



ANNUAL REPORT

2024-2025

July - June



STEP INSIDE OUR WORLD:

Scan the QR code to explore our programs, celebrate our successes, and discover inspiring stories from the families and communities we serve.

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MESSAGE FROM OUR BOARD CHAIR

As Board Chair, it is my honor to reflect on this past year at STEP, Inc. It has been a year of challenges, innovation, and resilience, and through it all, we have stayed true to our mission: Solutions That Empower People.

STEP serves Franklin and Patrick Counties through a wide range of programs.

- Education and Youth programs include Early Head Start, Head Start, Project Discovery, and LIFES Academy.
- Housing and Stability include weatherization and housing support.
- Seniors benefit from Meals on Wheels, transportation, and wellness programs.
- Financial Services provide tax preparation, financial coaching, and savings opportunities.

Highlights from this year include:

- Serving 3,934 individuals across all programs
- Weatherizing 23 homes benefiting 52 individuals
- Returning \$481,978 in federal refunds and saving \$110,000 in preparation fees for families through tax services.
- Supporting 619 children, youth, and seniors with education, mentorship, and wellness programs.
- Expanding partnerships with local governments, schools, nonprofits, and businesses.

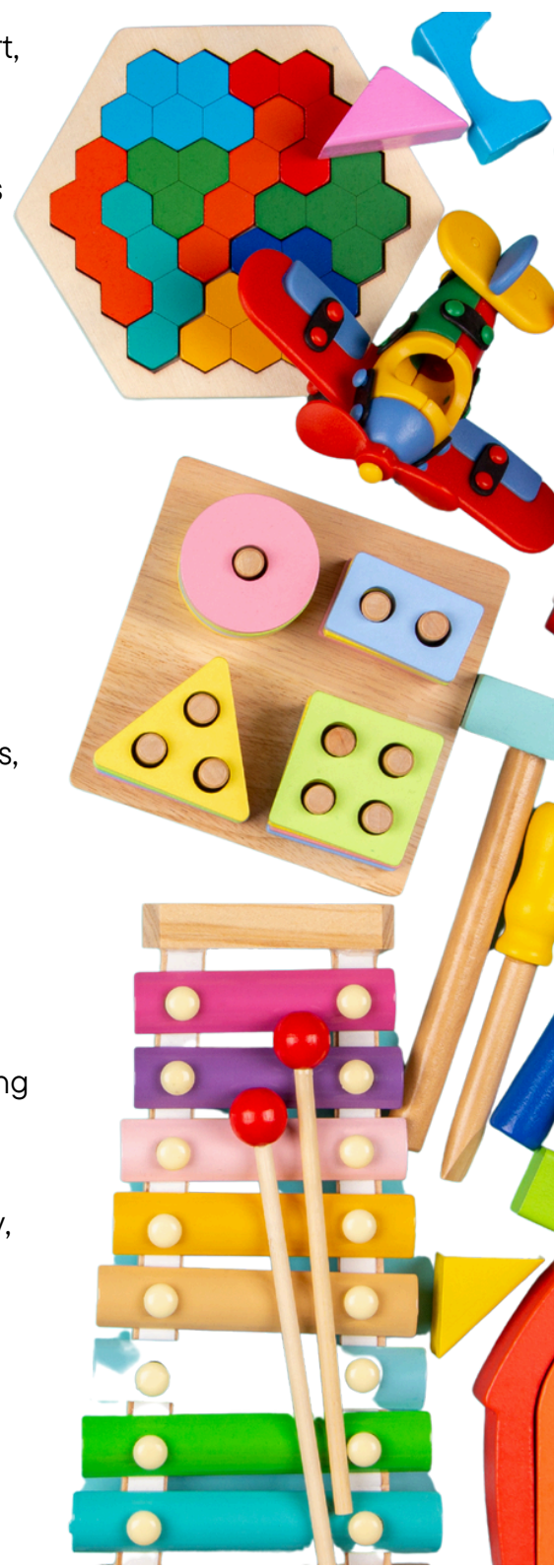
Looking ahead, we remain committed to expanding outreach in underserved areas, strengthening program evaluation, diversifying funding sources, and investing in our staff and volunteers.

None of this work would be possible without you, our staff, volunteers, donors, and partners. On behalf of the Board, thank you for your ongoing support and trust.

Together, we will continue building communities of opportunity, dignity, and hope.

With gratitude,

Angela Phillips
Board 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



Pictured: Patrick County Head Start Classroom

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 convenient hours 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.

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. Our commitment to innovation and collaboration ensures that every family has the support and resources they need to thrive.

2024-2025 SERVICES AND IMPACT OVERVIEW

This past year, we proudly served **3,934** individuals and assisted **2,008** 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

- **53** children and youth achieved at basic grade level during the last school year
- **136** children demonstrated skills for school readiness
- **30** youth received college readiness support
- **184** children received school supplies

Housing & Transportation

- **252** individuals obtained safe and affordable housing
- **252** individuals avoided eviction
- **68** parents improved their home environments
- **48** seniors received transportation services
- **52** individuals experienced improved health and safety, and reduced energy burden in their homes

Food & Health

- **410** individuals received prepared meals daily
- **176** children received dental and vision screenings
- **43** children received immunizations
- **151** individuals demonstrated improved mental wellbeing
- **114** families received diapers
- **144** seniors participated in exercise and wellness classes
- **51** individuals received clothing assistance

Income and Asset Building

- **440** tax returns completed, generating **\$481,978.00** in federal refunds and saving **\$110,000** in preparation fees for families through tax services



EARLY HEAD START/ HEAD START

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

- **Early Head Start** is funded for **56 infants and toddlers**. Over the course of the **2024-2025** program year, we served a cumulative total of **65 infants and toddlers**, which is **100%** of our funded enrollment.
- **Head Start** is funded for **95 preschool age children**. Over the course of the **2024-2025** program year, we served a cumulative total of **100 preschool aged children**, which is **100%** of our funded enrollment.
- Therefore, the funded enrollment for both programs is **151** with a cumulative enrollment of **165 children and their families** during the **2024-2025** program year.

Our enrollment includes **95 three and four-year olds** and **56 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	
Cumulative Total		65	

Franklin County	# of HS Classrooms	# of Children	Classroom Type
Rocky Mount Site	3	51	Head Start
Lee M. Waid Elementary School	3	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	
Cumulative Total		100	



Pictured: Read Across America Week



Pictured:
Megan Vessell,
STEP, Inc. EHS
Teacher

ENROLLMENT

- **Early Head Start** Average Daily Attendance was **85%** from **August 2024 to July 2025**.
- **Head Start** Average Daily Attendance was **89.5%** from **August 2024 to May 2025**.

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	2024-2025 Budget	2024-2025 Actual
Salaries	1,562,871.07	1,334,738.23
Fringe Benefits	297,985.00	263,012.00
Tuition, Training & Travel	48,868.00	8,887.69
Insurance	23,822.00	23,607.06
Consulting & Contractual	10,250.00	7,928.75
Nutrition/Kitchen Cost	237,150.00	220,195.82
Program/Classroom Supplies	98,865.00	15,547.07
All Other	327,590.79	344,794.62
Non-Federal Match/In-Kind	648,030.00	537,007.89
TOTAL DIRECT	3,255,431.86	2,755,719.13
Indirect Charges	500,800.00	427,116.22
TOTAL	3,756,231.86	3,182,835.35

Revenue	2024-2025 Budget	2024-2025 Actual
Operating Grant Funds	2,549,252.00	2,477,429.18
Training/Technical Assistance	42,868.00	8,887.69
USDA	135,000.00	159,134.34
State/Other Revenue	380,259.61	380,259.61
Donations	822.25	822.25
Non-Federal Match/In-Kind	648,030.00	537,007.89
TOTAL	3,756,231.86	3,563,540.96

Preparing Children for Kindergarten

- Virginia Quality Birth to five through the **Virginia Department of Education** Infant and Toddler Quality Honor Roll recognizes top interactions performance in infant toddler classrooms. Stuart Infant Toddler classrooms received this recognition for **2024-2025**.
- The program promotes and conducts continuous training for staff.
- The program offers **Parenting Classes** to help educate the parents to be more engaged in their children's education.
- STEP, Inc. Head Start partners with **Franklin County** and **Patrick County Schools Virginia Preschool Initiative Programs** to serve Pre-School aged children.

SCHOOL READINESS

Domain	Fall 2024	Spring 2025
Cognitive	64%	83%
Math	41%	77%
Language	58%	77%
Literacy	50%	78%
Physical Skills	69%	88%
Social Emotional	61%	88%



Pictured: STEP, Inc. Head Start Field Trip

Health Information

Throughout the year, HS children received **66** physicals and **105** dental exams, while EHS children received **65** physicals and **70** dental exams. Combined, both programs reported a total of **131** physicals and **175** dental exams.

PARENT INVOLVEMENT

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.

We served a total of **125** families, and of these families:

- **100%** Received education on preventive medical and oral health.
- **100%** Received Program Orientation prior enrollment.
- **100%** received weekly education on Health & Nutrition.

CLASS SCORES

We are proud to report growth in key quality areas of our preschool programs. Emotional Support rose from **5.26** to **5.64**, and Classroom Organization improved from **4.38** to **4.99**, both nearing or exceeding national benchmarks. While Instructional Support declined slightly from **3.40** to **3.05**, it remains above the threshold, highlighting an opportunity for continued growth through targeted staff development.

CLIENT SPOTLIGHT: A FATHER'S UNSTOPPABLE LOVE

Just over a year ago, Bailey Holt's life changed dramatically when a car accident claimed the life of his children's mother. Overnight, he became a single father to two young boys, Oliver and Luka, who are now enrolled in Head Start and Early Head Start.

Since that time, Bailey has faced the challenges of single parenthood with courage and determination. He balances full-time work with parenting responsibilities, including medical appointments, social and developmental needs, and creating a loving, stable home environment.

Despite these pressures, he remains deeply involved in his children's education, attending meetings, participating in classroom activities, and ensuring they have every opportunity to succeed.

STEP's programs have been essential in helping Bailey and his family thrive. Head Start and Early Head Start provide his children with early learning experiences, while subsidy assistance, the diaper bank, and WACC (Work Appropriate Clothing Closet) help ease daily pressures.

Bailey has expressed heartfelt appreciation for these resources, noting how they have helped him maintain stability and focus on his children's well-being during a challenging time.

Known for his openness and eagerness to learn, Bailey regularly asks questions, seeks guidance from STEP staff, and takes initiative to implement new strategies that benefit his family. He actively applies advice and participates fully in programs that support his children's growth and well-being.



Pictured (L-R): Luka, Bailey, and Oliver

Bailey's perseverance and love for his children highlight the impact of STEP and the strength of families facing challenges. His story shows how resources and support can help families not only survive but thrive.

His commitment to his children and his willingness to embrace support from STEP have allowed him to create a stable, nurturing environment where Oliver and Luka can flourish.

Through his journey, Bailey's story demonstrates that with encouragement, guidance, and community support, even the most difficult circumstances can be transformed into opportunities for growth, resilience, and success.

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:**

In partnership with the Southern Area Agency on Aging, STEP staff and volunteers deliver nutritious meals to homebound seniors in Franklin and Patrick Counties, along with a friendly visit and wellness check.

- **Program 2- Senior Cafes:** Each week, approximately **116** seniors gather at local sites to enjoy meals prepared in STEP's kitchen, along with educational programs and social activities.

- **Program 3- Senior Transportation:** Over **48** seniors in Patrick County use our transportation services weekly, gaining access to lunches, medical appointments, and grocery stores—helping them maintain independence and mobility.

- **Program 4- Feeding America:** STEP delivers shelf-stable food to seniors once a month, providing additional nutritional support between deliveries and café meals.

- **Program 5- Pet Food Delivery:** By supplying cat and dog food to seniors, we help ease the burden of pet care, allowing families to redirect funds toward groceries and other essentials.



Home Delivered Meals (HDM)

- Clients Served: 150
- Meals Served: 27,300

Senior Café Meals

- Clients Served: 161
- Meals Served: 3,193



Transportation

- Clients Served: 48
- Total Trips: 2,888
- Total Miles: 48,450

Feeding America

- Clients Served: 82
- Boxes Delivered: 984



Pet Food

- Clients: 68
- Wet Cat Food: 89 cases
- Dry Cat Food: 71 bags
- Wet Dog Food: 104 cases
- Dry Dog Food: 104 bags
- Treats: 111 Boxes

CLIENT SPOTLIGHT: IT'S NOT JUST A SIMPLE MEAL

Mr. Boyd has been receiving meals from Meals on Wheels since early 2025. Because of several medical conditions, cooking and preparing food on his own became too difficult and unsafe. Before the program, he struggled to maintain a proper diet and often worried about missing meals.

Meals on Wheels stepped in to help by delivering nutritious, well-balanced meals directly to his home. This service has allowed him to stay independent and focus on managing his health without the added stress and risk of cooking for himself.

Mr. Boyd says the program has truly been life-changing. Thanks to the care and attention of the kitchen staff who prepare meals with his dietary needs in mind, and the dedication of volunteers who deliver the food with kindness, he has seen steady improvements in his weight and overall health.

The regular visits from volunteers also bring much-needed companionship. For Mr. Boyd, these friendly interactions have been a bright spot in his day, easing feelings of loneliness and reminding him that he is not alone. The volunteers take time to check in on him, creating a sense of connection and community.

Beyond the meals themselves, the program has provided Mr. Boyd with peace of mind. He no longer has to worry about where his next meal will come from or whether it will be healthy. This has allowed him to concentrate on other aspects of his health and well-being.



STEP, Inc. Franklin County Food Service Staff.

Pictured (L-R): Sara Woodward, Carolyn Eggleston, and Mike Locher



Pictured: Meals on Wheels Food Prep

Mr. Boyd is deeply grateful for the support and care he receives through Meals on Wheels. "This program has given me a reason to keep going," he says. "I am thankful for every meal and every visit. They have made a real difference in my life and helped me maintain my independence."

Meals on Wheels does more than just deliver meals. It offers seniors like Mr. Boyd dignity, connection, and the chance to stay independent in their own homes. The program provides comfort and hope by showing they are cared for and not forgotten every day.

HOUSING SERVICES

Weatherization Assistance Program

During the period from **July 1, 2024, to June 30, 2025**, a total of **23** homes were weatherized through STEP's Weatherization Assistance Program. This program is funded by **six** distinct revenue sources, including a mix of federal, state, and private utility resources, allowing for a comprehensive approach to home energy efficiency. Services were provided to income-eligible homeowners in Franklin and Patrick counties.

In addition to weatherization, STEP provided a range of housing-related services that improved safety, health, and energy efficiency for local residents:

- **38** individuals received healthy homes services, addressing environmental and structural health hazards;
- **35** individuals benefited from home repairs, improving livability and reducing potential safety risks;
- **52** individuals received energy efficiency improvements, helping to lower utility costs and reduce energy burden.

Section 8 Program

In the past year, **141** families received assistance through the Housing Choice Voucher program, managed by **Virginia Housing**. 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.



CLIENT SPOTLIGHT: SANDRA STUMP'S STORY FROM DRAFTY TO COMFORTABLE

When Sandra Stump enrolled in STEP's Weatherization Assistance Program, she wasn't focused on lowering her energy bills. Her monthly costs were already manageable thanks to the Percentage of Income Payment Plan (PIPP) through Appalachian Power. What she really needed was a home that felt livable and comfortable year-round.

For years, Sandra struggled with extreme temperature swings inside her house due to air leakage and poor ventilation. "It just wouldn't stay where I set it, hot or cold," she explained.

Everything changed when STEP's weatherization contractor, led by Billy, visited her home. In just one day he and his crew completed a wide range of improvements, from sealing air leaks and adding insulation to tuning her heat pump, replacing the HVAC condenser, and fixing safety issues like exposed wiring and a faulty dryer vent.

"Billy figured out exactly what was wrong and fixed exactly what I was having trouble with," Sandra said. "The improvements worked almost too well. Now when I turn on the A/C, the house stays cool even after I turn it off."

Sandra praised the team for being professional, friendly, and communicative throughout the process. "They were an absolute pleasure," she said. "They kept me informed, let me ask questions, and made the whole experience great."

She now enjoys a consistently cool home, and so do her dogs. While she noted the new ASHRAE bathroom fan is a little loud, she said it's a small price to pay for improved airflow.



Pictured: STEP, Inc. Housing & Weatherization Staff

Sandra had been on the waitlist since 2023 but said STEP's staff kept her informed throughout. At her final inspection, she had a full-circle moment her inspector was the son of the staff member who first helped her apply.

Her experience reflects the true value of STEP's weatherization services, not just in energy savings, but in comfort, safety, and peace of mind.

Sandra was so pleased with the results that she requested a weatherization application for her niece, saying, "I'd absolutely recommend this program to anyone."

YOUTH SERVICES

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 commitment to this mission continues to guide our work with students and families, ensuring that every learner is supported both academically and socially.

Enrollment

As of **June 30, 2025**, LIFES Academy served **10** students. Average daily attendance was steady, with improved student participation noted across programs. The average number of absences was **2 per twenty days**, with two students achieving perfect attendance.



***Pictured:** LIFES Academy Staff*

Partnerships

LIFES Academy collaborates closely with Local Education Authorities (LEAs) and families to support IEP goals, behavioral regulation, and transition planning. Key partners include **Carter Bank & Trust, the Family Resource Center of Rocky Mount, the Town of Rocky Mount Police Department, and C.D. Knox**, a local businessman who mentors students in building self-reliance.

Ongoing collaboration with **Franklin County Public Schools, the Franklin County Public Library, Piedmont Community Services, and the Family Resource Center** strengthens the network of support available to Lifes Academy students.

Project Discovery

Project Discovery remains committed to helping every student successfully complete high school and, for those who are ready and motivated, access opportunities for post-secondary education.

- **Gradebook System:** Fully implemented, improving accuracy and accountability.
- **School Review:** Monthly reviews with public school partners; timeliness remains a focus.
- **Teacher Licensure:** Provisional applications submitted; ongoing communication with VDOE.



PROGRAM SPOTLIGHT: SHOWING UP CHANGES EVERYTHING

Across public schools, more and more students are feeling disconnected. Anxiety, stress, and a growing sense of not belonging have led to rising absences, not because students don't care, but because showing up can feel overwhelming when you don't feel seen, valued, or safe. At LIFES Academy, we are seeing the opposite.

This year, something powerful is happening. Students are showing up, not just physically, but emotionally. They're engaged. They're contributing. They're connecting with each other and with the adults around them. They're proud to be part of something that feels real and meaningful.

On average, students have missed just two days per month, a major shift from previous years. For two students, perfect attendance has become a personal milestone. For the first two months of school, they didn't miss a single day. That's more than a statistic. That's a sign of investment. That's a signal that they want to be here. Why? Because here, they matter.

They feel it when Courtney Little teaches real-world job skills and helps them prepare for life after graduation. They feel it when Mr. Hodges and Mr. Keys invite them to lead projects and contribute with purpose. They feel it when Kay Saleby from Helping Hands involves them in giving back and being part of something bigger than themselves.

It's not one grand gesture. It's a hundred small moments. Every act of inclusion, every check-in, every opportunity to contribute sends the same quiet message: you belong here. You are needed. You have something to offer. And little by little, they start to believe it.



Pictured: Chase Garvey & Aiden Ayers operating the Library's 3D printer.

The students are truly listening and responding to the support around them. As one student put it, "When I help out or see people counting on me, I want to be here." That feeling of being needed and valued is becoming the foundation for why they choose to show up every day.

That simple truth reflects the heartbeat of LIFES Academy, where attendance is not about mandates or quotas, but about creating a culture where students choose to show up because they have found connection, purpose, and a place where they can be fully themselves.

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

	Unrestricted	Temporarily Restricted	Total
Revenues			
Net Assets with Donor Restriction		0.00	0.00
Grant Revenue	5,361,892.53	0.00	5,361,892.53
Contributions	16,695.64	18,212.31	34,907.95
Program Service Fees	59,792.95	0.00	59,792.95
Realized and Unrealized Gain/(Loss)	8,502.95	0.00	8,502.95
Interest Income	12,597.85	0.00	12,597.85
Other	205,850.00	0.00	205,850.00
In-Kind Contributions	712,433.83	0.00	712,433.83
Miscellaneous Income	0.00	0.00	0.00
Satisfied Equip Restr	(56,497.71)	56,497.71	0.00
Revenues	6,321,268.04	74,710.02	6,395,978.06
Expenses and Losses			
Head Start	3,196,635.35	0.00	3,196,635.35
Youth Services	420,583.30	0.00	420,583.30
Senior Services	481,472.69	0.00	481,472.69
Housing	681,700.79	0.00	681,700.79
Financial Services	56,402.22	0.00	56,402.22
Expenses and Losses	4,836,794.35	0.00	4,836,794.35
Agency	1,128,429.13	0.00	1,128,429.13
Indirect Cost	642,073.76	0.00	642,073.76
Change in Net Assets	1,484,473.69	74,710.02	1,559,183.71
Net Assets at Beginning of Year	1,916,054.00	66,672.00	1,982,726.00
Net Assets at End of Year	(431,580.31)	8,038.02	(423,542.29)

DONORS

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.



Pictured: Franklin County
Head Start Classroom

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. As an approved NAP nonprofit, donors may receive state tax credits of up to 65% of the donation amount. The minimum donation required to qualify is \$500 for individuals and \$616 for businesses and trusts.

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

The **Board of Directors at STEP, Inc.** plays a crucial role in guiding and growing 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**.

2024-2025 Board Members:

- **Angela Phillips, President**
Franklin County Family Resource Center
- **Heather Kesterson, Vice Chair**
Franklin County Children's Services Act
- **Rita Murphy, Secretary**
Retired Educator
- **Hannah Woods, Treasurer**
Asst. VP / Branch Mgr, Carter Bank & Trust
- **Douglas Perry**
Patrick County Board of Supervisors
- **Cooper Brown**
Commonwealth's Attorney, Franklin County
- **Sherri Perez**
Virginia Department of Corrections
- **Michael Ferguson**
Food Services Director, Ferrum College
- **Patti O'Neal**
Day Care Provider, Retired
- **Betty Kingery**
RE/Max Mountain to Lake Realty
- **Michael Smith**
Farm Equipment Sales
- **Ami DeCaprio**
Community Liaison
- **Ben Mullins**
Rocky Mount Council Member



Pictured (L-R): Doug Perry, Mike Smith, Sherri Perez, Rita Murphy, Angela Phillips, Ben Mullins, Hannah Woods, Cooper Brown, Heather Kesterson and Betty Kingery

Not pictured: Patti O'Neal, Ami DeCaprio and Mike Ferguson





THANK YOU FOR YOUR SUPPORT!

Your support has fueled our success this year. Because of your contributions, we've reached meaningful milestones and made a tangible impact in our community.

We are grateful for your dedication and excited to continue building brighter futures together in the year ahead. Together, we continue to deliver Solutions That Empower People.



BEYOND THE PAGES:

Our mission continues beyond these pages. Scan the QR code to see our latest impact stories and ongoing initiatives.