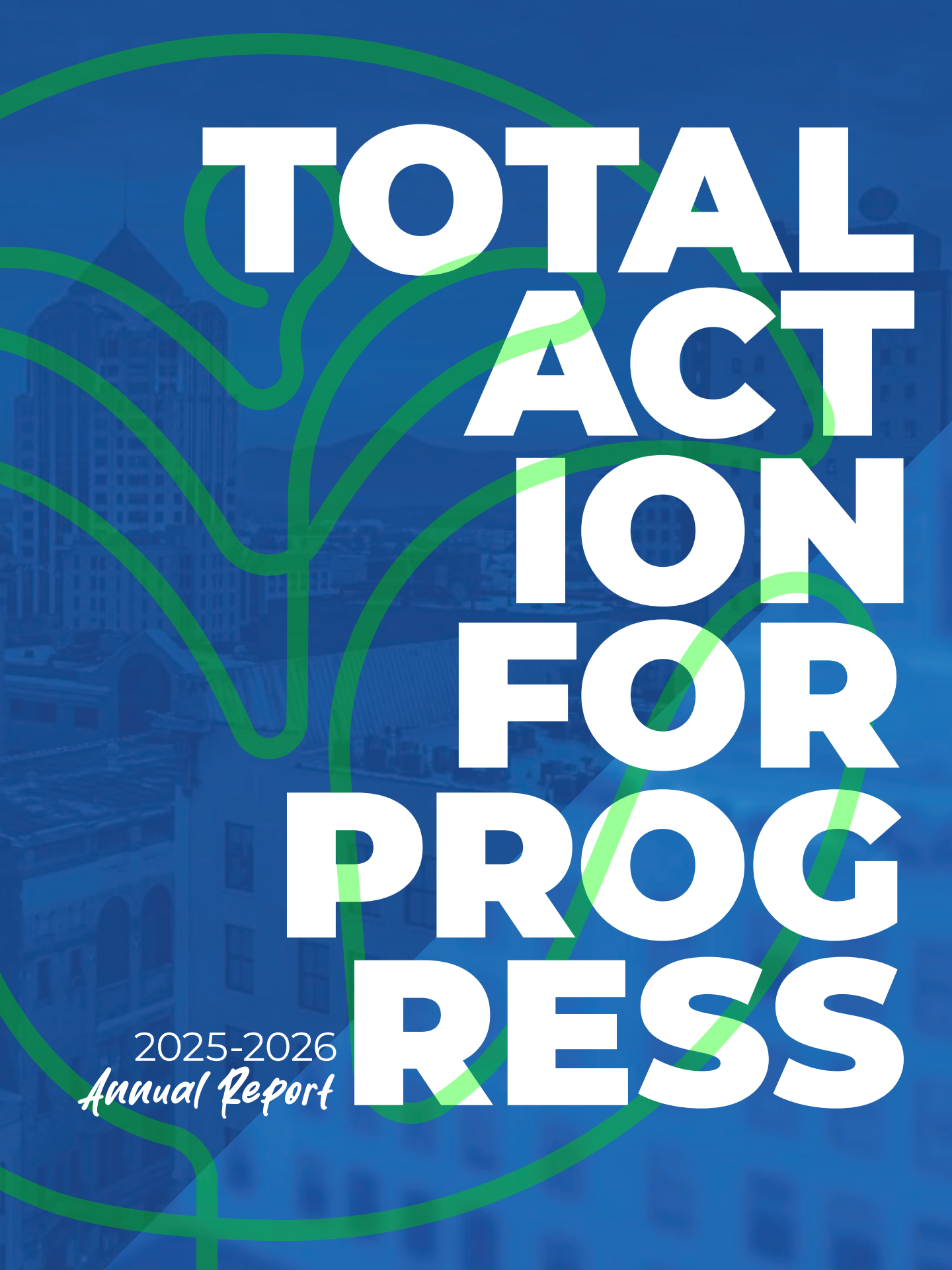
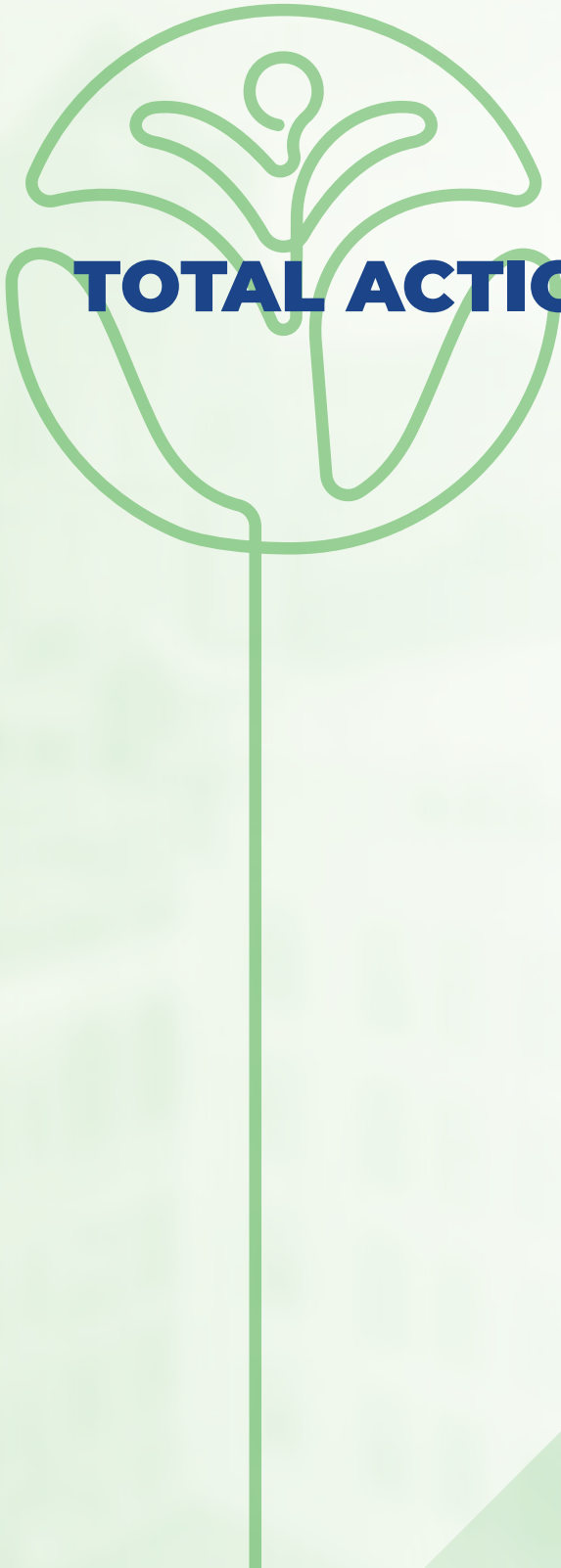




TOTAL ACTION FOR PROG RESS

2025-2026
Annual Report



TOTAL ACTION FOR PROGRESS

2025-2026 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.**

Total Action for Progress is funded by \$1,815,005 (9%) from the U.S. Department of Health & Human Services, Administration for Children & Families, Office of Community Services; \$17,268,657 (76%) from the U.S. Department of Health & Human Services, Administration for Children & Families, Office of Head Start; \$2,285,446 (10%) from the U.S. Department of Labor, Employment & Training Administration; and \$3,165,431 (14%) from other federal government grants and non-governmental sources such as in-kind donations, local grants, and contributions.

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A woman with dark, curly hair and glasses is laughing heartily. She is wearing a dark blue blazer over a teal scarf tied in a large bow. The background is a solid blue color with a diagonal light blue stripe running from the bottom left towards the center.

A WORD
FROM THE
Presidents

Nothing in nature exists in isolation.

The natural world is sustained by an intricate web of relationships. Plants and animals depend upon one another. Microbes and fungi create the nutrient-rich soil that makes new growth possible. Bees, butterflies, hummingbirds, and other pollinators help flowering plants reproduce and flourish. Each plays a role, and each is connected to something beyond itself.

We are no different.

Every day, our lives depend upon the contributions of others. We rely on people to teach our children, maintain our infrastructure, build our homes, care for our families, and support us when we face difficult times. Our well-being is deeply connected to the well-being of our families, our neighbors, and our community.

Interconnectedness is more than the theme of this year's annual report; it is at the heart of Total Action for Progress (TAP).

For more than 60 years, TAP has been a tool for community action: a bridge between challenges and solutions, between people and resources, and between where someone is today and where they could be tomorrow. But TAP cannot do this work alone. Our impact is made possible through the collective efforts of our staff, board, volunteers, partners, donors, funders, businesses, government agencies, and, most importantly, the individuals and families we serve.

The challenges facing our community are complex. A lack of affordable housing, reliable transportation, unemployment, debt, food insecurity, and barriers to health and well-being rarely exist independently. One challenge can create or intensify another, making it difficult for individuals and families to move forward without meaningful support. Complex problems require comprehensive solutions. Solutions that leverage the power of collective action to transform not just the lives of individuals and families, but of whole generations.

In this report, you will find stories that showcase the profound impact of community action. These are stories of struggle, but also stories of success. We hope the pages of this report will illuminate a simple, yet sometimes elusive, truth: **None of us are truly alone.**

**To those reading, know your goodwill and compassion sustain us.
Thank you for your support and belief in a stronger, more caring
community for all.**



With deep appreciation,

Angela Penn
President & CEO

Paul Nester
Chair, Board of Directors

The Power of Connection: TIFFANY'S STORY

Tiffany Lambert came to TAP after surviving years of domestic abuse and instability. For five years, she fought to protect her children while navigating an increasingly dangerous and traumatic situation.

When she finally found the courage to leave, she believed the hardest chapter of her life was behind her. Instead, she was confronted with another devastating challenge: Child Protective Services (CPS) began questioning her parental rights following reports made against her and positive drug screenings.

Overwhelmed and struggling to process everything happening around her, Tiffany felt trapped between survival and the fear of losing her children.

Tiffany said, "My back was against the wall. I felt I had nowhere to run or anywhere to call." However, one truth helped her find the strength to move forward: "All I could think about was how no one could take better care of my children than myself."

Tiffany fought through the trauma, shame, and fear in order to keep her family together by taking accountability and fully complying with CPS. She also decided to disregard the stigma of asking for help, seeking support from every available resource in her community to better herself and fight for her family's future.

In June 2024, Tiffany was referred to TAP for domestic violence counseling services. Through TAP's **Whole Family** intake model, she was connected not only to TAP's in-house programs, but to critical support services provided through community partners.

One of these essential programs through TAP's **Domestic Violence Services (DVS)** department is known as **Sabrina's Place Safe Exchange Program**. This program provides a secure meeting space for families participating in child custody exchanges or supervised visitation arrangements.

TAP service navigators connected Tiffany to our HUD-certified counselors, who helped her start the process of becoming a first-time homeowner and provided guidance on applying for downpayment assistance.

Tiffany also entered our **Financial Services** counseling program, which enabled her to enroll in the **RISE Savings Program** - an initiative designed to encourage healthy savings habits and provide matching funds for dollars saved.

She registered as a volunteer in TAP's **VITA Tax Clinic**, a free volunteer-staffed tax preparation service designed to help families receive their full tax refunds and avoid predatory lenders.

Tiffany took action and followed through on referrals we made to TAP's community partners, such as **CHIP**, a program that provides children with access to essential healthcare services, and **SERCAP**, which works to provide clean, safe, and affordable housing and environmental improvements to low-income communities.

We interviewed Tiffany about her experiences in June 2025. At the time, she had recently begun





*"My back was
against the wall.
I felt I had
nowhere to run or
anyone to call."*

her studies at Virginia Western Community College, was working with SERCAP to improve her credit score, and had secured employment through a TAP partnership with 12 Live Telemarketing.

Tiffany said, "For every resource that was offered and that I accepted, it turned into me finding another resource within that one....because I kept asking questions and stayed honest about my situation."

Tiffany speaks highly of TAP staff, calling her decision to work with the agency as one of the best she's ever made. She says she's gained her confidence back after the struggles she's faced and has learned new things through community advocacy and spreading awareness about domestic violence.

"I would advise someone who is just starting this process to be completely honest with themselves and with those who are in TAP's services helping them. Everything is okay now; things are even better than they were before because of the simple fact you chose to take the first step... and that's acknowledging and asking for help."

We followed up with Tiffany again in May 2026, just after she returned from a well-deserved vacation with her family. Since we last spoke with her, she has turned her tumultuous past

experiences into compassion and strength for the community she serves.

She informed us that she had recently started a new job as a Family Self-Sufficiency Coordinator with the City of Roanoke's Redevelopment & Housing Authority, fulfilling a life-long dream of pursuing a career in human services. Her position entails community outreach and helping individuals and families find the support they need.

She also recently spearheaded a Resident Council for Landsdowne, which will introduce neighbors to local resources. She credits her perspective on both sides of precarious situations for her success in this role. She knows what it means to need support and find the will to ask for it, as well as what it is to return that support.

Tiffany has also successfully purchased her own car with the support of the RISE savings program, improved her credit with SERCAP, and is on track to become a first-time homeowner in 2027.

These accomplishments, however, are not limited to her alone. She says her path is reflecting positively upon her children. She sees the difference in ways big and small, such as her daughter recently achieving straight A's in school. She has always wanted to be a good role model for her children, and she is starting to see the payoff.

Finally, her family is not just surviving, but thriving.

Among Tiffany's new goals is prioritizing her health and beginning therapy. After spending so long being strong for others, she recognizes the importance of allowing herself space to heal and process everything she has experienced. She indicates that she is taking her new life one day at a time and moving forward step by step.

"TAP has been the support I've needed for a long time," she says. "Because of that support, I don't feel bound anymore. TAP has helped me reach so many of my goals, and now I'm closer than ever to making my dreams come true."

We asked her what she would say to someone who might be experiencing the situation she was in two years ago. She kept it simple: "Don't be afraid to ask

for help. Help is out here. Find [the courage to ask] within yourself. There's strength in numbers."

Tiffany reiterated her gratitude to TAP staff, her family, and especially her mother.

Tiffany's story is one of incredible resilience, courage, and connectedness. Once she sought help, the floodgates opened for her to improve multiple aspects of her life, and the lives of her children. Her bravery to reach out when she needed it the most is what led her to success and will continue to help her accomplish her goals. Now, she is pouring that success and support into her community and her children.

Tiffany took an isolating ordeal and turned it into hope not just for herself, but her whole family. Her story is a testament to the true power of resilience and the impact we make by leveraging TAP's ecosystem of support services to empower individuals to take total action toward progress.

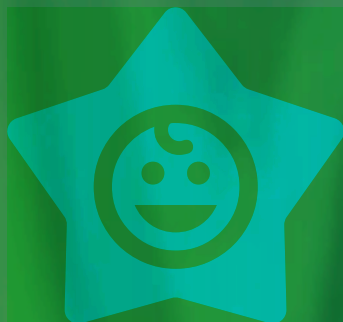
"TAP has helped me reach so many of my goals, and now I'm closer than ever to making my dreams come true."

YEAR *in Review*

In the last year, TAP has...



Encouraged & assisted
136 students
to attend college



Prepared

850
children
for success
in school
through
Head Start

Helped

**174 Youth
& adults**
secure jobs



Educated & trained

**677 Youth
& adults**



Nurtured the entrepreneurial spirit of

69
small business owners



Provided free income tax preparation to

559 households
that claimed

\$224,620

of earned income tax credits



Saved

426 individuals
from **domestic violence**



Helped

125 people

find **safe and affordable housing**

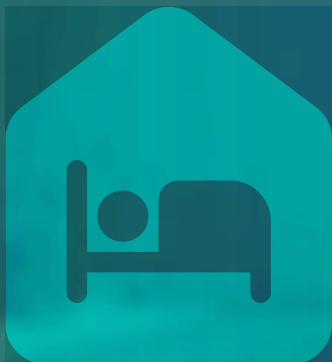
Improved
156 homes

in the Roanoke-Alleghany Region with
critical repairs and **energy upgrades**,
making them safer, healthier, and
more affordable



Saved

65 households
from **homelessness**



...Served

7,988 individuals
in **3,877 households.**



Your donation *improves the lives* of our neighbors!

Bringing Hope Home is TAP's annual fundraising campaign. By participating in the campaign, your support provides:

Shelter for Domestic Violence Survivors

Housing for Veterans

**Second chances for formerly
incarcerated individuals**

Opportunity for aspiring entrepreneurs

**Mentorship for first-generation
college students**

**Tax preparation assistance for
individuals and families**

Counseling for first-time homebuyers

**Comprehensive early childhood
education for children from
low-income families**

And so much more!



Thank you to the **186 individuals,
organizations, and businesses**
who generously donated **\$317,611** in
the last year.

**Your support makes a meaningful
difference in our community.**

"For more than six decades, Total Action for Progress has harnessed the power of community action to create meaningful change across our region. Bank of Botetourt is proud to support TAP's work to strengthen families, expand opportunity, and help build a brighter future for the communities we share."

Mary-Ann Miller, Bank of Botetourt



HOW YOU CAN HELP *Bringing Hope Home*

Every year, Bringing Hope Home ensures TAP can continue to transform lives across the 11 localities we serve. Your generosity and compassion sustain our mission and help provide life-changing services to thousands.

There are many ways to give:

Monetary gifts: one-time or recurring, online or by mail

Stock donations: a tax-wise way to make a lasting impact

In-kind support: goods or services that help meet immediate needs

Volunteer time: your time and talents can make a real difference

Planned/legacy giving: by including TAP in your will or estate plans

Interested in making an impact?

Contact us at
giving@tapintohope.org
or learn more at
tapintohope.org/donate.

Whether you're another non-profit, a business leader, or an individual, we would love to connect and explore how your support can help change lives and create a stronger, more compassionate community.



DONATE NOW

BRINGING HOPE HOME 2025–2026 INVESTORS

Special thanks to the following corporate sponsors who led the way with their gifts for Bringing Hope Home.

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McNeil Roofing

Inspire Level

Brown Edwards & Company
Delta Dental of Virginia
First Citizens Bank
Gentry Locke Attorneys
JM Ford & Associates
Roanoke Higher Education Center
Southeast Rural Community Assistance Project (SERCAP)
Woods Rogers



“
TAP has been the
support I've needed
for a long time.”

-Tiffany Lambert, TAP Client of the Year

Income

CONTRIBUTIONS: \$246,076.00 • 0.83%

EARNED INCOME: \$1,492,821.00 • 5.03%

GRANTS & LOCAL GOV'T: \$25,204,724.00 • 84.85%

IN KIND CONTRIBUTIONS: \$2,432,301.00 • 8.19%

INTEREST: \$328,823.00 • 1.11%

TOTAL: \$29,704,745.00

Expenses

EDUCATION & EMPLOYMENT: \$22,510,171.00 • 72.63%

HOUSING: \$4,306,889.00 • 13.90%

DOMESTIC VIOLENCE & FAMILY SERVICES: \$950,361.00 • 3.07%

FINANCIAL SERVICES: \$349,226.00 • 1.13%

MANAGEMENT: \$2,877,713.00 • 9.28%

TOTAL: \$30,994,360.00

The above data are the audited numbers for TAP fiscal year 07/01/2024–06/30/2025. 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 tapintothehope.org/news/publications.

Head Start & Early Head Start

Program Data

Percentage of infants & toddlers who are up-to-date on their physicals	42%
Percentage of preschoolers who are up-to-date on their physicals	82%
Percentage of infants & toddlers who received a dental exam	83%
Percentage of preschoolers who received a dental exam	91%
Percentage of infants & toddlers who are up-to-date with immunizations	80%
Percentage of preschoolers who are up-to-date with immunizations	73%

Funding Sources and Amounts

HHS: Head Start & Early Head Start ..	\$12,395,369
USDA: Head Start & Early Head Start ..	\$630,000
TOTAL	\$13,025,369

Enrollment

Funded enrollment	493
Average monthly enrollment	99%
Total number of children served	686
Total number of families served	620
Total number of pregnant women served	44
Eligible infants & toddlers served	93%
Eligible preschoolers served	88%

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
- *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

Program Reviews

A federal monitoring review was completed in **December 2025** and had **no deficiencies**.

A Child and Adult Care Food Program (CACFP) review was completed in **September 2026** and had **no deficiencies**.

Preparing Children for Kindergarten

Infant/Toddler Curricula:

- *Creative Curriculum for Infants, Toddlers, and Twos*
- *Desired Results Developmental Profile (DRDP)* assessments
- *Ages and Stages Questionnaire*
- *Ages and Stages Questionnaire: Social Emotional*
- *Virginia Kindergarten Readiness Program*
- *Virginia Language and Literacy Screening System*

Preschool Curricula:

- *Creative Curriculum for Preschoolers*
- *Tools of the Mind*
- *Desired Results Developmental Profile (DRDP)* assessments
- *Ages and Stages Questionnaire*
- *Ages and Stages Questionnaire: Social Emotional*
- *Virginia Kindergarten Readiness Program*
- *Virginia Language and Literacy Screening System*

Parental Involvement Activities

- Make Parenting a Pleasure®
- Home visits
- In-school conferences
- Parent support
- Parent meetings
- Policy Council
- Number of children whose fathers participated in involvement activities261

Child Outcomes

Related to School Readiness

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

	<h3>Self-Regulation</h3> <p>91% of children met the highest assessed level of self-regulation skills in Spring 2026, up from 70% in Fall 2025.</p>
	<h3>Social-Emotional</h3> <p>96% of children met the highest assessed level of social-emotional skills in Spring 2026, up from 78% in Fall 2025.</p>
	<h3>Language & Literacy</h3> <p>95% of children met the highest assessed level of language and literacy skills in Spring 2026, up from 72% in Fall 2025.</p>
	<h3>Cognition, Math & Science</h3> <p>91% of children met the highest assessed level of cognitive, math, and science skills in Spring 2026, up from 72% in Fall 2025.</p>
	<h3>Physical Development</h3> <p>98% of children met the highest assessed level of physical development in Spring 2026, up from 90% in Fall 2025.</p>
	<h3>History & Social Science</h3> <p>97% of children met the highest assessed level of history and social science skills in Spring 2026, up from 82% in Fall 2025.</p>
	<h3>Visual & Performing Art</h3> <p>98% of children met the highest assessed level of visual and performing art skills in Spring 2026, up from 89% in Fall 2025.</p>
	<h3>English Language</h3> <p>78% of children met the highest assessed level of English language development in Spring 2026, up from 45% in Fall 2025.</p>

2025-2026 FINANCIAL SUMMARY

PROPOSED VS. ACTUAL

SALARIES & WAGES

\$6,980,828.00 **VS.** \$6,423,276.00

ADMINISTRATIVE

\$727,318.00 **VS.** \$222,135.00

FACILITIES

\$286,698.00 **VS.** \$301,446.00

OTHER

\$1,717,589.00 **VS.** \$3,284,714.00

CONTRACTS

\$516,566.00 **VS.** \$66,590.00

GENERAL INSURANCE

\$93,600.00 **VS.** \$71,995.00

NUTRITION

\$630,000.00 **VS.** \$570,590.00

TRAINING & TECHNICAL ASSISTANCE

\$145,091.00 **VS.** \$145,091.00

INDIRECT COSTS

\$1,421,629.00 **VS.** \$1,413,364.00

TRAVEL

\$85,405.00 **VS.** \$62,828.00

SUPPLIES

\$420,645.00 **VS.** \$487,113.00

TOTAL

\$13,025,369.00 **VS.** \$13,049,142.00

*According to the Desired Results Developmental Profile (DRDP)

Early Head Start Child Care Partnerships

Enrollment

Funded enrollment	148
Average monthly enrollment	70.5%
Total number of children served	164
Total number of families served	142

Program Data

Percentage of infants & toddlers who are up-to-date on their physicals	26%
Percentage of infants & toddlers who received a dental exam	77%
Percentage of infants & toddlers who are up-to-date with immunizations	73%

Funding Sources and Amounts

HHS: Head Start & Early Head Start	\$3,452,907
TOTAL	\$3,452,907

Parental Involvement Activities

• Make Parenting a Pleasure®	
• Home visits	
• In-school conferences	
• Parent support	
• Parent meetings	
• Policy Council	
• Number of children whose fathers participated in involvement activities	25

Program Reviews

A federal monitoring review was completed in **December 2025** and had **one deficiency** in Safe and Sanitary Environments.

Preparing Children for Kindergarten

Infant/Toddler Curricula: *Creative Curriculum for Infants, Toddlers, and Twos*; *Desired Results Developmental Profile (DRDP)* assessments; *Ages and Stages Questionnaire* and *Ages and Stages Questionnaire: Social Emotional*; and *STREAMin*³.

Our Head Start, Early Head Start, and EHS-Child Care Partnership centers participate in the Child and Adult Care Food Program (CACFP); for more information, please visit: www.vdh.virginia.gov/child-and-adult-care-food-program/

Child Outcomes

Related to School Readiness

Percentage of children meeting
highest assessed level*



Self-Regulation

48% of children met the highest assessed level of self-regulation skills in Spring 2026, **up from 32%** in Fall 2025.



Social-Emotional

49% of children met the highest assessed level of social-emotional skills in Spring 2026, **up from 40%** in Fall 2025.



Language & Literacy

61% of children met the highest assessed level of language and literacy skills in Spring 2026, **up from 39%** in Fall 2025.



Cognition, Math & Science

32% of children met the highest assessed level of cognitive, math, and science skills in Spring 2026, **up from 21%** in Fall 2025.



Physical Development

74% of children met the highest assessed level of physical development in Spring 2026, **up from 51%** in Fall 2025.

*According to the *Desired Results Developmental Profile (DRDP)*

**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.

2025-2026 FINANCIAL SUMMARY

PROPOSED VS. ACTUAL

SALARIES & WAGES

\$765,348.00 **VS.** \$280,282.00

ADMINISTRATIVE

\$85,039.00 **VS.** \$40,800.00

FACILITIES

\$20,700.00 **VS.** \$15,228.00

OTHER

\$161,566.00 **VS.** \$379,208.00

CONTRACTS

\$1,820,420.00 **VS.** \$1,702,348.00

GENERAL INSURANCE

\$5,000.00 **VS.** \$4,760.00

NUTRITION

- **VS.** \$2,151.00

TRAINING & TECHNICAL ASSISTANCE

\$66,279.00 **VS.** \$66,279.00

INDIRECT COSTS

\$331,196.00 **VS.** \$302,630.00

TRAVEL

\$23,979.00 **VS.** \$41,245.00

SUPPLIES

\$173,380.00 **VS.** \$336,054.00

TOTAL

\$3,452,907.00 **VS.** \$3,170,985.00

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

We would also like to extend special thanks to **Affordable and Dependable Auto Services** and **Second Presbyterian Church** for their support of Super Hero Kids counseling, and **Virginia Federal Credit Union** for their donation of \$20,000 towards our Whole Family approach.

What we do would not be possible without you.

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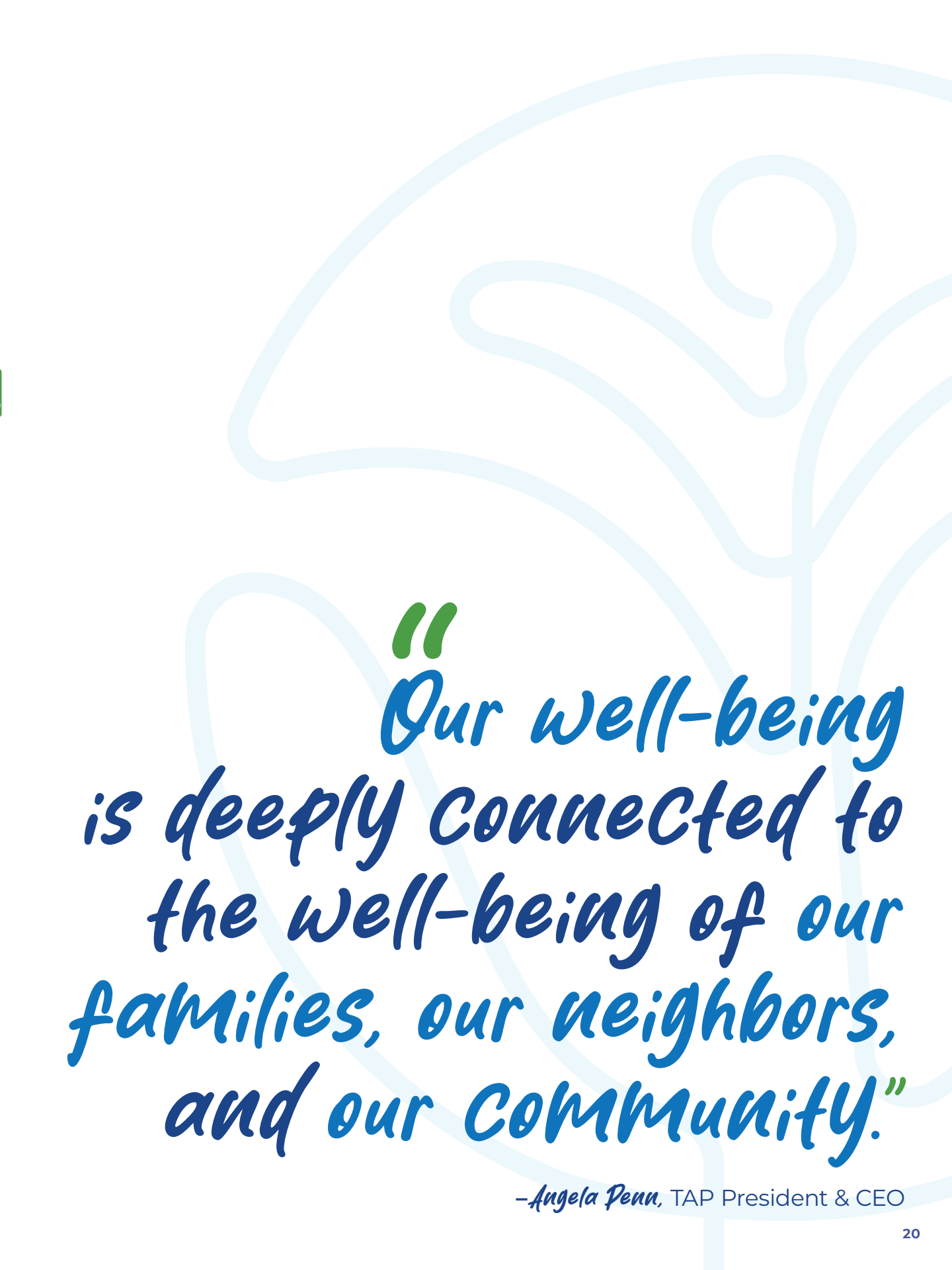
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Roanoke County
Rockbridge County

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*“
Our well-being
is deeply connected to
the well-being of our
families, our neighbors,
and our community.”*

—Angela Penn, TAP President & CEO



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Total Action for Progress

302 2nd Street
Roanoke, VA 24011

540.777.HOPE
tapintohope.org

