES

**Craig Balzer**  
TVW Board of Commissioners

**Ron D. Boyd**  
Local Office on Aging, Inc.

**Lee Clark**  
Rescue Mission of Roanoke

**Monique Clemont**  
Homeless Advisory Council

**Matt Crookshank**  
Blue Ridge Continuum of Care

**Sharon Custer-Boggess**  
NAACP - Roanoke Chapter

**Dr. Leslie Floyd**  
Bluefield University

**Baraka Kasongo**  
Volatia Language Network

**Maria Motley-Arnold**  
Head Start Policy Council

**Stephen Niamke**  
Melrose Rugby Neighborhood

**Anita Price**  
Harrison Museum of African American Culture

## BOARD OFFICERS

**Paul Nester**  
Chair

**Sandra Pratt**  
First Vice-Chair

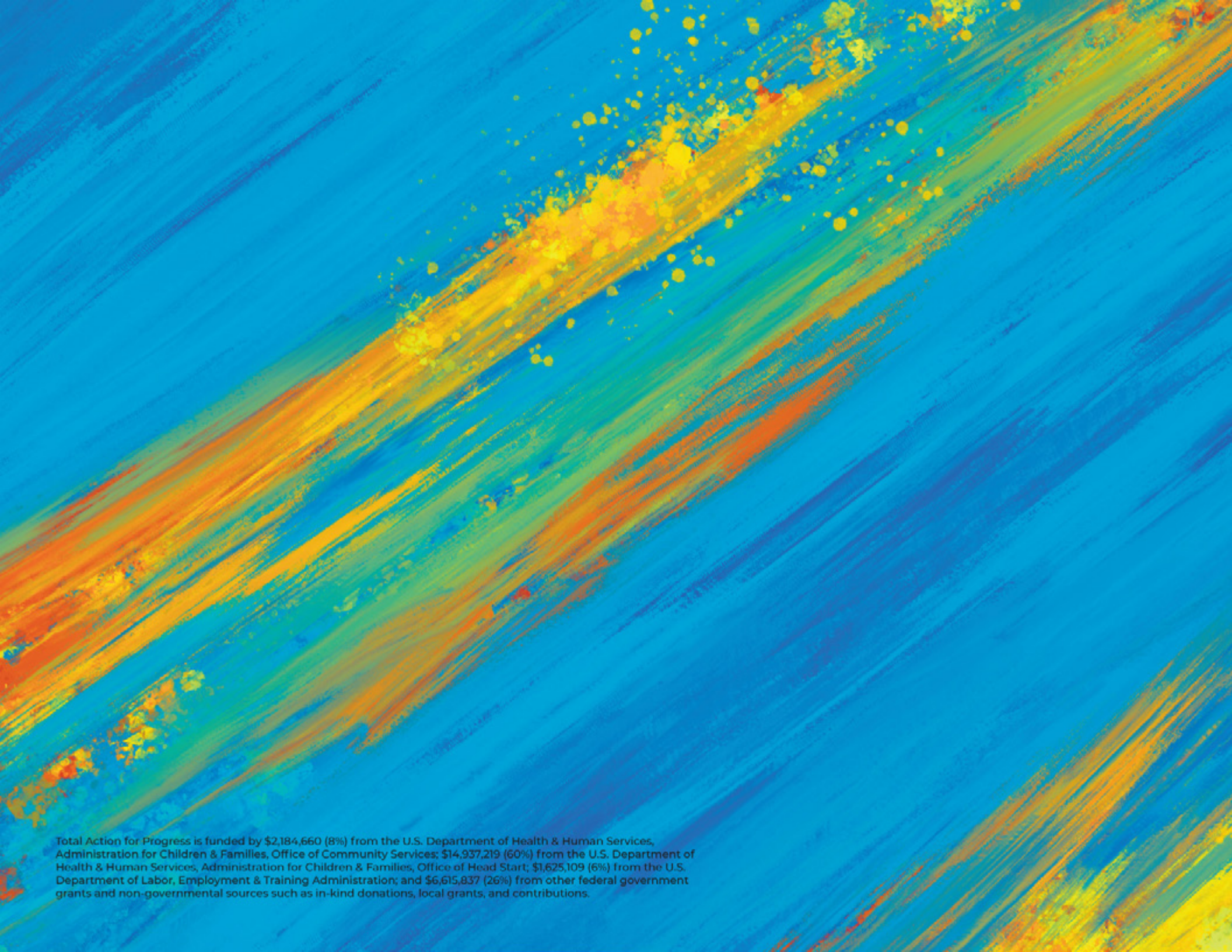
**Kevin Lockhart**  
Second Vice-Chair & Treasurer

**Dr. Brenda L. Hale**  
Secretary

**Craig Balzer**  
Chair Emeritus

**Angela Penn**  
President & CEO





Total Action for Progress is funded by \$2,184,660 (8%) from the U.S. Department of Health & Human Services, Administration for Children & Families, Office of Community Services; \$14,937,219 (60%) from the U.S. Department of Health & Human Services, Administration for Children & Families, Office of Head Start; \$1,625,109 (6%) from the U.S. Department of Labor, Employment & Training Administration; and \$6,615,837 (26%) from other federal government grants and non-governmental sources such as in-kind donations, local grants, and contributions.









**Total Action for Progress**

302 2nd Street SW  
Roanoke, VA 24011

**540.777.HOPE**  
**tapintohope.org**

