



We Are Community Action!



ANNUAL REPORT

2018-19

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YOUTH SERVICES

STEP (Solutions That Empower People) is a community action agency that provides programs and services in Franklin and Patrick counties, as well as Bedford, Martinsville and Danville. Our focus includes Early Head Start and Head Start; youth services (LIFES Academy and Project Discovery); senior services (Meals on Wheels, transportation); supportive services (re-entry, homelessness prevention); housing services (rental assistance and weatherization); and tax preparation assistance.

Our Mission: STEP, and our partners, facilitate Solutions That Empower People to overcome their barriers to economic, educational and developmental success within the communities we serve.

www.stepincva.com



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The only thing worse than being blind is having sight but no vision."

-Helen Keller



Vision is the willingness to imagine possibilities and dream of pursuing bold new goals. Vision is also the essence of our work here at STEP. Each and every day we imagine how we can make tomorrow better. We encourage our client partners to dream and then help them develop the strategies, skills and resources that will allow them to realize those dreams.

Our goal remains that nobody falls through the cracks. If you need, we are here for you.

The following pages highlight some of our accomplishments over the past year. As always, these are not just STEP's successes. They are the achievements of our team of funders, staff, community partners, political leaders and, of course, you.

We hope that you will find our story interesting, insightful and inspirational. Most of all we hope that it will move you to reach out and help someone else in the coming year!

*Mike Ferguson, President
Board of Directors*

Marc Crouse, Executive Director

12 13 14 15

FINANCIALS

INITIATIVES

HONOR ROLL OF DONORS

BOARD OF DIRECTORS

Locations

Franklin County (Central Office)
200 Dent Street
Rocky Mount, VA 24151
540-483-5142

Patrick County
4559 Wayside Road
Stuart, VA 24171
276-694-2239

Martinsville
6B Liberty Street Extension
Martinsville, VA 24112
276-638-8311

CSBG: Empowering Local Communities

The Community Services Block Grant (CSBG) provides U.S. federal funding for Community Action Agencies and other programs that seek to address poverty at the community level. The goal of the CSBG Block Grant is the reduction of poverty, revitalization of low-income communities and the empowerment of families and individuals to become fully sustainably self-sufficient.



Tripartite Board

Community Action Agencies are governed by tripartite boards - a minimum of one-third of the members must be democratically elected low-income individuals in the community. This ensures that local needs are accurately reflected in the priorities of organizations funded by CSBG.

Community Needs Assessment

CSBG services are among the most diverse of any federal antipoverty program, supporting everything from job training, to education, nutrition, and housing. A hallmark of CSBG is the use of a Community Needs Assessment, a project that surveys the local community and tailors the local agencies' services to unique community needs.



Accountability

CSBG incorporates a strong framework of accountability and data reporting standards called Results Oriented Management and Accountability (ROMA). This ongoing evaluation process ensures that programs are serving low-income communities effectively while fostering a culture of continuous improvement and innovation.

Infographic adapted from NASCSP. For more information about STEP's Board of Directors and our Community Needs Assessment, visit our website at www.stepincva.com

"STEP is my best friend . . . STEP is my village."

It was the middle of the night when her opportunity arose. Tabatha knew she had just a few minutes to make her escape, so she scooped up her two young daughters and made a beeline to the door. She left everything – her job, her clothes and belongings, her house.

This is the way it happens sometimes for victims of domestic violence. They finally reach the point at which it is better to run and have nothing than to have the abuse they had before.

When she arrived at her father's house three hours later, Tabatha had her daughters, the car they escaped in, the clothes on her back, and the baby in her belly.

"I almost went back during the first couple of months," she said. "I had no job and no one I could turn to. And who was going to watch the kids while I worked?"

Somehow she managed to arrange things so she could work a job in Mt. Airy. But as her delivery date approached she knew she would have to make other arrangements.

"I was desperate. I had been passing the STEP building coming and going to work and finally one day I decided to stop in. They were amazing."

Tabatha Fulton's experience demonstrates why STEP is named as it is: Solutions That Empower People. She says she will be forever grateful for the assistance she received from everyone at STEP, from the office manager, to the family health advocates and educators, to the teachers.

They helped her learn the steps to arrange for full custody of the children; offered referrals for domestic violence services; provided resources and guidance to find doctors and dentists for herself and the children; and even helped her find employment. They enrolled Addison, then 3, in Head Start and Ava, then 2, in the Early Head Start home-based program. Mason, now 2, was "still cooking" but Tabatha was receiving pre-natal education and support.

"Head Start was a blessing for Addison," Tabatha said. "Nothing physically happened to her but she saw some things that happened to me and she experienced that. As a parent you want to think you shield your children and if you only knew how

it impacted them you would have left a long time ago. She was so introverted, unsocial, and didn't know how to be around kids. She had anxiety and panicked when she got in public. But she got into Head Start and after a few months she was in love. Now she talks to everybody and plays with everyone."

"They saved Addison. I didn't realize how scarred she was until I started trying to get involved with other kids."

The family's troubles didn't end there, however. When Tabatha's father died unexpectedly out of state while returning from vacation, she found herself having to deal with unfamiliar arrangements and more trauma for her children.

"Do you know that they (STEP staff) reached out to me every single day (while dealing with the transportation and burial arrangements)? "



I love this program. This is not just daycare. You don't just drop off the kids and go on," Tabatha said. "It goes above and beyond."

Acknowledging the importance of being involved in her children's growth and development, Tabatha tries to faithfully attend the parent meetings and serves on the Policy Council. She serves as an ambassador by encouraging other parents to attend parent meetings to "see that STEP is for you."

"One day, when things settle down, I would love to volunteer, to give back.

"STEP is my best friend. . . my right hand people . . . STEP is my village," she said.

Head Start/ Early Head Start Annual Report

Funded enrollment for both programs includes 218 children and pregnant women and their families during the 2018-2019 program year.

STEP, Inc. is funded to provide services to 218 infants, toddlers, pregnant women, preschoolers, and their families. Our enrollment includes 138 three- and four-year olds, and 80 infants, toddlers, or expectant women.

Head Start Over the course of the 2018-19 program year, we served a cumulative total of 150 preschool aged children.

Early Head Start Over the course of the same program year, we served a cumulative total of 93 infants, toddlers and pregnant women.

Both programs serve children and families through 21 classrooms and two home-based classes across Franklin County and Patrick County. These classrooms include nine Collaborative Classrooms through partnerships with Franklin County and Patrick County Schools' Virginia Preschool Initiative Program.



Enrollment 2018-2019					
Program	Site	Classrooms	Home-Base	Enrollment	Age
Early Head Start	STEP/Rocky Mount	5	1	52	Pregnant To 3 years
	STEP/Stuart	2	1	28	
	Funded Enrollment			80	
	Cumulative Enrollment (includes turnover)			93	
Head Start	STEP/Rocky Mount	3		48	3 to 5 years
	Glade Hill Elementary	2		11	
	Lee Waid Elementary	2		12	
	Sontag Elementary	2		7	
	Rocky Mount Elementary	2		11	
	STEP/Stuart	1		17	
	Patrick Springs Elementary	1		16	
	Blue Ridge Elementary	1		16	
	Funded Enrollment			138	
	Cumulative Enrollment (includes turnover)			156	

Vision - To provide exceptional services to young children and their families, empowering them to take control of their lives and reach their potential.

STEP Head Start is a proud member of the Virginia Head Start Association, the National Head Start Association, and the National Association for the Education of Young Children.

- Average Monthly Attendance**
- 86% Early Head Start
 - 91% Head Start
- Average Monthly Enrollment**
- 100% Early Head Start
 - 100% Head Start

Policy Council 2018-19

Chairperson – Brian Tyree

Secretary – Roxy Alfaro

Treasurer – Robin Menefee

Community Representatives

Kristin Dulaney (Patrick Henry Community College)

Taylor Payne (Franklin County Public Schools)

Angela Bowman (Nurse Practitioner)

JoEllen Crawford (Franklin County Public Schools Special Education)



Preparing Children for Kindergarten

- STEP collaborates with Patrick County and Franklin County public schools to assist with education, including transporting children to and from classroom locations.
- STEP Head Start also partners with the Virginia Preschool Initiative Program to operate blended Pre-K/Head Start classrooms. Approximately 60 Head Start children were enrolled in these classrooms during the 2018-2019 school year.

Qualified Staff:

- 100% of Head Start Teachers hold associate, bachelors or masters degrees in Early Childhood Education or a related field.
- At least 50% of Head Start Teachers have a bachelors or advanced degree in Early Childhood Education or related field with appropriate coursework.
- 100% of Head Start Teacher Assistants have a Child Development Associate or other associate, or are enrolled in a program leading to a state credential, associate or bachelor's degree.
- 100% of Early Head Start Teachers hold an associate or bachelors degree or Infant & Toddler CDA or other related certificate.

Health Information

Early Head Start/Head Start programs have helped achieve the following results.

- Percentage of children/pregnant women with health insurance - 99%
- Percentage of children with a primary medical home - 89%
- Percentage of children with up to date immunizations - 100%
- Percentage of children with a primary dental home - 62%*

*No dentist for infants and toddlers

Head Start/Early Head Start 2018-19

Head Start/Early HeadStart Public & Private Funds

	Budget	Actual
Operating Grant Funds	\$2,097,301	\$2,097,301
Training/Technical Assistance	42,868	42,868
USDA	120,000	108,492
Donations	-0-	10,912
In-Kind Donations	<u>537,325</u>	<u>790,945</u>
Total Revenue	\$2,797,494	\$3,050,519

Budget Categories	Budget	Actual
Salaries	\$1,167,905	\$1,141,974
Fringe Benefits	248,665	269,034
Insurance	16,000	15,740
Consulting-Contractual	22,000	13,263
Nutrition/Kitchen Costs	179,957	186,036
Program/Classroom Supplies	11,823	11,352
All Other	240,089	256,741
In-Kind Donations	<u>537,325</u>	<u>790,945</u>
Total Direct	\$2,423,764	\$2,685,087
Indirect Charges	<u>373,730</u>	<u>365,432</u>
Total Expenses	\$2,797,494	\$3,050,519

Parental Involvement

Engagement

- 33% - Fathers involved in family assessment
- 35% - Fathers involved in goal setting
- 45% - Fathers involved in child development experiences
- 2% - Fathers serving in program governance
- 1% - Participation in parent education workshops
- 1% - Parents received services in financial education
- 10% - Parents participated in training & events

School Readiness

Percentage of 4 year olds who met or exceeded the School Readiness Goals

Domain	Fall 2018	Spring 2019
Approaches to Learning	76%	92%
Language	65%	80%
Literacy	73%	86%
Physical Skills	81%	93%
Social Emotional	71%	82%
Math	72%	82%



Making do.

If there was ever a perfect example of making do with what you've got, Kyle "Doug" Spence is it.

Spence, at 74, has lived in his small travel trailer on the edge of the woods in Ararat for the past 14 years. He settled in this spot behind several rows of greenhouses after working in them for about 30 years. His "rent" for his little plot is exchanged for mowing the grass around it. When he was able, he mowed a larger tract, but as his physical health has declined, so has his mobility.

Fourteen years ago, Spence suffered a stroke and a broken hip. He spent 78 days recovering at Blue Ridge Nursing Home (now called Blue Ridge Therapy Connection) in Stuart before being released. It was during follow-up health and physical therapy checks that he was referred to STEP's Senior Services program and Southern Area Agency on Aging (SAAA). He receives three bags of groceries – the equivalent of about 20 meals - from STEP each month, along with a box from Feeding America.

Spence is grateful for the food; it has given him opportunity to improve his situation, although being stalwart, he claims he would make do without it. "There's always a way someway," he said.

Growing up at the foot of Buffalo Mountain, Spence dropped out of school in the 6th grade at age 15 (he was not a serious student, he chuckled). His father had died and his mother had moved the family back in with "grandma and grandpa." His uncle worked at a sawmill, which didn't pay much, so Spence went to work to contribute to the family's welfare. He cut wood for the woodstove and did any work he could find, including a back-breaking eight hours a day in the tobacco fields. He tells a story about seizing an opportunity and making do with what you can find.

"Somehow I got a hold of three pigs. I traded those three pigs for an old pick up and I kept that thing going and started hauling slabs (from the sawmill). Boy, I was getting rich!" he laughed.

Today, Spence lives on his social security, the assistance from STEP and SAAA, and help from friends and neighbors. "I straggle along best I can do," he said.

"I really believe that we have made a difference in his life," explained Patrick County Senior Meals Program Coordinator Ann Shumate. In addition to the delivery of the food, the driver checks on him and relates what he observes back at the office. Spence is also informed of other services available to him, such as free rides to medical appointments and the rental assistance program.

For the time being, this "country boy" chooses to stay where he is now, while admitting he is less able to take care of himself. He has an eye for the beauty of the mountain and the land around it, and the thought of moving to town holds no appeal.

"I believe in God and I believe He'll take care of me, but I don't put too much on Him," he said.

Employment: The Great Equalizer

The quickest and surest way for a community to grow, thrive, and prosper is by offering opportunities for gainful employment, according to STEP's new Supportive Services Director Drew Moore. And that applies equally to the clientele his program serves, he contends.

Whether a person is a returning citizen who has been released from incarceration or homeless, or both, earning a livable wage is the most certain way to become self-supporting and sustaining.

"I heard an educator once say that it is expensive to be poor," he said. "You might tell me, 'Go get a job,' but I don't have any clothes to make myself look presentable for an opportunity. I might lack transportation to get to the interview. But let's say I get transportation to get to the interview, how am I going to get there on a day-to-day basis; where am I going to stay; where do I get first-month, last-month and a deposit? What about furniture, or daily living requirements like washing powder? How am I going to be able to just get started?"

Just getting started is where Moore finds himself in his role overseeing STEP's re-entry and homeless services programs. As he becomes familiar with the programs, their funding and reporting requirements, and their target clients, he speculates about how he might best serve both clients and community.

"This opportunity at STEP will allow me to meet a lot of other people and to put myself in a leadership role to work with others to help put these puzzle pieces together – like public transportation and affordable day care, in any capacity I can. How do we convince corporations to come to the area and bring jobs? What can we do to figure out what can make our area more competitive? What can we do to give people an opportunity to make an honest living?"

To begin, Moore intends to use demographics to create a targeted approach, and he is building relationships with other agencies that serve the area. He thinks that the situation created locally by exiting textile and furniture industries provides an ideal environment in which to create opportunities.

"A lot of people have a misconception about having a homeless population. Everyone is trying to figure out how to combat that. I think we have a lot of prime real estate because of all the old factories that could be made into low income housing to serve a lot of people. Affordable housing is key. A lady just came in (to the office) and told us she slept the night before in a laundromat because there was no place else for her. That was very sobering to hear," he said.

"Some people think that homeless people are dregs of society and bums who don't want to work and that they got what they asked for. I say that is the farthest thing from the truth. I would be remiss to say that people want to be in that position."

"I think a lot of people find themselves in that position because life knocked them down. Life knocks all of us down but some people are better at getting back up. Some people need someone who will put their hand out to help them get back up. So if that's helping them with their first month's rent or their deposit, I don't think that's a hard thing to do," he said.



Moore points out that a great many people are just one catastrophe away from being homeless.

"There are a lot of potholes that collectively we do a great job of swerving and missing, but it only takes that one time when you get a flat tire and then discover some other damage. It only takes one small incident to change the course of your life."

Moore, a native of our area, grew up with the idea of service to others implanted in his character. Both of his parents are educators who worked in the local school systems. His previous employment gave him experience working in the justice system, educational settings, and in counseling and mentoring youth. He is a graduate of Magna Vista High School and the University of Lynchburg.

"I've had a good deck of cards handed to me and I know that not everyone necessarily gets the same, so what can I do to help make things better for other folks?" he asks.

"The great equalizer is employment. A focus should be on helping people find gainful employment, because we all know that the mighty dollar moves the world. If we can help them find employment, then they might be able to stay out of a situation that moves them into (or back into) an institution."

The Unstoppable Doreen McElwee

*“I’ve got some projects
I’d like to get back to.”*



In 2018-19

38 families/84 family members in Franklin & Patrick counties were provided weatherization services to lower heating & cooling costs through LIHEAP & DOE.*

** Low Income Energy Assistance Program & Department of Energy*

171 families & 295 individual family members gained safe, secure housing through STEP’s housing assistance program.

When Doreen McElwee first found herself in a financial position where she needed to ask for help, she felt a little embarrassed. An injury precipitated a change in her employment status, and her income went “way down.”

“When you first start going through the hard times your mentality changes. You think people are looking down on you,” she said. “If people look at you differently you think, ‘Oh, they know’. It really humbles you when you get in that position.”

McElwee was making payments on her home and had been in it about five years, but her situation had created a real hardship for her to meet her payments.

“I was two weeks away from being on the street.”

But McElwee has spunk. She had cut out a section of wall between the kitchen and living room to create an arched opening where she installed a breakfast bar by herself. She certainly wasn’t going to let this turn of events dictate the rest of her life. She approached the bank and negotiated a lower house payment and interest rate, and then tackled her other house issues.

The heating unit wasn’t working, so she was using space heaters in each room, supplemented by gas logs to warm her 900 square-foot home.

“The average electric bill was about \$120 a month in the winter, and I spent about \$70-80 a week in gas logs. It was quite expensive,” she said. “I spent less to heat a 3,000 square-foot house I lived in before this.”

In the summer she used window units in the front of the house and the back bedroom to create some cross current, but the humidity was so high that she found herself having to wipe down the walls with bleach at least once a month to keep the mold down.

“At that point I really didn’t have any income to speak of and I was already out with an injury. I tried to insulate the bathroom myself. It was freezing in there. Then I saw a J&J Weatherization van down the road at a neighbor’s house and I asked her what was going on.”

Once she learned about STEP’s Weatherization program, McElwee applied and got on the waiting list. She was treated with respect and felt instantly at ease, she said.

“I waited my turn and the work got done in February and March, just in time for my surgery in May. They were wonderful,” she said of the J&J workmen. McElwee qualified through STEP for insulation in the walls, floor and ceiling, and a new heat pump in addition to smoke and carbon monoxide detectors, a new door, a dryer vent and exhaust fan and other energy saving measures.

McElwee drives a school bus for Franklin County Public Schools and had known about STEP’s LIFES Academy because of her job. She wasn’t aware of the weatherization program however, and is “excited to have found out about it.”

As for what she plans to do with money saved on heating and cooling, she’s going to pay down her credit cards.

“I’d like to get that paid off; I have projects I’d like to get back to,” she said.

Optimist Or Pessimist? Prepping Students for Life

“Optimists believe the light at the end of the tunnel is a sunny day waiting for them. Pessimists believe the light at the end of the tunnel is an oncoming train. Preppers know it could be either one and are ready with sunglasses and a plan to ride the train outta there!”

- Anonymous

This quote sums up perfectly how things work at LIFES Academy. Most of the students initially seem to follow the path of the Pessimist; they feel like life has set them up to fail and the train is going to run them over no matter what.

The staff are Preppers, helping students prepare for anything that comes their way. Whether it is the sunny day they have been hoping for or the dreaded train, staff help prepare them to ride it “outta there.” In the end, we help the students become Optimists, feeling they can reach anything in life that they set their sights on.

When students come to LIFES, we don’t know what their background might be. Some may be struggling academically; they may have problems getting along with their peers and adults; or perhaps they are involved with the court system. They may be going through drastic changes in their home life or they could be experiencing a combination of all of these challenges. Whatever their burden, they are usually very pessimistic about their lot in life. This is where the staff comes in and gives them a sense of hope that the world hasn’t given up on them.

This process has everything to do with a change in mindset. When any of us hear certain sounds or see certain things we automatically make connections. For students at LIFES, it can be certain words, sounds, or even voice levels that trigger the thought, “here we go again.” They automatically move into defense mode.

As this mindset begins to change, attendance improves, courses and SOLs are passed, and students transition back to their home schools. The process varies for students as they begin to believe in themselves and grow the confidence to achieve their goals.

The biggest reward for the staff is seeing the students after they have left LIFES Academy still succeeding in things they didn’t realize were possible.

Several students transitioned back to their home schools this past year. One is a rising senior who passed a dual enrollment electronics class during the second semester. He attends full-time to finish his senior year and is looking forward to majoring in electronics at college.

Another was invited to join the Hi-Five Club at his school. This group of young adults is hand-picked by teachers and administrators to spread positive and encouraging words to their peers and have a big hand in keeping a positive environment at school. This student was also invited to the Hi-Five Summer Camp offered by the Franklin County Sheriffs Office.

A third student, who also transitioned back to his home school, finished the school year in such good standing that he was enrolled in all Honors classes, demonstrating his ability to master the coursework and handle stress.



One of LIFES lessons: Developing the confidence to share with those who look up to you. LIFES students read to Head Start children as part of their community service curriculum.

Youth Services 2018-19

* Project Discovery - (College Readiness)
38 students

* LIFES Academy - 18 students

* Transitioned back to home school
7 students (full & part-time)

**STATEMENT OF ACTIVITIES
AND CHANGES IN NET ASSETS**

for the year ended June 30, 2019

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
SUPPORT & REVENUE			
Grants	\$ 3,857,451	--	\$ 3,857,451
Contributions	65,116	--	65,116
Program service fees	4,224	--	4,224
Realized & unrealized gain/ (loss) on investments	11,011	--	11,011
Interest income	2,788	--	2,788
In-kind donations	961,437	--	961,437
Miscellaneous income	158,528	--	158,528
Net assets released from restrictions	4,877	(4,877)	--
Total Support & Revenue	<u>\$ 5,065,432</u>	<u>\$ (4,877)</u>	<u>\$ 5,060,555</u>
EXPENDITURES			
PROGRAM SERVICES			
Head Start	\$ 3,023,471	--	\$ 3,023,471
Youth Services	355,086	--	355,086
Housing	555,576	--	555,576
Senior Services	418,063	--	418,063
Homeless Prevention	210,963	--	210,963
CSBG	247,731	--	247,731
Financial Services	25,680	--	25,680
Total Program Services	<u>\$ 4,836,570</u>	--	<u>\$ 4,836,570</u>
SUPPORT SERVICES			
Management & General	152,669	--	152,669
Total Support Services	<u>\$ 152,669</u>	--	<u>\$ 152,669</u>
Total Expenses	<u>\$ 4,989,239</u>	--	<u>\$ 4,989,239</u>
Change in Net Assets	76,193	(4,877)	71,316
Net Assets, Beginning of Year	321,287	<u>4,877</u>	<u>326,164</u>
NET ASSETS, END OF YEAR	<u>\$ 397,480</u>	--	<u>\$ 397,480</u>

Throughout the year, the STEP team has engaged in a variety of special initiatives designed to increase community awareness and enhance the resources we are able to leverage to better serve our community.



The STEP Into Christmas Home Tour was held as the agency's signature fundraising event, and featured 5 historic homes in Rocky Mount. More than \$17,000 was raised in support of STEP's services and programs.

All 218 Early Head Start/Head Start students received two new brand name outfits thanks to the generosity of Kid Box, a children's clothing subscription service with a social mission to impact children in need.

Long needed, STEP's roof renovation project began in August and will be completed by the end of the year. Its expanse of blue roof makes it a landmark in the neighborhood!



STEP's "adopted" grandchildren, "The Grands" (below center) swept up the People's Choice vote for the third straight year at the local Dancing for a Cause competition to raise funds and awareness for local nonprofits.

STEP staff find ways to support our mission even outside of our mandated services. Sporting red noses, they participated in Red Nose Day, a national campaign to end child poverty.



Corporate and Organization Donations

Anonymous
 American National Bank and Trust Company
 Arrington Enterprises, Inc.
 Bagby, Foroughi and Goodpasture, PLLC
 Bassett Office Supply
 Carter's Fine Jewelers
 Choice Communications Group
 Collinsville Printing Co., Inc.
 Community Housing Partners Corporation
 Disability Rights and Resource Center
 Dudley's Truck Stop Restaurant
 Edward Jones Financial - Zach Wimmer
 Envisions, Inc.
 Ferrum College - Dining Services
 Franklin Glass
 Full Armor Custom Apparel
 HAWK Advisers, Inc.
 Haywood's Jewelers Inc.
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 Insurance Services South, Inc.
 Ippy's Restaurant
 Jamie's Recycling Center
 Kid Box
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 RE/MAX Mountain To Lake Realty
 Roanoke Valley Association of Realtors
 Snow Creek Christian Church
 Southside Survivor Response Center, Inc.

Stanley Family Foundation
 T Bahnon Stanley III and Susan S Taylor and Drew B Stanley
 STEP, Inc. Board of Directors
 Union Bank & Trust
 US Foods
 Uttermost Company
 Willard Insurance Agency, Inc.
 William White Sr., Incorporated
 Woods Rogers PLC

Individuals Donations

Anonymous
 Linda Aron
 Angie Austin
 Mary Bonds
 Billy & Emily Boone
 Antron Brown
 Cooper Brown
 Pam Cobler
 Eric & Blair Crouse
 Marc & Cheryl Crouse
 Todd & Melinda Crouse
 David Cuff
 Pat Cundiff
 Ricky Davidson
 Robert & Alixanne Davis
 Mike Ferguson
 Mark Goodpasture
 Debbie Hamrick
 Crystal Harris
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 Serena & L.E. Jamison
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 Christy Stocks
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 Sue Turner
 Joe Weddle
 Shirley Wells
 Greg Winge

We gratefully acknowledge our donors for 2018-19 and ask forgiveness of anyone inadvertently left off our list. Please call (540) 483-5142, ext. 3003 with any corrections.



STEP relies on donations and sponsorships from our community so that we can help our friends and neighbors in need. You can play a role in helping us continue this good and necessary work. You can make a difference!

Ways to Give*

- A donation by cash or check
- A donation of appreciated stock or property
- Sponsorship of a program or special event
- A gift in memory of a loved one
- Planned giving with a bequest, charitable trust, or by naming STEP as a beneficiary of a life insurance policy

As a 501(c)(3) non-profit organization, contributions to STEP are tax-deductable.

*** Neighborhood Assistance Program (NAP)** state tax credits are available to individuals, trusts, and businesses making eligible donations to STEP, Inc., an approved NAP nonprofit organization. In return for their contributions, donors may receive combined tax credits about equal to 90 percent of the donation deducted from their state and federal income tax liability.

For more information, please contact Marc Crouse, Executive Director
 (540) 483-5142
marc.crouse@stepincva.com



All community action agencies (CAA) are governed by a tri-partite Board of Directors, meaning 1/3 must consist of elected public officials or their representatives, not less than 1/3 of members must be chosen democratically and represent low-income individuals/families, and the remaining 1/3 of members must represent the community (business, labor, industry, religious, law enforcement, education, other major groups, and interests).

The STEP board of directors works very closely with the Head Start Policy Council, fulfilling the Head Start Performance Standards requiring that certain governance functions be shared jointly by the STEP Board of Directors and the Head Start Policy Council.

Michael Ferguson, President

Food Services Director, Ferrum College

Betty Kingery, Vice President

Re/Max Mountain to Lake Realty Owner

Greg Winge, Secretary/Treasurer

C.S.A. Program Director, FC Government Center

Linda Aron

Mortgage Originator, First Citizens Bank

Angie Austin

Market Manager, Member One Federal Credit Union

Mary Bonds

Manufacturing Professional, Retired

Antron Brown

US Army Retired

Cooper Brown

Attorney

Pam Cobler

Disability Rights & Resource Center

David Cuff

Chapter 60 Commander, Disabled American Veterans

Pat Cundiff

Interior Designer/Operator P.A.C. Interiors

Crystal Harris

Patrick County Board of Supervisors

Peggy Morrison

Urban Planner, Retired

Rita Murphy

Educator, Retired

Patti O'Neal

Day Care Provider, Retired

Angela Phillips

Director, FC Family Resource Center

Leon Puckett

Stuart Town Council

Warren Rodgers, Jr.

Executive Director, Southside Survivor Response Center

Mike Smith

Farm Equipment Sales and Service

Christy Tilley

Director, Student Resource Center, PHCC

Sue Turner

Tri-Area Community Health Clinic

