

BUILDING THE FUTURE

for our neighbors in Hampton Roads



WORK &
HOME
COMMUNITY.



eggleston

2022 COMMUNITY IMPACT REPORT

EXECUTIVE TEAM

CHIEF EXECUTIVE OFFICER
Paul J. Atkinson, Sr.

CHIEF OPERATING OFFICER
Harrison "Harry" Misewicz

CHIEF FINANCIAL OFFICER
Ronald "Ron" Fritch

**VICE PRESIDENT
FEDERAL CONTRACTS**
Chris Hoagland

**VICE PRESIDENT
REHABILITATION SERVICES**
Tasha Jones

**VICE PRESIDENT
BUSINESS AND RETAIL OPERATIONS**
Socko Pearson

**VICE PRESIDENT
MARKETING AND DEVELOPMENT**
Danielle Nance

**VICE PRESIDENT
HUMAN RESOURCES**
Helene Russell

BOARD OF DIRECTORS

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Dennis "Denny" Wance

VICE CHAIR
Jennifer Anders

SECRETARY
James D. Sanders

TREASURER
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DIRECTORS
Dave Belote
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Susan Craft
Zachary Lampert
Philip Russo
Michael Sterling

DIRECTORS EMERITUS
C. Arthur Robinson, II

FOUNDATION BOARD OF DIRECTORS

BOARD CHAIR
William "Billy" E. King

SECRETARY & TREASURER
Michael L. Sterling

DIRECTORS
Philip Howard
C. Arthur Robinson, II
Dennis "Denny" Wance

A letter from our CEO, Paul J. Atkinson, Sr. and Incoming Board Chair, Jennifer Anders

It's hard to believe over two years have passed since the pandemic began. Navigating those early days were a challenge. Eggleston continues to feel the ripple effects of COVID 19, from staffing programs due to labor shortages, purchasing laundry trucks with limited chip manufacturing, and having enough donated cars for auction thanks to auto industry disruptions.

The last few years showed us how quickly things can change and how quickly organizations must adapt. Fortunately, thanks to Eggleston's diverse programming, generous donors, and incredible staff that go beyond the call of duty, Eggleston has been able to weather difficult times and, most importantly, grow for the future of adults with disabilities and their families.

Over the last year, we invested in several real estate properties – moving from leasing of homes and buildings, to ownership to ensure programming is secure for the future; and that spaces are

designed for those we serve and are visible, integrated parts of the community.

Finally, it is with much excitement and even more gratitude that we announce the public launch of Eggleston's *Building the Future* campaign to expand and enhance services for Veterans and survivors of brain injuries, as well as add supportive, affordable and inclusive housing opportunities for people with disabilities.

We are grateful to immediate past Board Chair Dennis M. Wance and Foundation Board Chair William 'Billy' E. King who have given abundantly of their time, talent and treasure to lead this effort, as well as, the entire Campaign Leadership Committee (pg. 17). Thank you to the many caring, generous donors like TowneBank for their investment in the future of adults with disabilities.

If you haven't joined this effort yet, please consider a gift to the Building the Future campaign. *Together, we are Building the Future* for our neighbors in Hampton Roads.

Yours in the mission,



Jennifer Anders
Board Chair



Paul J. Atkinson, Sr.
Chief Executive Officer



SourceAmerica



PEOPLE ARE OUR PURPOSE 2022 ANNUAL AWARD WINNERS

SHINING STAR AWARD: BRAIN INJURY SERVICES



Joyce Mizelle
Beacon House

SHINING STAR AWARD: DAY PROGRAMS



Michael Shank
Military Highway Day Program

SHINING STAR AWARD: RESIDENTIAL



William "Billy" Collins
Leifer House

SHINING STAR AWARD: COMMUNITY EMPLOYMENT



Anna Kopf
Day Care Attendant
YMCA

SUNSHINE AWARD *In memory of DSP, Dena Phillips*



Charity Pannell
Program Supervisor
Tanners Creek
Day Program

EMPLOYEE OF THE YEAR: BUSINESS OPERATIONS



Damien Wood
Production Worker
TWD Business Services

EMPLOYEE OF THE YEAR: FEDERAL CONTRACTS



John Gaskins
Food Service Worker
Naval Medical Center Portsmouth

VETERAN OF THE YEAR



Donald Malenovitch
Program Manager
Civitan Day Program

EXCELLENCE IN ACTION AWARD



Melissa Peery
DSP
J Clyde Morris Day
Program

ATKINSON LEADERSHIP AWARD



Michelle Flynn
Director of Day Services

SERVICE TENURE RECOGNITION

20 YEARS

Paul Atkinson Jr
Director of
Auto Operations

Christopher Moore
Custodian
JEB Custodial Services

Brandon Payne
Laundry Worker
Ingleside Laundry

Lonny Talk
Diet Office Clerk
NMCP

Kelly Wance
Laundry Worker
Ingleside Day Services

25 YEARS

Nathan Saunders
Food Service Worker
NMCP

John Gaskins
Food Service Worker
NMCP

Robert Hayes
Food Service Worker
NMCP

Patricia Mason
Food Service Worker
NMCP

30 YEARS

Helene Russell
Vice President
Human Resources

Angela Wilson
Food Service Worker
NSG

HELPING THE COMMUNITY AND GROWING TOGETHER!

Over the summer months, residents of Eggleston's Civitan House made the enormous commitment to foster a pet as a way to give back to their community and enrich their own lives.

After thoughtful discussions about what fostering a pet would be like and how it would affect them, Charissa, Rachel, and Thomas visited the Chesapeake Humane Society and chose a sweet older dog named Benny*.

Benny was in a unique situation. He was in the Chesapeake Humane Society's crisis boarding program. This program allows owners to surrender their pets for a short time due to temporary housing issues like eviction, domestic violence, and medical concerns. The program allows pet owners to get back on their feet and bring their pet home when ready.



Once the Civitan housemates got Benny home, they made a checklist to assign equal responsibility for the various caretaking needs of Benny.

Charissa was in charge of feeding Benny in the morning; Thomas was in charge of feeding Benny in the evening and walking him nightly; and Rachel was in charge of walking Benny during the day and giving him a bath.

Rachel said, "The first bath we gave Benny, we flooded the bathroom! There was water all over the floor and the hallway". Rachel got a good laugh thinking back to the event.

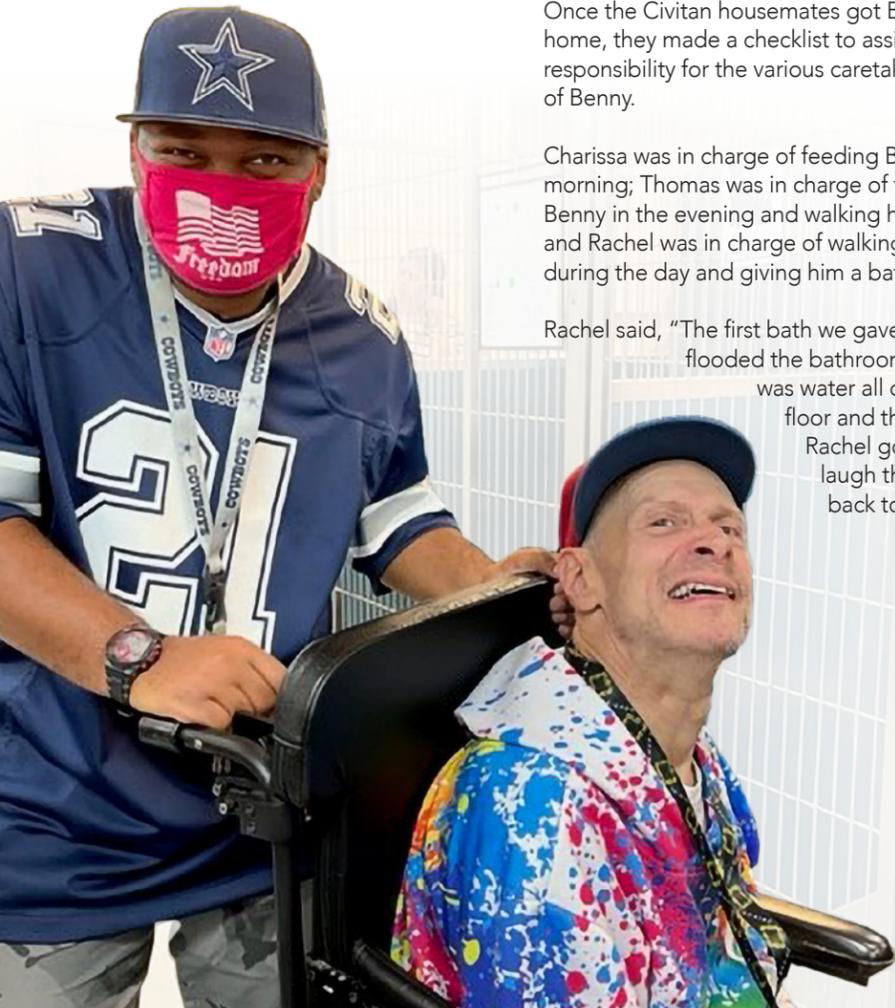
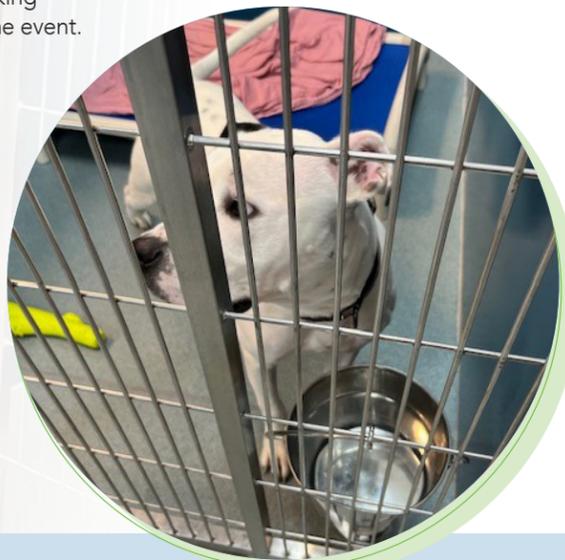
Benny was an older dog that didn't play very often, but he did enjoy chasing them around the house and loved to get on their beds (even if he wasn't supposed to). Michael really loved having Benny at the house and found it easy to care for him.

Benny is now back with his family and is doing well. After several months, all the housemates really fell in love with Benny and have missed having him in the home. Benny's owner is thankful to Charissa, Thomas, Michael, and Rachel for providing such a wonderful home for Benny this summer.

While the residents of Eggleston's Civitan House are taking a much-needed break after learning so much about caring for an animal, they are considering fostering again, maybe even a cat next time!

If you would like to learn more about fostering and how to apply, visit the Chesapeake Humane Society website, <https://chesapeakehumane.org/>. Foster families are needed for a variety of reasons - whether it's a puppy or kitten who needs some extra attention as they develop, or a special case like Benny who just needs a temporary home. See how you can give back to the community like the Civitan housemates did.

**Benny is a fictional name used to honor the privacy of the pet owner.*



FEDERAL AND COMMERCIAL PROGRAMS



Eggleston proudly supports five branches of our U.S. Military. For decades, we have worked with the Federal Government as well as local and regional businesses to provide contract services to the region and employ hundreds of people, including many veterans and their family members.

FOOD SERVICE

Our teams employ 79 individuals and strive to provide excellence in food service for both the Navy and the Marines at more than eight locations across Hampton Roads. Here are a few of their highlights over the past year.

The Naval Medical Center Portsmouth (NMCP) team ensured over 90,000 nutritious meals were served to NMCP patients. The team devoted long hours preparing for and during inspections resulting in zero CDR's (Contract Discrepancy Report). Since the team continues to exceed expectations, they will be taking on more responsibilities (which are currently run by the military) in the upcoming year, including Specialized Diet Chef and the Diet Office.

Both the Norfolk Naval Station Galley and Oceana Galley received a 5 Star Accreditation Assessment for providing excellent service, management, sanitation, customer satisfaction, and more. The employees display great work ethics and follow all policies and procedures to maintain this level of excellence in service and quality.



Over
4.5 MILLION
pounds of laundry
PROCESSED



mops, gloves, booties, helmet covers and more.

INDUSTRIAL LAUNDRY

Eggleston Commercial Laundry division serves five branches of the military and other Federal and Corporate clients at our Norfolk and Portsmouth facilities. This division has a strong partnership with SourceAmerica under the AbilityOne Program. This division and its 86 employees continued to work throughout the pandemic providing essential services to local and military hospitals and medical facilities. In addition, the Portsmouth facility received a new 140 pound stand-alone washer from the Portsmouth Community Block Development Grant. This allows the team to wash a variety of smaller, specialty items for federal customers like: aprons,

MEET SHIRLEY!

Shirley Phillips has worked at Eggleston since 1994. She is adept at a wide variety of jobs in the laundry. Several years ago, Shirley obtained clearance for most military bases in the area as well as access to Ft. Lee and Ft. Eustis. She became a 'driver assistant', which entailed her riding with the laundry drivers to assist with counting the soiled laundry at each scheduled stop and then counting the clean laundry that the customer received back. The customers enjoyed seeing Shirley when she was able to assist and she enjoyed seeing them! In the plant, Shirley is an excellent sorter and sheets feeder. She can do just about any task in the laundry. Each morning Shirley boards a bus in Virginia Beach at 6am and changes buses three times before arriving in Norfolk where she walks approximately .25 miles to the plant. Rain, snow or summer heat you can always count on Shirley. Shirley has overcome significant challenges in her life but has always come out on top and continues to be committed to her work.



MAILROOM AND CUSTODIAL SERVICES



Eggleston provides mailroom services for the Mid-Atlantic Office of the Army Corps of Engineers and executes custodial services for the Navy SEAL Teams stationed at the Joint Expeditionary Base Little Creek-Fort Story. These unique opportunities provide jobs for 14 people (2 mailroom and 12 custodial) in our community.

BUSINESS SERVICES

DOCUMENT SHREDDING & CONVERSION

1,626,000



POUNDS OF PAPER SHREDDED AND RECYCLED

Eggleston offers secure, state-of-the-art document shredding services, as well as affordable document conversion into easily stored, readily accessible digital images. We have a range of options to accommodate all of our customer's unique needs including convenient drop-off, routine pickups, and purging/bulk jobs. Programs like this not only support local businesses and municipalities by providing a necessary service, they also create employment opportunities for adults with disabilities.

This year, the department not only maintained and grew their regular route customers, they also supported a variety of customers with large purge jobs which included picking up tens of thousands of pounds of paper from multiple locations. We had a few customers try the competition but quickly returned, raving about our team's quality of service.

The department also assisted and participated in Earth Day, which took place at Mount Trashmore Park back in April of 2022.

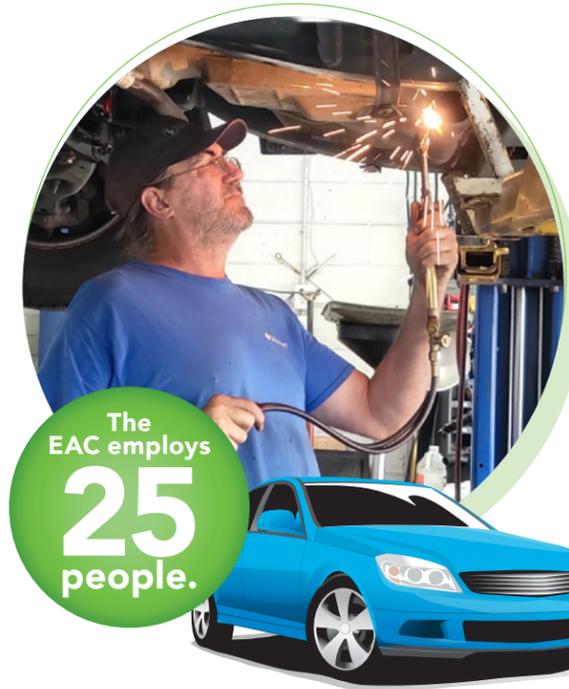


BUSINESS SERVICES

EGGLESTON AUTO CENTER

In 1999 Eggleston began its vehicle donation program to create additional employment opportunities and support other Eggleston programs. Every month, the dedicated team at Eggleston's Automotive Center (EAC) repair and detail donated vehicles for auction. This year has been one marked by navigating challenges and seeking opportunities. As we entered a post-Covid landscape, donations were down 25-50% monthly, compared to the prior year. In late spring of 2022, the EAC faced a spree of catalytic converter thefts which forced us to cancel two of our summer auctions. The Board and Executive Team worked closely with operations to make security investments to deter future crime including additional cameras, better lighting, clearing the brush, procedural changes, and more.

Eggleston also invested in an alignment machine which presented an opportunity to improve the preventive maintenance on not only our fleet vehicles but allowing us to increase outside customer work from individuals and fleet customers getting preventive maintenance service, state inspections, tire replacements, and alignments.



The EAC employs **25** people.

805 VEHICLE DONATIONS
Total Value of Car Donations: **\$1,713,450**

eggleston
garden center
PLANTS • VEGETABLES • FARM • LANDSCAPING • RETAIL

eggleston
FARMERS MARKET
COMMUNITY SUPPORTED AGRICULTURE AND PRODUCTS | AN @eggleston RESOURCE



OVER **10,000** CUSTOMERS SERVED AND **5,980** PLANTS GROWN

The Eggleston Garden Center is a retail outlet that has everything you need for your lawn and garden. We serve many types of customers from master gardeners, active military, local landscapers, first time plant owners, and of course a strong following of everyday customers.



In April 2022, Eggleston's Farmers Market was opened in an effort to provide a major service our customers requested, the ability to buy fresh, farm-to-table produce. When the restaurant next to the garden center closed, it created the opportunity to open a store with a variety of products that are produced locally, including seasonal produce, peanuts, honey, lotions, spice, and spirits. Everything we carry not only supports Eggleston's important mission, but also supports small business owners all based right here in Virginia.

BUSINESS FULFILLMENT & CUSTOM ASSEMBLY

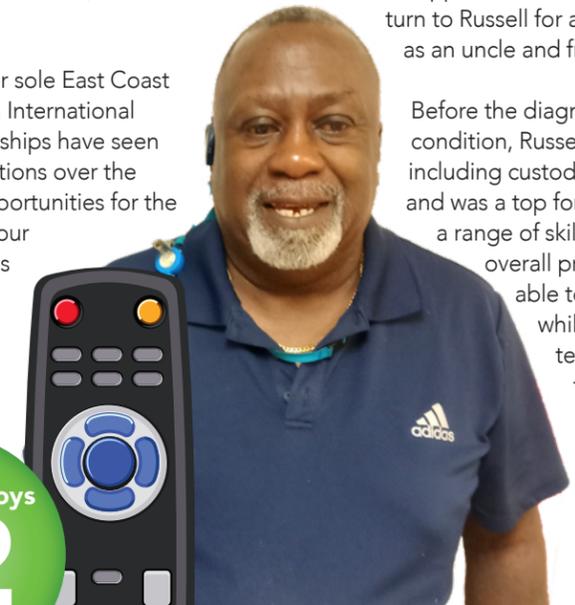
For more than 65 years, Eggleston has helped Hampton Roads businesses succeed by meeting their requirements for quality services at competitive prices with a capable and motivated workforce that is ready to work. Our business fulfillment teams offer a variety of services including various assembly, kitting, packaging, inspection, testing, cleaning, bagging, labeling, repackaging of bulk materials into ready-to-issue quantities, support for local promotions, and bulk mailing services.

Eggleston is proud to support Cox Communications, as their sole East Coast vendor for the Cox Accessory Recovery Program, and Ryson International with their vertical conveying solutions. Both of these partnerships have seen a tremendous increase in production demands and expectations over the past year, providing new and expanded career and work opportunities for the individuals in this program. Due to the outstanding work of our team, we are looking to grow and expand these partnerships even further in the upcoming year which would create even more career opportunities for individuals with disabilities.

MEET RUSSELL!

Russell joined Eggleston's business fulfillment team in 2020 and despite being 90% blind and 63 years old, he still has a lot to give. Not only are his production numbers always at the top, he also uses his years of experience to lead, coach, and support his co-workers. Many of his peers turn to Russell for advice, looking up to him as an uncle and friend.

Before the diagnosis of his current condition, Russell held various jobs including custodial duties, truck driver, and was a top forklift operator, giving him a range of skills that are significant to his overall productivity. He has been able to do many different tasks while on the business services team and is always willing to try new things. He gives his best in everything he does which is why we want to celebrate him and his success and thank him for being a key member of our team.



172,636 remotes refurbished for Cox Communications

The BFCFA employs **42** people.



4K ACRES MOWED!

LANDSCAPING

Eggleston's landscaping crew offers full service commercial landscaping services and select residential services. We focus mainly on Norfolk and the surrounding cities but are planning to expand onto the Peninsula in the next year. Over the past year, we added several new commercial clients providing expansion opportunities for our employees.



MEET MICHELLE FLYNN

When asked to write about my mother, I was a bit stumped because it is quite difficult to describe the effect she has on those around her. She is transformative, empowering, liberating, and empathetic. I could go on and on, but no amount of adjectives could encompass the beautiful person that is Michelle Flynn.

Michelle Flynn is the Director of Day Services at Eggleston, and most importantly, my mom. Michelle was an independent mother who started working at Eggleston a couple of months after having her first child, me. Throughout her 19 years at Eggleston, my mother has evolved into one of the most influential and impactful leaders that I, and those at Eggleston know. Michelle is a creator of opportunities and an advocate for everyone. She inspired me to be an advocate, as well, and I continue to do so by studying law at James Madison University.

Growing up at Eggleston with my mom has had a huge impact on who I am today and where I want to be tomorrow. Having the chance to follow my mom's footsteps as a Direct Support Professional (DSP) is one of the most rewarding and heartwarming opportunities yet. My mother's passion and selflessness is

contagious and for that I am grateful. Michelle taught me that kindness is a universal language, understood and welcomed by any and everyone. She placed the stepping stones that led me to love learning and value education. My mother showed me the importance of resilience; that no matter where one may end up, there will always be ways to overcome adversity, heal, or even improve when already seen as "successful." There is no limit to greatness, but when it comes to Michelle, she leads the way.

My mother sees the good in every person she interacts with, and while those might say she sees through rose-colored glasses, they are completely false, because they are actually clear, high prescription glasses. Jokes aside, Michelle has touched many lives at Eggleston, whether they are individuals or employees. I am so, so proud to be her daughter, not only because of her impact, but because I know that I am a piece of my favorite person. I would like to thank Michelle Flynn for all that she has done, personally, and on behalf of Eggleston.

This was written by Michelle's daughter, Isabella Navarro, who has been employed as a DSP at various locations.



THE 13TH ANNUAL OK5K AND 1-MILE RUN, WALK, AND ROLL

In June, the OK5K and 1 Mile Run, Walk & Roll, was back in person at Virginia Wesleyan University after two years away due to Covid 19. Over 500 participants, spectators and volunteers came together for a fun-filled morning of racing, games, music and more! The OK5K is designed for all abilities and mobilities and we were especially excited to have the wheelchair racers from Ainsley's Angels and Team HOYT join us again.

This race is Eggleston's main fundraising event. Thanks to generous sponsors and supporters, this was a record year! Proceeds from the OK5K support Eggleston's year-round services to adults with disabilities, including our Brain Injury Services, Warrior Bridge Veteran program, and Day Support Programs.

Eggleston is grateful to its co-presenting sponsors: Mancon and Top Dog Services...



...and all the other sponsors that make this annual event possible.



COMMUNITY EMPLOYMENT

Eggleston's staff of experienced Employment Specialists provide one-on-one job coaching services to help individuals reach their goal of obtaining employment in the community. They also help local employers find and hire these hard-working and dependable employees.



Over the past few years, finding the right employment has been exceedingly challenging. In FY 2022 however, our hard working Employment Specialists place 31 new individuals into competitive employment throughout Hampton Roads while continuing to support and coach the individuals already in the program.

The program is currently in the process of expansion, going from four full-time Employment Specialists to six in order to meet the needs for services and assist community partners and individuals throughout Hampton Roads.

100 INDIVIDUALS SERVED EACH MONTH!

Over 5,105 hours of supported employment services delivered by the Eggleston team!

COLLABORATIVE COMMUNITY CONNECTIONS

Our C3 program was started in Portsmouth in 2017 and is dedicated to ensuring that vulnerable populations, specifically homeless individuals and those at imminent risk of homelessness, have the opportunity for viable employment. In

late 2020, Eggleston expanded its C3 program to include Norfolk and in 2022, we added another Program Coordinator to support the increased need for services to ensure vulnerable individuals have

the opportunity for employment throughout Hampton Roads and expand our relationships with community partners.

Many of these individuals have a disability or other barriers to employment. We provide employment readiness support such as building resumes, job searches, setting up interviews, and mock job interviews. We also work to develop relationships with local businesses to establish opportunities that recognize each individual's situation and foster employment.

While the homeless and at imminent risk of homelessness population is the main focus of C3, persons whose income is at or below 200% of the Federal Poverty Level and have minor children, can receive supported employment services as well.



43 LOCAL COMMUNITY EMPLOYMENT PARTNERS

- | | |
|--|--------------------------------------|
| AAFES | Kmart |
| Allied Security Storage and Van | Kroger |
| Amazon | Lowe's |
| Bishop Sullivan High School | Marshall's |
| Bath & Body Works | McDonald's |
| Burger King | Navy Exchange Service Command |
| Burlington Coat Factory | NRHA |
| Canon | Olive Garden |
| Chesapeake Public Schools | PCSI |
| Didlake | Pizza Hut |
| Dollar General | Pollard's Chicken |
| Econo Lodge | PRA Group |
| Farm Fresh | Pride Industries |
| Flik Dining Services @ Norfolk Collegiate | QDOBA |
| Food Lion | Renaissance Hotel |
| Ft. Eustis Food Services | Ruby Tuesday |
| Hilton Garden Inn | Target |
| Home Depot | The Virginian Pilot |
| HomeGoods | VersAbility Resources |
| Jones Printing Service | Virginia Beach Field House |
| | Walmart |
| | Wawa |
| | YMCA |



BRAIN INJURY SERVICES/BEACON HOUSE

Beacon House

AN eggleston RESOURCE

Eggleston's Brain Injury Services consist of **Beacon House, Case Management, and Support Groups.**

Beacon House serves as a clubhouse model for adults with an Acquired Brain Injury (ABI). The Clubhouse focuses on abilities rather than disabilities and members work together to support each other in the pursuit of their personal goals. This rehabilitative environment provides opportunities to develop the skills and self-esteem needed to regain control of meaningful and productive lives.

Over the past year, the program saw several changes to their leadership after the previous director retired but the staff and members didn't let the change slow them down. They brought back their garden and

weekly meals and worked on new ways to run the program to make it even more beneficial for the members. They are also working to increase employment opportunities for the members. Finally, the clubhouse was happy to welcome three new survivors to the program.

Our case manager provides guidance, education, and empowerment by linking individuals with community resources, setting up services, and acting as a liaison with other providers. Anyone in the community with an ABI can work with our case manager, not just Beacon House members.

Living with a brain injury can be lonely. It helps to know you are not alone - whether you are an individual living with a brain injury or a caregiver. Eggleston offers two groups: one for survivors and one for caregivers, family and friends.



During the **2021/2022** school year **Beacon House** members delivered **virtual ABI presentations** on the importance of safe driving and reached nearly **2000 local high school students**



WARRIOR BRIDGE

The Hampton Roads community has one of the largest populations of veterans and transitioning military in the country. The Warrior Bridge program continues to grow, assisting veterans with disabilities by connecting them to vital resources, services, benefit counseling, and employment assistance. This program uses a person-centered approach to promote self-sufficiency and is in the unique position to provide immediate employment to veterans through Eggleston's multiple businesses.

Warrior Bridge continues to seek opportunities to expand services to include more federal employment through the AbilityOne program. To address the increase of mental health concerns, Warrior Bridge has begun to initiate veteran support visits to check in and provide assistance to current Eggleston veteran employees.



VETERANS SERVED THROUGH THE WARRIOR BRIDGE PROGRAM

In May of 2022, fifteen Eggleston veterans and employees participated in the annual Carry The Load event. Carry The Load is a nationwide relay event during the week of Memorial Day that provides an active way to connect Americans to the sacrifices made daily by our military, veterans, and their families.

MEET CRAIG!

Craig relocated to the Hampton Roads area with the Navy around 2006. As a Chief in the Navy, he was very proud of his military career and his 20 years of service. In 2014 Craig sustained a traumatic brain injury (TBI) while riding his motorcycle. After a month in a coma, Craig awoke and started his long path to recovery over the next 18-24 months.

In 2016, a good friend of Craig's realized he needed a purpose and some additional support and introduced him to Eggleston's Beacon House program. With the help of the members, staff and Craig's personal support system, he has been able to not only understand what it means to be a Brain Injury Survivor but he has also established and reached many of his personal goals including getting his driver's license back.

Today Craig is a leader at Beacon House and he considers himself an unofficial ambassador for the program, speaking with visitors to the program. In order to help make an even bigger impact for the TBI community, Craig joined the Eggleston Board of Directors Program Committee in 2021, and he is working to join one of the International Brain Injury Clubhouse Alliance (IBICA) committees. Craig also coaches football at Corporate Landing Middle School during the week, teaches at Moto Mob Riding Academy on the weekends, and has started doing stand-up comedy at Funny Bone in Virginia Beach.



RESIDENTIAL SERVICES

Eggleston provides residential community based living options for individuals who have a primary diagnosis of intellectual disabilities. The advantage of selecting living options through Eggleston is that services are person-centered, incorporating the individuals' dreams, wishes and talents. The individuals supported have many opportunities to be active members in the community, creating more natural supports and lasting friendships.

We continued to push through during the global pandemic with strict protocols in an effort to keep everyone employed, and those we serve safe. Through the hard work and dedication of our Residential House Managers and Direct Support Professionals, we were able to remain operational despite the national staffing shortage, which we continue to navigate through.

In an effort to fully integrate our homes into the community we have been preparing to transition off of the Sarah Bonwell Hudgins Campus in Hampton. We have purchased and renovated 3 new homes in which our individuals will be moving into before the end of 2023.

Our individuals celebrated success with new opportunities for community employment, participation and accolades won in our annual OK5K, more community involvement as things began to open back up, as well as continued personal growth achieving their goals.



EGGLESTON CURRENTLY PROVIDES THREE RESIDENTIAL SERVICE OPTIONS:

- Congregate Living (Group Home)

- In-Home Support

- Supportive Living

As we look to the future, we are excited about expanding our continuum of services, and offering more housing to those with intellectual disabilities who may have unique income restrictions. We are also looking forward to expanding the number of homes we have in the community, so we can serve more of those in need. Finally, we are excited about any forthcoming opportunities to speak to those in legislation about what it is we do, in an attempt to increase funding opportunities and awareness.



33 Residents
(29 congregate, 5 in-home)
49 Employees
including Full-time, Part-time, and PRN

DAY SUPPORT SERVICES



Eggleston offers five distinct center-based day support service locations across Hampton Roads. Service sites are located in Norfolk, Chesapeake, and Newport News. Group Day Services are designed to offer individuals meaningful activities throughout the year. These services are based on a person-centered philosophy and support personal perspectives, beliefs, and preferences. All activities provided focus on building relationships, personal growth, and independence. Group day services provide opportunities for friendships, community integration, enhancement of social networks, and assurance of an individual's health and safety.

Earlier this year, Eggleston opened its newest day program facility, the Eggleston Wellness Center, at 645 J. Clyde Morris Boulevard in Newport News. Prior to that, Eggleston leased a building and four residential homes on the 40-acre campus of the Sarah Bonwell Hudgins Foundation campus in Hampton. Once an innovative setting for people with disabilities to live, learn, and play, changing legislation meant campus-settings like this one are no longer considered community integrated. The new location allows individuals easy access to dining, museums and various other community activities.

Eggleston continues to expand its Community Engagement program where small groups spend the majority of their day participating in a variety of activities in the community, as opposed to the typical center-based model. These opportunities increase meaningful community connections, and develop natural supports by focusing on task learning, socialization, communication, positive behavior development, personal care, and environmental awareness.



29 Employees

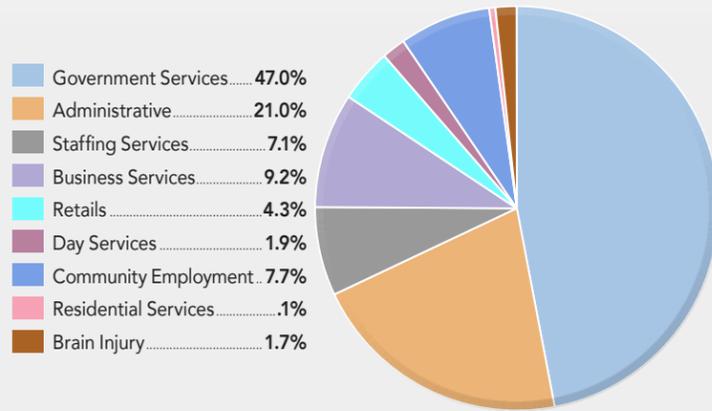
1 Director, 5 Managers, 4 Program Supervisors, 19 DSPs

(we also have 11 individuals in the program that have paid work opportunities in the laundry)

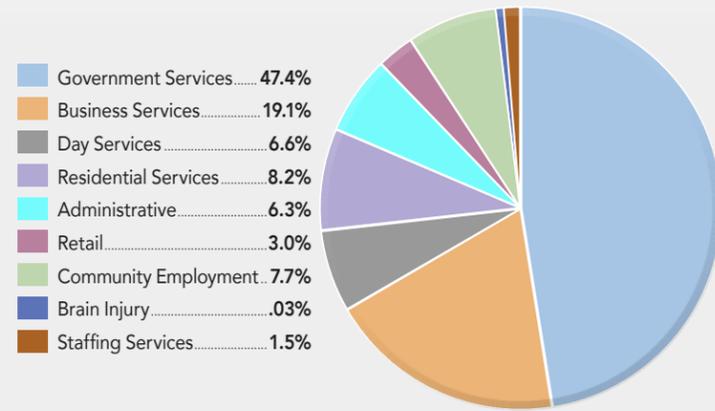


FINANCIALS

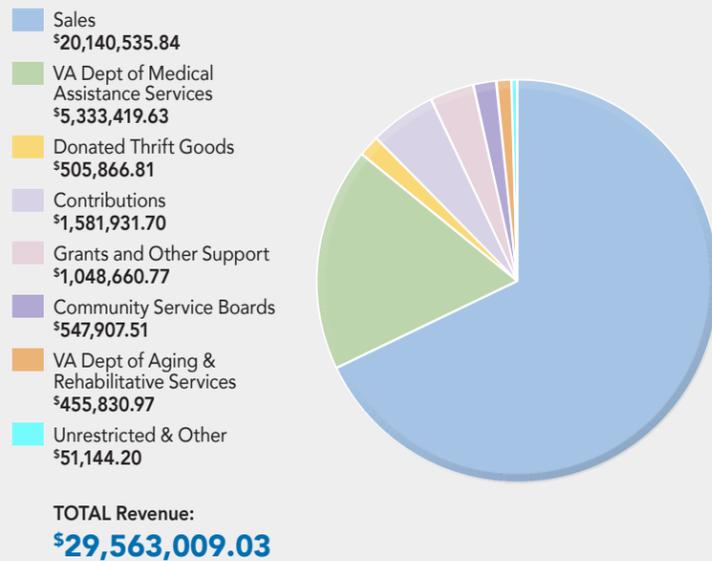
2021-2022 Percent of Revenue Total by Service Unit



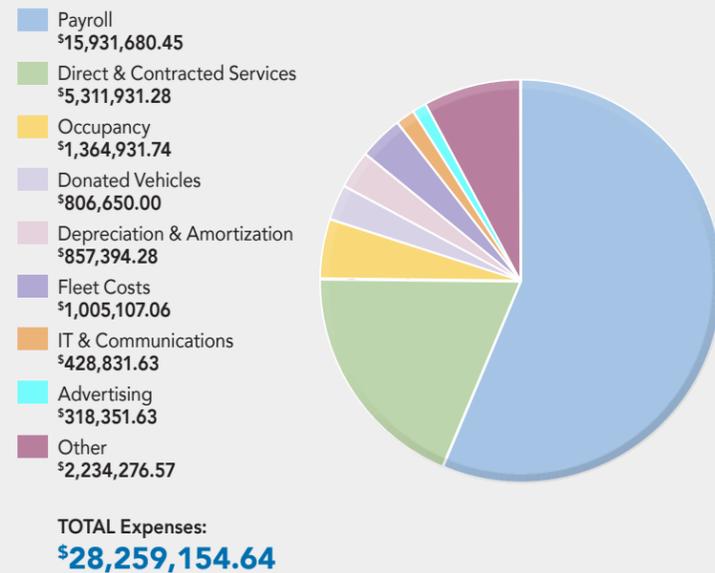
2021-2022 Percent of Expenses Total by Service Unit



2021-2022 Percent of Revenue by Funding Types



2021-2022 Percent of Expenses by Category



Over **1200** adults with disabilities served this year.

A letter from Dennis "Denny" Wance, Outgoing Board Chairman



Serving the Eggleston Board of Directors as Chair these last four years has been both an honor and a privilege.

The Covid pandemic was a challenge for everyone, but the tireless commitment of individuals who work with and for the organization was critical in ensuring stability and growth. During this time, our Board and Foundation Board exceeded giving expectations with all members providing stretch gifts to Eggleston's first-ever major campaign. Board members' gifts set the tone, and we have seen an exponential increase in philanthropic support. We are grateful to those who have stepped up early to contribute to the *Building the Future* campaign.

Recent property investments such as the Virginia Beach Boulevard building in Norfolk and J Clyde Morris Boulevard location in Newport News are examples of ways in which expansion has been possible. In addition, we have purchased new homes for residential programs, transitioning from leasing to ownership. Eggleston's business enterprises and the generosity of its donors ensure we have the resources to continue to grow.

We've enhanced the structure and improved diversity and inclusion within our Executive and Senior

Management Teams, as well as in our Board recruitment efforts. Serving as a volunteer on a Board committee is a great way to learn about an organization and avoid the missteps that can sometimes happen in board service. We have those opportunities available, as we steward gifts of time, talent, and treasure.

While I have been on Eggleston's Board for nearly 10 years, my relationship with Eggleston spans more than 20 years. My daughter, Kelly, is celebrating her 20th year as a laundry employee and is also a recipient of program services. It is a great joy to me and my wife, Pat, to have witnessed first-hand the great work that happens daily at Eggleston and the impact it has had on Kelly's life.

My time as Chair has come to a close. As we move into the future, we are excited about ongoing expansion of program

services, improved residential options, and increased work opportunities where people with disabilities will continue to earn at minimum wage or above.

I look forward in great anticipation for what's next with my Eggleston family.

With gratitude,

Dennis M. Wance
Immediate Past Chair

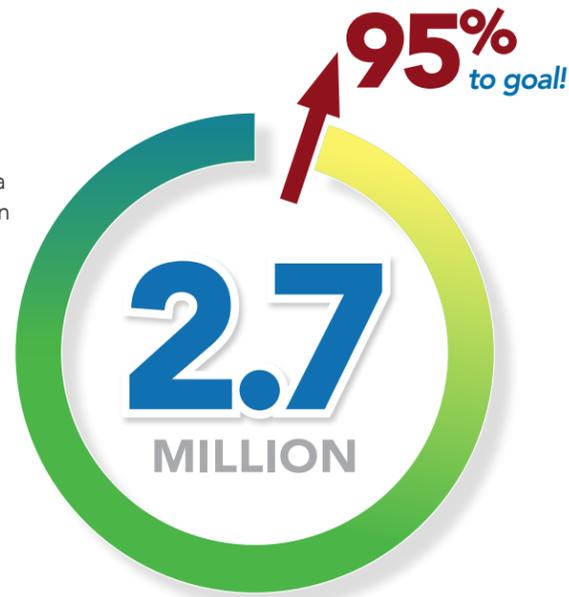


BUILDING THE FUTURE CAMPAIGN

Despite the Americans with Disabilities Act nearly 40 years ago, adults with disabilities are far less likely to enjoy life's most basic experiences, like having a job, securing housing, the ease of transportation, and being active members in the community.

Together we must **Build the Future** for our neighbors in Hampton Roads.

In 2021, Eggleston embarked on its first ever major campaign, Building the Future. The \$2.7M campaign is for two key projects:



Phase 1: Expand and Enhance Brain Injury Services and the Warrior Bridge Veterans program

For more than 20 years, survivors of brain injuries have rebuilt and relearned work and life skills through the Beacon House vocational rehabilitation program. Eggleston's Brain Injury Services serves nearly 100 people annually.

A new home with expanded opportunities: Eggleston was faced with the urgent need to relocate its Brain Injury Services during the pandemic. Thanks to the generous response from the community, Eggleston was able to open a new facility and co-locate Brain Injury and Veteran services.

Eggleston's Warrior Bridge Veterans program, provides case management and work opportunities to veterans facing challenges to employment.



Phase 2: Begin Plans to Expand Residential Services to Create Affordable, Accessible Housing

Majority of adults with disabilities live with, and are cared for, by a parent or family member. There are few options for affordable, accessible, inclusive, and supportive living for adults with disabilities throughout our communities. Eggleston will continue to expand its

residential services and aims to develop a 30-unit apartment community in Norfolk over the next several years. This campaign is raising seed funding to make that project a reality.



THANK YOU to the following donor partners who have generously given to support expanded and enhanced programming for Brain Injury Survivors, Veterans, and for affordable, inclusive housing for adults with disabilities.

Building the Future Honor Roll of Donors

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"Eggleston has been answering God's call to care for those in need for over 65 years. From my vantage point, they are a well-run organization that displays every day, an amazing 'can-do' attitude. Success in Eggleston's first-ever campaign will allow the organization to build a stronger foundation to best fulfill the mission and expand in its three primary service areas."

- Billy King, SIOR, Eggleston Foundation Chair



Campaign Leadership

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Billy King Properties

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Thank You.

Thank you to the following donors who made an annual campaign gift between July 1, 2021 and June 30, 2022. Every effort is made to recognize all generous donors. If your name has been mistakenly omitted, please contact the Development Office at 757-858-8011.

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Eggleston Legacy Society members intend to make a significant contribution via a Will, Trust or other planned gift alternative to the annual fund or the Eggleston Foundation.

Current Members Include:

Ted Baker*
 Jerry Britman*
 Louise W. Eggleston*
 Barbara O. Hodge*
 James and Ellen Parker*
 Mr. and Mrs. C. Arthur Robinson
 Mr. and Mrs. R.A. Sawyer
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757-858-8011
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Questions about giving: Contact Eggleston's Development Office at 757-858-8011, or email development@egglestonservices.org or visit www.egglestonservices.org to give or learn more!