



**Solutions That Empower People**

# Annual Report 2023-2024



*Empowering  
people, changing  
lives.*



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## Message from Our Board Chair

As Coretta Scott King said, "The greatness of a community is most accurately measured by the compassionate actions of its members." This sentiment reflects our journey this year as we embraced the motto "Moving Forward!" With the hiring of our new Executive Director, Michael Armbrister, and the addition of new board members, we have made significant strides in shaping our five-year Strategic Plan.

In our commitment to community, we have expanded services within our existing programs and explored new initiatives to better support those we serve. One of the marvelous aspects of community, as Jean Vanier noted, is our ability to welcome and help people in ways we couldn't as individuals. This year, we broadened our Weatherization program to include multifamily housing, introduced the Food Experience Program at LIFES Academy, and extended Head Start's school year with summer classes. Additionally, our Senior Services upgraded kitchen equipment, enabling us to provide over 28,000 meals to 165 individuals while continuing to support LIFES Academy and Head Start.

The STEP Board of Directors is deeply grateful for the dedication and hard work of our staff over the past year. As we look ahead, we are excited to continue our journey of "moving forward," working to eliminate barriers and ensuring that everyone in our communities has the opportunity for success. Thank you for your continued support.

Warm regards,

Angela Phillips  
Chair, STEP, Inc.

# ABOUT US

**Solutions That Empower People (STEP), Inc.** is a dynamic community action agency that provides services at significant milestones throughout life. Programs are designed to partner with individuals and families to help them overcome adversity and enhance their quality of life through **community, economic, personal, and family development.**

**STEP** is headquartered in **Rocky Mount** and is the designated community action agency for **Franklin and Patrick counties.** STEP also provides limited services in **Bedford County, Virginia.**

## OUR SERVICES

- Early/Head Start
- Financial/Tax Preparation Services
- Senior Services
- Housing Services
- Youth Services



## LOCATIONS:

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



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



Our office is open **Monday through Friday** from **8:30 AM** to **4:30 PM**, providing a convenient time for you to visit us or reach out for assistance.



# STEP, Inc. Whole Family Focus

## Housing

Housing is vital for reducing poverty. Our Weatherization program lowers energy bills, while the Housing Choice Voucher program provides safe, affordable housing.



## Income, Infrastructure & Asset Building

The Virginia Income Tax Assistance and CASH Campaign help families achieve financial well-being through increased savings and asset purchases.



## Health/Social Behavioral Development

Our programs enhance physical, mental, and behavioral health, supporting independence and nutrition for children and individuals.



## Education & Cognitive Development

Programs like Head Start and LIFES Academy boost school readiness, academic performance, and literacy for children, youth, and parents.



## Civic Engagement & Community Involvement

We empower those affected by poverty to participate in decision-making, enhancing community conditions and developing leadership skills through involvement in STEP operations.



## Empowering Communities for a Brighter Future

At the heart of our mission is a commitment to supporting the entire family unit. We believe that by addressing the needs of families as a whole— from children to seniors— we can create lasting change in our communities. Our comprehensive programs cater to every age group, ensuring that all family members receive the resources and support they need to thrive. This holistic approach is critical for fostering resilience, improving well-being, and breaking the cycle of poverty, ultimately paving the way for a brighter future for everyone.

This holistic approach not only fosters resilience and improves well-being but also strengthens family bonds and enhances communication. By focusing on the whole family, we are better equipped to break the cycle of poverty and empower families to achieve their goals. Together, we can build a brighter future where everyone has the opportunity to succeed.

# 2023-24 Services and Impact Overview

This past year, we proudly served **4,073** individuals and assisted **2,392** households, reflecting our dedication to supporting the community. These efforts laid the foundation for our various programs, which have achieved significant outcomes across education, housing, transportation, food and health, and income and asset building.

## Education

- This year, **124** children demonstrated school readiness skills.
- Improved emergent literacy skills were shown by **105** children.
- A total of **156** children and youth exhibited positive approaches toward learning.



## Housing & Transportation

- We helped **213** individuals obtain safe, affordable housing.
- A total of **36** households experienced improved energy efficiency and reduced energy burdens in their homes
- Transportation assistance was provided to **180** individuals



## Food & Health

- A total of **508** individuals received nutritious food.
- Dental care was provided to **180** children.
- We facilitated physical examinations for **147** children.
- Immunizations were administered to **62** children.
- Vision screenings were conducted for **168** children.



## Income and Asset Building

- Free tax preparation services were offered to **368** individuals.
- Total savings from tax preparation amounted to **\$92,000.00**.
- Federal refunds reached a total of **\$406,466.00**.
- Education credits totaled **\$2,673.00**.





# EARLY HEAD START/ HEAD START ANNUAL REPORT

STEP, Inc. is funded to provide services to 151 infants, toddlers, preschoolers and their families.

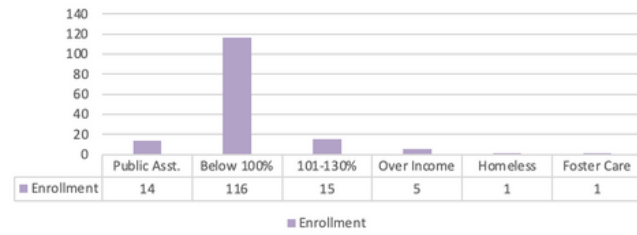
- **Early Head Start** is funded for **57 infants and toddlers**. Over the course of the **2023-2024** program year, we served an accumulative total of **57 infants and toddlers**, which is **100%** of our funded enrollment.
- **Head Start** is funded for **95 preschool age children**. Over the course of the **2023-2024** program year, we served an accumulative total of **112 preschool aged children**, which is **100%** of our funded enrollment.
- Therefore, the funded enrollment for both programs is **151** with an Accumulative Enrollment of **152 children and their families** during the **2023-2024** program year.

Our enrollment includes **95 three and four-year olds** and **57 infants and toddlers**. Both programs serve children and families from **14** classrooms across **Franklin and Patrick County Virginia**. These classrooms include two Collaborative Classrooms through partnership with **Franklin and Patrick County Schools VPI Program**.

Franklin County	# of EHS Classrooms	# of Children	Age Range
Rocky Mount Site	5	40	6 weeks to 3 years
Patrick County	# of EHS Classrooms	# of Children	Age Range
Stuart	2	16	6 weeks to 3 years
Total	7	56	
Accumulative Total		56	

Franklin County	# of HS Classrooms	# of Children	Classroom Type
Rocky Mount Site	3	51	Head Start
Lee M. Waid Elementary School	1	5	Collaborative: VPI/HS
Patrick County	# of HS Classrooms	# of Children	Classroom Type
Stuart Head Start	1	17	Head Start
Patrick Springs Elementary	1	17	Head Start
Stuart Elementary School	1	5	Collaborative: VPI/HS
TOTAL	9	95	
Accumulative Total		96	

2023-24 Enrolled Eligibility



## ENROLLMENT

- Early Head Start Average Daily Attendance ranged from **86%** from **August 2023** to **July 2024**.
- Head Start Average Daily Attendance **89%** from **August 2023** to **May 2023**.

## ATTENDANCE

- The enrollment for Early Head Start was averaged **86% enrollment** throughout the **2023-2024 program year**.
- The enrollment for Head Start was averaged **90% enrollment** throughout the **2023-2024 program year**.
- We offered Summer School for Head Start students with IEPs and working parents for the **2023-2024 school year**, enrolling **22 students**.

STEP Head Start is a proud member of the Virginia Head Start Association and the National Head Start Association.



### Vision:

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

Budget Categories	23-24 Budget	23-24 Actual
Salaries	1,404,168.26	1,608,289.63
Fringe Benefits	278,395.88	272,557.03
T/TA	42,868.00	101,047.33
Insurance	23,125.56	22,749.72
Consulting-Contractual	15,575.00	14,354.00
Nutrition/Kitchen Cost	227,132.34	221,111.18
Program/Classroom Supplies	15,650.99	152,164.84
All Other	277,651.31	306,621.02
Non-Federal Match/In-Kind	648,030.00	484,241.69
TOTAL DIRECT	2,932,597.34	3,183,136.44
Indirect Charges	449,333.84	514,652.67
TOTAL	3,381,931.18	3,697,789.11

Revenue	Budget	Actual
Operating Grant Funds	2,546,033.18	2,959,882.22
Training/Technical Assistance	42,868.00	101,047.33
USDA	145,000.00	152,617.87
State/Other Revenue	192,383.71	192,383.71
Donations	0	0
Non-Federal Match/In-Kind	455,646.29	291,857.98
TOTAL	3,381,932.18	3,697,789.11

## Preparing Children for Kindergarten

### QUALIFIED STAFF

- We collaborate with both Patrick County Public Schools and Franklin County Public Schools in order to assist with the education, and also the transportation of the children to and from classroom locations.
- 100%** of Head Start Teachers hold an AA, BA/BS, or Master's Degree in Early Childhood Education or related field.
- 80%** of Head Start Teacher Assistants have a CDA, or are enrolled in a program leading to State Credential, AA or Bachelor's Degree.
- STEP, Inc. Head Start partners with Franklin County and Patrick County Schools Virginia Preschool Initiative Program to operate collaborative Pre-K/Head Start classrooms.
- 86%** of Early Head Start Teachers hold an AA, BA/BS or Infant & Toddler CDA or certificate

### SCHOOL READINESS

Domain	Fall 2023	Spring 2024
Approaches to Learning	76.78%	85.71%
Math	60.72%	81.08%
Language	64.56%	81.08%
Literacy	58.93%	71.43%
Physical Skills	85.71%	88.31%
Social Emotional	71.43%	81.82%

## Early Head Start/Head Start 2023-24

### PARENT INVOLVEMENT

We served a total of **130 families**, and of these families:

- 48%** received Emergency/Crisis Intervention.
- 100%** received weekly education on Health & Nutrition.
- 3%** participated in virtual parenting classes.

S.T.E.P. (Systematic Training for Effective Parenting) is a multicomponent parenting education curriculum that help parents learn effective ways to relate to their children from birth by using parent study groups. STEP also helps parents identify the purposes of children's behavior, and to learn how to encourage cooperative behavior in their children and how not to reinforce unacceptable behaviors.

- 100%** Received education on preventive medical and oral health.
- 100%** Received Program Orientation prior enrollment.
- 45%** Engaged in planned parent meetings and activities.

### Health Information

	2023-At Enrollment	2024-End of Enrollment
Number of Children with Health Insurance	114	147
Number with a medical home	114	147
Number of children with up to date immunizations	111	134
Number of children with a dental home	67	120
Due the ages of students, and/or termination of students		

### CLASS SCORES

In our **2023-2024 annual report**, we are proud to share positive developments in key quality dimensions. Emotional Support improved from **5.41 to 5.45**, and Classroom Organization increased significantly from **4.65 to 4.96**, both reflecting our commitment to a nurturing and structured learning environment. While our Instructional Support score decreased slightly from **4.19 to 4.12**, we view this as an opportunity for further growth.



## A Journey to Homeownership: Raven Brown's Success Story

My Head Start success story began in April 2023 during Spring Break when I was searching for job opportunities in Franklin County. Working as a paraprofessional at a private day school, the commute was significantly impacting my finances. While browsing Indeed, I stumbled upon a Receptionist position with Head Start. Initially, I hesitated to apply, feeling I lacked the necessary experience. However, later that month, I saw the listing again and took it as a sign to submit my application.

Shortly after applying, I was contacted by STEP, Inc. to schedule an interview. A week later, I was thrilled to receive an offer for the position of Administrative Assistant for the Head Start program, set to begin in June 2023. Inspired by the wonderful program, I later enrolled my one-year-old daughter in Early Head Start. After completing the enrollment process, I initiated a parent partnership plan with my Family Advocate, Mrs. Lori Pruitt, during a home visit.

During our meeting, I shared my aspirations of finishing school and buying a home. Lori provided valuable resources for educational options and advice on homebuying. I explained my living situation, expressing concerns about feeling unsafe in my current residence. She recommended either a manufactured home company or Habitat for Humanity as potential solutions. Despite my full-time job and decent credit, the reality of supporting my daughter and myself on one income made securing a home loan challenging in today's economy.

In November 2023, during one of Lori's weekly check-ins, we discussed my progress in school, how my daughter was adjusting to Early Head Start, and my home search. Lori mentioned that Habitat for Humanity would soon be accepting applications and encouraged me to check their Facebook page. Together, we discovered their upcoming Homeownership Orientation in early December. I bombarded Lori with questions, and she reassured me that attending the orientation would be a crucial first step.



After the orientation, I submitted my application along with a \$25 fee for a credit check. The application intake period lasted 30 days, and to my excitement, I received a letter from Freedom First asking me to contact a loan officer. Following a thorough meeting with Mrs. Wolf, we reviewed my work history, income, and credit.

Three weeks later, Habitat for Humanity reached out for a follow-up meeting. When I arrived, I was overjoyed to learn that I had been selected as Habitat for Humanity's next homeowner partner. The news left me elated and in disbelief! In the months that followed, Lori remained an incredible source of encouragement, frequently checking in on my progress. Some days, I felt she was even more excited than I was!

I am deeply grateful for the support of my Early Head Start family advocate, Mrs. Lori Pruitt, along with my family, friends, and STEP Head Start co-workers. Without their encouragement, I wouldn't be on this path to homeownership.



# Senior Services

Our Senior Services program provides essential support through **home-delivered meals, café dining, transportation, and food assistance**, ensuring that seniors in our community receive nutritious meals and the resources they need to thrive.

- **Program 1-Home-Delivered Meals:** Partnering with the Southern Area Agency on Aging (SAAA), our staff and volunteers provide home-delivered meals to homebound senior citizens in certain areas of **Franklin and Patrick Counties**. We also offer a friendly face, someone to chat with, and the comfort of knowing that someone cares!
- **Program 2-Senior Cafes** (where seniors gather to share a meal in a social setting): STEP prepares nutritious lunches that are combined with interesting educational programs and activities. These meals are prepared in our own kitchen and served to some **119 seniors each week** at various locations in our community.
- **Program 3- Senior Transportation:** We offer transportation services for Patrick County seniors to congregate for lunches, medical appointments, and grocery shopping. **More than 42 seniors** take advantage of these services every week, allowing them the freedom to be more mobile, more self-sufficient, and more independent.
- **Program 4-Feeding America:** We deliver shelf-stable food to seniors **once a month**.



## Home Delivered Meals (HDM)

- Clients Served: 163
- Meals Served: 28,300

## Senior Café Meals

- Clients Served: 176
- Meals Served: 3,111



## Transportation

- Clients Served: 55
- Total Trips: 1,961
- Total Miles: 41,280

## Feeding America

- Clients Served: 90
- Boxes Delivered: 924



# In Loving Memory of Gladys Gray



STEP would like to take a moment to honor the late Gladys Gray, who became a valued client in 2019. Gladys was truly a remarkable woman, radiating kindness and warmth that touched everyone she met. Her ability to uplift those around her was a gift, and she often expressed her heartfelt gratitude for the services we provided.

Every week, our Senior Meals driver, Robert, along with a team of dedicated volunteers, had the privilege of delivering hot meals to Gladys five days a week. She would greet them at the door with a big smile and a cheerful spirit, making every visit a joyful experience. Her laughter and appreciation reminded us of the profound impact our services can have on the lives of seniors in our community.

We were deeply saddened to learn of Gladys's passing on September 28, 2024, at the remarkable age of 103. Her departure leaves a void in our hearts and community, as she was not just a client but a cherished friend. We will always remember her vibrant spirit, and her legacy of kindness will continue to inspire us.

In a beautiful testament to the bonds of family and community, STEP also has the pleasure of serving one of Gladys's daughters, Loline Young. At 87 years old, Loline has been a vibrant presence at our Senior Café for over seven years. She has always enjoyed the fellowship, delicious meals, and engaging games every Thursday, bringing her own joy to our gatherings.

The pandemic posed significant challenges for our senior clients, and for Loline, the closure of the café for nearly two years was particularly difficult. She, like many others, missed the social interaction and sense of community that our café provided. When we finally reopened, the joy in Loline's eyes was evident, and she was quick to express her gratitude for bringing everyone back together.



*Gladys Gray & Robert (STEP driver)*



*Loline Young*

Loline often reflected on how STEP's services were a tremendous support for her mother during the pandemic, providing not just meals but also vital companionship. She shared how important it was for Gladys to stay connected to her community, especially as her health declined.

As we celebrate the life of Gladys Gray, we are reminded of the essential role STEP plays in the lives of our clients and their families. We are committed to honoring her memory by continuing to provide the services that made a positive impact on her life and those around her. Our heartfelt condolences go out to Loline and her family during this difficult time. Gladys's spirit of kindness and resilience will forever hold a special place in our hearts.



# HOUSING SERVICES

## Weatherization Assistance Program

Since 1969, **STEP, Inc.** has been committed to improving the energy efficiency of homes in **Franklin and Patrick Counties**. Our team of skilled professionals uses advanced technology, including infrared and thermal imaging, to accurately assess the energy-saving needs of each client. Our services provide numerous benefits, making homes safer, more comfortable, and more efficient. Additionally, they help reduce energy consumption, foster a healthier and more sustainable environment, and enable community members to save on their utility bills.

During the period from **7/1/23 to 6/30/24**, **36** homes were weatherized. STEP's weatherization assistance program includes **six different** revenue sources, comprised of a mix of federal, state, and private utility resources.

Weatherization services are available to income-eligible homeowners in **Franklin and Patrick counties**.

## Section 8 Program

In the past year, **159** families received assistance through the Housing Choice Voucher program, managed by **Virginia Housing**. Of these families, **26** were experiencing homelessness and were assisted through the **Emergency Housing Voucher (EHV) program**. STEP manages Housing Choice vouchers in Franklin, Patrick, and Bedford counties.

This program is crucial in helping families achieve **stability and security**, allowing them to focus on rebuilding their lives. By providing access to safe and affordable housing, we **empower families** to build a stronger foundation, ultimately fostering healthier communities and breaking the cycle of poverty.



*Image pictured is a client's home weatherized through **STEP, Inc.**, improving energy efficiency for **comfort and savings!***



**Virginia Housing** invests in affordable housing initiatives across the state, and **STEP, Inc.** complements these efforts by connecting families with essential services, fostering long-term stability and community growth.

Beyond housing, **Virginia Housing** provides resources for financial literacy and homeownership education, while **STEP, Inc.** offers additional support to ensure families thrive in their new homes.



## A Positive Transformation: The Wilkersons' Weatherization Experience

In May 2024, Steve Hall and Sharon Lambert from the Housing Department at STEP, Inc. met with Gary and Kathy Wilkerson to discuss the weatherization measures completed on their home. The Wilkersons were incredibly pleased with the work done, offering numerous compliments about their experience.

They praised the professionalism of the J&J Weatherization crew, highlighting how courteous and respectful the young men were throughout the process. One particular team member impressed the Wilkersons by going above and beyond to ensure that every aspect of the job was completed thoroughly. He took extra care to access hard-to-reach areas under their mobile home, crawling to install insulation and fit ductwork for one of the rooms. Mr. Wilkerson expressed his gratitude, noting that he wouldn't have been able to work in such tight spaces.

The J&J crew successfully installed a new heating system, insulated the roof and "belly" of the home, and completed duct repairs and sealing, significantly improving the weatherization of the Wilkersons' residence.

Like many beneficiaries of the Weatherization Program, the Wilkersons live on a fixed income and often struggle to manage their expenses, especially when faced with an electric bill of \$397. After the work was completed in May, their next bill dropped to \$124, leaving them immensely appreciative. As of October 2024, their bill stands at just \$114.64. They are eager to see how these savings will continue through the colder months, knowing they can now afford both warmth and other essential needs.

Mr. and Mrs. Wilkerson want to highlight the significant benefits of the Weatherization Program and commend the professionalism of the J&J Weatherization crew, along with the support from Steve Hall and Sharon Lambert in the Housing Department at STEP, Inc. They encourage other families to take advantage of this valuable program.



# LIFES Academy Annual Report

## LIFES Academy

**LIFES Academy provides** a nurturing alternative environment for students with special needs, fostering the development of appropriate attitudes, behaviors, and life skills necessary to unlock their academic and social potential. Our unwavering commitment to our mission and values continues as we **serve our students and their families with dedication and care.**

### Enrollment

Our student population has grown to **10 students**, and we continue to see increased attendance and engagement as we serve these families holistically, and we remain enthusiastic about welcoming both current and new students. We are actively working with their families and the **Local Education Authority (LEA)** to provide comprehensive support to meet academic and social goals.

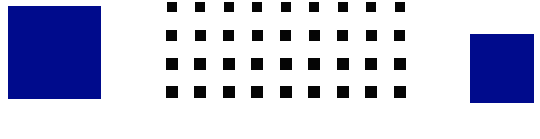
### Partnerships

At **LIFES Academy**, we believe in a collaborative approach, working closely with students, families, and community partners to ensure student success. This year, we are proud to have renewed **partnerships with Carter Bank and Trust, Family Resource Center, Healing Strides, and the Public Library.** Additionally, we have expanded our collaborations with **Franklin County Public School, Piedmont CSB, and the Franklin County Resource Center**, strengthening our support network.

### Project Discovery

**Project Discovery's** vision remains dedicated to ensuring that **every student graduates** from high school and that those who desire and demonstrate the ability to attend **post-secondary education** have the opportunity to do so.

**Project Discovery** continues to play a pivotal role in assisting **Franklin County students** in setting and achieving their goals beyond high school. Students have had the opportunity to **visit college campuses and trade schools**, and we continue to **welcome guest speakers** who inspire and motivate our students. We are grateful to the community members who support our students and help them reach their **full potential.**



**Franklin County**  
FAMILY RESOURCE CENTER  
*Break the Silence*





## Cultivating Hope: The Lasting Impact of LIFES Academy and Healing Strides

LIFES Academy, a program offered by STEP Inc., is dedicated to empowering individuals and families in Franklin County. Our approach is grounded in the principle of "in loco parentis," allowing us to provide support that mirrors the guidance and care of a parent. We understand that many parents face significant challenges, such as financial hardships, difficulties in managing their child's behavior, and navigating systems that often prioritize punishment over support. Many of these parents also contend with their own learning struggles and past educational obstacles.

At LIFES Academy, we emphasize the values of patience and community. We practice patience by giving students a fresh start with each interaction, fostering an environment where they feel safe to learn and grow. Our commitment to community involvement is exemplified by partnerships with local organizations. For instance, Healing Strides recently offered our students a unique opportunity to engage with horses, promoting personal growth and connection. Initially, some students were hesitant to participate, feeling either overconfident or unsure about the process. However, the dedicated staff at Healing Strides persistently encouraged them, fostering inclusion and engagement.

This experience taught our students that, much like the horses, people sometimes resist moving forward; they may simply need comfort or feel afraid. The staff's approach emphasized the importance of respecting and patiently engaging with both students and horses. This valuable lesson resonated throughout LIFES Academy, prompting meaningful discussions on mutual respect among students and staff alike.

We are proud to report that the impact of our partnership with Healing Strides has been profound. Many of our students struggle with anxiety, often withdrawing from opportunities for involvement. Yet, through these sessions, we have witnessed remarkable transformations. Students who initially resisted participation have actively engaged, moving from reluctance to enthusiastically petting, grooming, and caring for the horses.

We extend our heartfelt gratitude to Healing Strides for including LIFES Academy in their program for the 2023-2024 school year. The lasting impact of this collaboration is evident, and we are truly grateful for the support provided to our students. We encourage everyone to recognize and support the invaluable work Healing Strides continues to do within our community.



# STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

*for the year ended June 30, 2024*

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>
<b>SUPPORT &amp; REVENUE</b>			
Unrestricted Net Assets	0.00	-	0.00
Grant Revenue	4,343,670.64	72,956.00	4,416,626.64
Contributions	16,965.38	9,978.28	26,943.66
Program Service Fees	3,464.25	-	3,464.25
Realized and Unrealized Gain/(Loss)	875.72	-	875.72
Interest Income	851.47	-	851.47
In-Kind Contributions	862,223.58	-	862,223.58
Miscellaneous Income	1,796.03	321.00	2,117.03
<b>Revenues</b>	<b>5,229,847.07</b>	<b>83,255.28</b>	<b>5,313,102.35</b>
<b>EXPENDITURES</b>			
Head Start	1,385,185.75	-	1,385,185.75
Youth Services	453,877.02	-	453,877.02
Senior Services	381,501.00	-	381,501.00
Homeless Prevention	198,443.21	-	198,443.21
Housing	891,523.69	-	891,523.69
CSBG	152,619.48	-	152,619.48
Financial Services	8,000.00	-	8,000.00
In-Kind Contributions	862,223.58	-	862,223.58
<b>Total Program Services</b>	<b>4,333,373.73</b>	<b>0.00</b>	<b>4,333,373.73</b>
Agency	310,434.23	-	310,434.23
Indirect Cost	735,299.96	-	735,299.96
<b>Expenses and Losses</b>	<b>5,379,107.92</b>	<b>0.00</b>	<b>5,379,107.92</b>
<b>Change in Net Assets</b>	<b>(149,260.85)</b>	<b>83,255.28</b>	<b>(66,005.57)</b>
<b>Net Assets at Beginning of Year (FY23 Audit)</b>	<b>1,916,054.00</b>	<b>66,672.00</b>	<b>1,982,726.00</b>
<b>Net Assets at End of Year</b>	<b>1,766,793.15</b>	<b>149,927.28</b>	<b>1,916,720.43</b>



## Your Impact Matters

Your extraordinary generosity has been the foundation of our ability to provide essential support during these challenging times. Your contributions go beyond mere financial assistance; they represent investments in our community's resilience and the hopeful future of our neighbors. We are truly grateful for your steadfast commitment to STEP's mission, and your passion fuels our efforts every day. Thank you for making a significant and lasting difference in the lives of those we serve.



## Thinking About Supporting STEP? Join Us as a Contributor Today!

At STEP, Inc., our capacity to help friends and neighbors in need relies on the generous support of our community through donations and sponsorships. Your involvement is essential to sustaining this vital mission. With your support, you can create a positive impact and make a meaningful difference in the lives of those we serve!

## 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, a charitable trust, or by naming STEP, Inc., as a beneficiary of a life insurance policy.



SCAN HERE

## AS A 501(C)(3) NON-PROFIT ORGANIZATION, CONTRIBUTIONS TO STEP, INC. ARE TAX DEDUCTIBLE.

Neighborhood Assistance Program (NAP) state tax credits are available to individuals, trusts, and businesses making eligible donations to STEP, Inc., an approved NAP non-profit 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 liabilities.

# Thank You to Our Partners



Thank you to our valued partners for your unwavering support. Your collaboration empowers us to make a lasting impact in our community and enhances our ability to serve those in need. Together, we are creating positive change!

- US Office of Head Start
- US Dept. of Health and Human Services
- United States Department of Agriculture
- Virginia Housing
- Virginia Department of Housing and Community Development
- Franklin County
- Patrick County
- Town of Stuart
- Town of Rocky Mount
- The Franklin Center
- Virginia Department of Education
- Appalachian Power
- Southern Area Agency on Aging
- US Department of Energy
- VA Dept of Social Services
- VA Early Childhood Foundation Ready Regions
- Project Discovery
- Virginia Community Action Partnership
- National Community Action Partnership
- VA Cash Campaign
- Internal Revenue Service
- Franklin County Public Schools
- Patrick County Public Schools
- Franklin County Office of Aging
- The Fellowship Church
- Meadows of Dan Community Building
- Piedmont Community Services Board



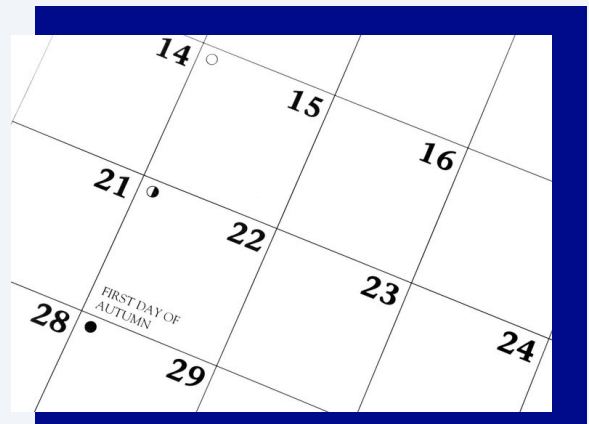


## Board of Directors

- **ANGELA PHILLIPS, President**  
*Franklin County Family Resource Center*
- **SHERRI PEREZ, Vice President**  
*Virginia Dept. of Corrections*
- **RITA MURPHY, Secretary**  
*Retired Educator*
- **Heather Kesterson, Treasurer**  
*Franklin County Children's Services Act*
- **AMI DeCAPRIO**  
*Community Liaison*
- **BETTY KINGERY**  
*RE/Max Mountain to Lake Realty*
- **BEN MULLINS**  
*Rocky Mount Town Council Member*
- **DOUGLAS PERRY**  
*Patrick County Board of Supervisors*
- **HANNAH WOODS**  
*Asst VP/Branch Manager, Carter Bank & Trust*
- **MICHAEL FERGUSON**  
*Director of Dining Services, Ferrum College*
- **MICHAEL SMITH**  
*Farm Equipment Sales*
- **PATTI O'NEAL**  
*Retired*
- **RENEE McADAMS**  
*Parent Representative, Head Start Policy Council*
- **W. COOPER BROWN**  
*Commonwealth's Attorney, Franklin County*



**L to R:** Betty Kingery, Rita Murphy, Angela Phillips, Sherri Perez, Ben Mullins, Patti O'Neal, Mike Ferguson, and Heather Kesterson. **Missing:** Ami DeCaprio, Hannah Woods, Renee McAdams, Doug Perry, W. Cooper Brown and Mike Smith.



### Meeting Schedule

The Board of Directors at STEP, Inc. **meets every month on the third Thursday, except during holidays.** This consistent schedule ensures ongoing oversight and strategic guidance for the organization.

The **Board of Directors at STEP, Inc.** plays a crucial role in guiding the organization's mission and ensuring effective governance. Their diverse expertise and commitment to community service help shape strategic decisions and drive initiatives that support families in need. By providing oversight and direction, the board ensures that **STEP, Inc.** remains **accountable and responsive** to the communities we serve, fostering sustainable growth and impactful programs that truly make a difference. Their leadership is essential to our success and our ability to **fulfill our mission.**

# THANK YOU FOR YOUR SUPPORT!

Your generosity has been essential to our success this year. Together, we've achieved remarkable milestones, and your contributions have made a real difference. We deeply appreciate your commitment and look forward to another year of shared accomplishments and brighter futures ahead!

