

EMBRACING THE FUTURE

An Annual Report to the Community

WORK &
HOME
COMMUNITY.



EXECUTIVE TEAM

CHIEF EXECUTIVE OFFICER

Paul J. Atkinson, Sr.

PRESIDENT AND CHIEF OPERATING OFFICER

Harrison "Harry" Misewicz

CHIEF PEOPLE OFFICER

Helene Russell

CHIEF FINANCIAL OFFICER

Joseph "Joe" Collins

VICE PRESIDENT

BUSINESS OPERATIONS

Paul J. Atkinson, Jr.

VICE PRESIDENT

MARKETING AND DEVELOPMENT

Geraldine Eady

VICE PRESIDENT

FEDERAL CONTRACTS

Chris Hoagland

VICE PRESIDENT

CULTURE & COMPLIANCE

Zakiya Hoyett

VICE PRESIDENT

REHABILITATION SERVICES

Tasha Jones

SENIOR DIRECTOR

GOVERNMENT RELATIONS

Bart Devon

SENIOR DIRECTOR

SPECIAL PROJECTS

Kenny White

BOARD OF DIRECTORS

BOARD CHAIR

Jennifer "Jen" Anders

VICE CHAIR

James "Jim" Brown

TREASURER

Brian J. Dundon

SECRETARY

James D. "JD" Sanders

DIRECTORS

Susan Craft

Brian Garrison

Christine Gustafson

Zachary "Zach" Lampert

Philip "Phil" Russo

Eleanor "Elly" Smith

Michael "Mike" Sterling

Dennis "Denny" Wance

DIRECTORS EMERITUS

C. Arthur Robinson, II

FOUNDATION BOARD OF DIRECTORS

FOUNDATION BOARD CHAIR

William E. "Billy" King

FOUNDATION BOARD SECRETARY

Michael "Mike" Sterling

DIRECTORS

Philip Howard

C. Arthur Robinson, II

Dennis "Denny" Wance

A letter from our CEO, Paul J. Atkinson, Sr.

It has been a year of transition and growth throughout Eggleston. We have leveraged resources, attracted new talent, expanded our footprint and made strategic shifts to strengthen the organization. We are realizing and implementing the vision of the organization to maintain programs and services that are relevant to the individuals we serve each day.

We have increased community engagement by connecting our program participants with community events that can enhance their natural supports. We have expanded our work programs to increase skill development and job opportunities. With the closing of the Sarah Bonwell Hudgins Foundation locations and Civitan Day Support and Residential program, Eggleston is putting its strategic plan into action by delegating resources into programs that will grow alongside the community in an inclusive, integrated manner.

Talent: I feel fortunate to have a wonderful staff who recognizes the talent pool of individuals that focuses on abilities and interests. **Treasure:** Without individuals in the community who provide resources to help create meaningful opportunities for individuals with disabilities, we would not be able to make the impact we are today.

Eggleston's "**Building the Future Campaign**" is an illustration of aligning the needs of the organization to the values of individuals in the community who support Eggleston's mission. **Time:** The dedication and leadership of the Eggleston Board of Directors has afforded us the opportunity to grow and expand to serve more individuals. This expansion would not be possible without the invaluable volunteers who support us throughout the year.

After 35 years at Eggleston, I am honored to be retiring, on December 31st, after having a career I truly loved. All these years later, I am leaving my time, talent, and treasure to Eggleston and our mission of helping and employing individuals with disabilities in the community. It is humbling to be transitioning this office and organization over to an amazing team. I am truly grateful for my time spent as your leader.

As we transition, Eggleston is **Embracing the Future**. We are excited to see what the next few years bring as Eggleston implements our strategic plan and pushes us to grow even more. Thank you to each of you who continue to help support our mission and realize our vision of serving individuals with disabilities.

Paul J. Atkinson, Sr.

Paul J. Atkinson, Sr.
Chief Executive Officer



SourceAmerica



PEOPLE ARE OUR PURPOSE

2023 ANNUAL AWARD WINNERS

**SHINING STAR AWARD:
BRAIN INJURY SERVICES**



Justin Martin
Beacon House

**SHINING STAR AWARD:
COMMUNITY
EMPLOYMENT**



Cornelius Artis
Planet Fitness

**SHINING STAR AWARD:
DAY PROGRAMS**



Raymond Haskins
Civitan Day

**SHINING STAR AWARD:
RESIDENTIAL**



Rachel Covington
Louisiana House

**EMPLOYEE
OF THE YEAR:
BUSINESS OPERATIONS**



Gloria Carlile
Business Fulfillment

**EMPLOYEE
OF THE YEAR:
FEDERAL CONTRACTS**



Robert Hayes
NMCP Galley

**VETERAN
OF THE YEAR**



Shawn Heckstall
Director of Federal Contracts

**EXCELLENCE
IN ACTION AWARD**



Venus Mitchell
Unit Coordinator

**ATKINSON
LEADERSHIP AWARD**



Kenny White
Senior Director of
Special Projects

SERVICE TENURE RECOGNITION

20 YEARS

Larry Guynn
Garden Center

James Morter
Laundry Services

Patty Rodman
Business Services

Kelly Tolson
Laundry Services

25 YEARS

Thomas Raeburn
Laundry Services

30 YEARS

Tanya Bailey
NSG

Denise Daniels
Business Services

Milton Steele
ACOE Mailroom

Audrey Walker
Laundry Services

35 YEARS

Paul Atkinson, Sr.
CEO

40 YEARS

Therlean Freeman
NMCP

Sharon O'Connor
NMCP

Debra Scott
NMCP

THE MAKING OF A CHAMPION

TRASEAN'S STORY



The Special Olympics World Games bring together people with and without disabilities from all over the world to unite around a common goal of sports and comradery. This year, the Special Olympic World Games were held in Berlin, Germany from June 17th – 25th. This event hosted more than 7,000 Special Olympic athletes and unified partners from approximately 190 countries to compete in 26 sports.

Eggleston is proud to announce our very own Trasean Singletary represented the United States in three track events: the 4x400 meter relay, the 5000 meters where he won BRONZE with a time of 21:31.68, and the 3000 meters where he won GOLD with a time of 12:18.10.

Before he left for Germany, Trasean talked about his love for running. He said he started running as a teenager as a way to burn calories and stay fit and healthy for his friends and family. Trasean shared how his mom's support and encouragement "to never give up" have been a big motivator for him.



Left: Trasean was recently named an *Everyday Hero* by WTKR-Channel 3 for his hard work and inspiration both on and off the track.

He trains seven days a week and runs everywhere including to and from work at Eggleston, which is a 4.7-mile trip each way. When asked what it is about running that you love Trasean said "You have to keep moving forward, put the past and negative stuff behind you. Running helps me keep moving forward."

In addition to being an amazing runner, Trasean has also been a valued member of our Norfolk Laundry staff for more than 10 years. He brings the same level of hard work and determination to his job as he does to his running, and it shows. "Trasean is a great worker. He is hard-working, reliable, productive, and knowledgeable on all of the different jobs within the laundry." shared Bob Anders, Norfolk Production Manager.

Congratulations Trasean on your success at the Special Olympic World Games and thank you for being a shining example of Excellence in Action!



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 food service teams are proud to employ 86 individuals who strive to provide excellent service to both the Navy and Marines at more than eight locations across Hampton Roads.

Over the past year Naval Medical Center Portsmouth (NMCP) received a larger contract including Eggleston employees now running two departments that were previously managed by the military. We are also in charge of the Diet Office and Special Diet Chef (SDC). Additionally, all patient care food service is overseen by the Eggleston staff.

Both the Norfolk Naval Station Galley and Oceana Galley received a 5 Star Accreditation Assessment for the second year in a row. This Navy inspection is where galleys compete to be the best in the Navy based on 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.



INDUSTRIAL LAUNDRY

Eggleston Commercial Laundry division serves five branches of the military as well as other Federal and Corporate clients at our Norfolk and Portsmouth facilities. This division and its 98 employees have a strong partnership with SourceAmerica under the AbilityOne Program. In addition, the team provided laundry services to the National Oceanic and Atmospheric Administration (NOAA) ship Gordon Gunter (homeported in Pascagoula, Mississippi) who stopped in Norfolk to load on supplies before heading off into the Atlantic Ocean to measure water currents and temperatures.

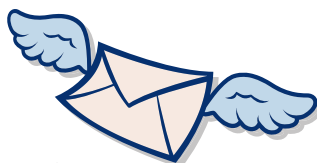
The Portsmouth facility received a new cart wash unit from the Portsmouth Community Block Development Grant. This allows the team to wash and sanitize the carts more efficiently between deliveries.

Over
5 MILLION
pounds of laundry
PROCESSED



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 individuals (3 mailroom and 11 custodial) in our community.



MEET MILTON!

Milton joined Eggleston in 1993 and currently provides mailroom services at the Mid-Atlantic Office of the Army Corps of Engineers. His hard working and dependable nature have made him an asset to the team; no matter the weather, Milton is there. If a co-worker needs help, you can count on Milton! His positive and friendly attitude shines through with every customer he interacts with, which is one of the many reasons his customers love him. Unsurprisingly, his favorite part of the job is delivering mail and packages throughout the facility.

Milton also enjoys participating in the many events, cookouts and celebrations on the base. When he is not at work Milton loves listening to music and learning about new places. His inquisitive nature and eagerness to learn have made him a key member of the mailroom team.



BUSINESS SERVICES

DOCUMENT SHREDDING & CONVERSION



Eggleston offers secure, state-of-the-art document shredding services with a range of options to accommodate all our customers' unique needs including convenient drop-off, routine pick-ups, 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 and its 10 employees not only maintained and grew the regular route customers, they also added 130 new contracts including the Casey Automotive Family. In addition, the team supported a variety of customers with 122 large purge jobs which included picking up tens of thousands of pounds of paper from multiple locations. The team also upgraded their shredding software which will allow for better optimization of the routes and more effective scheduling.

1,630,000



**POUNDS OF PAPER
SHREDDED AND RECYCLED**

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



The Eggleston Garden Center is a retail outlet that has everything you need for your lawn and garden. This team of 11 employees serves 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 2022, Eggleston opened its year-round, indoor Farmers Market which sells a variety of locally sourced seasonal produce and products including peanuts, honey, lotions, spices, popcorn, spirits, and more.

Over the past year the Garden Center expanded its selection of tools, home décor, and patio furniture. The Farmers Market also saw growth, offering a wider range of products as well as selling bread and cookies from the Sugar Plum Bakery and cards from the Ability Center. The market also plans to start offering dairy products, cheeses, and some meat selections in the next year.



3K ACRES MOWED

**OVER 9,992 CUSTOMERS SERVED
AND 34,000 PLANTS SOLD**

**OVER 4,500 MARKET ITEMS
AND 2,000 POUNDS OF PRODUCE SOLD**

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.

EGGLESTON AUTO CENTER

Since 1999 Eggleston has run a 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, despite a decline in auto donations, the auctions continue to be an important revenue source for the organization. The Group Supported Employment program, in the face of declining donations, decided to diversify work opportunities by supporting Document Services, painting, and performing building and grounds maintenance. They also participated in HRT's Adopt-A-Stop program.

The EAC not only oversees the Eggleston corporate fleet they have also started providing fleet maintenance services for additional corporate clients. The retail automotive repair services have also grown this year.



762 VEHICLE DONATIONS

Total Value of Car Donations:
\$2,188,285

The EAC employs

22
people.



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 70% of Cox Communications customers through Cox's Accessory Recovery Program by cleaning, refurbishing, and repairing remotes as well as sorting and rewiring cables. The team also saw a 40% increase in the workload for Ryson International and their vertical conveying solutions. Due to the outstanding work of the Eggleston team, 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. The team has also been working with other local businesses to support them on both seasonal and long term projects.

1,039,800
cords and cables
refurbished

418,896
remotes refurbished,
cleaned, and tested



MEET ROBERT!

Robert has been with the EAC for 14 years and considers himself a brand ambassador for Eggleston and our services. Whether he is supporting a co-worker in the detailing bay, helping at the bi-weekly auctions, or volunteering in the community, Robert is always willing to lend a hand and share his love for Eggleston. Earlier this year Robert served with Eggleston's leadership team as a member of the strategic planning committee for the fiscal year 2024 – 2026 plan. He provided insights and valuable perspectives that helped create the blueprint for the organization for the next three years.



TRIBUTE TO PAUL

Thank you, Paul Atkinson, Sr. for your **35 years of dedicated service** and steadfast leadership! From your time in college at Virginia Commonwealth University you have been determined to make a positive impact on the world. You have done just that!

Paul worked at the Richmond Cerebral Palsy Center to put himself through college as a special education teacher's aide. There he met Thomas, an incredibly smart young man with cerebral palsy. Even with Thomas's intellect, he believed he would be a burden on his family because he was not able to work in the family business. Paul knew that Thomas had more to give; people with disabilities should have the same opportunity to work within their community. Not only does working provide stability and routine, it allows others to make a meaningful contribution to the world around them. Paul believed Thomas, and others with disabilities needed to be afforded these opportunities, so when he worked at Petersburg state institution, he earned his graduate degree.

Not only has Paul's legacy been as a servant leader who deeply cares for Eggleston's mission and staff, his legacy has been of

humility and kindness. Even as he retires after **35 years** with the organization, he does not want to be celebrated or honored in any way. Like a truly selfless leader, he would rather organizational resources go toward the individuals Eggleston serves. Paul is constantly boasting and promoting Eggleston's outreach and success. He has promoted Eggleston across the country for over 20 years through his involvement and leadership roles with SourceAmerica, and his impact has been tremendous for individuals with disabilities. Examples of his service include being the Chair of SourceAmerica for many years, the appointment by multiple Governors to serve on and lead State Boards, Commissions and being the recipient of the Milton J. Cohen Leadership Award to name a few. Paul is a former president of vaACCSES, a state trade association for community rehabilitation programs, and former president of the National Council of Work Centers.

Paul often asks his team members why do we do all of this? Really, we do it to create jobs for people that have barriers to a point. When Paul was named Eggleston's executive director in 1991 the organization had an annual revenue budget of less than \$500,000 and served 125 people with disabilities. Today, the organization provides employment or services to over 1700 individuals with an annual revenue budget of over \$30 million dollars of which 70% is allocated to wages and benefits to Eggleston employees with a priority of hiring individuals with disabilities.

In every public audience, Paul used to say that Eggleston does laundry for every branch of the service; however, since the inception of the Space Force, we need to obtain a contract with the Space Force before he can say that again. Thanks to Paul's leadership, there are many more things to celebrate

about Eggleston. Within Eggleston, there are three divisions including Eggleston's rehabilitation and recreation programs, commercial and retail; and industrial programs.

Paul's compassion towards others is felt by each team member and client he interacts with. In a recent speech he gave at the Recovery4Life Gala in Virginia Beach, he mentioned how important kindness is. "Never underestimate your kind words on another person. You don't know what your words will do to another person. The other is to be nice, you don't know what struggles or what people have to overcome to show up and be present on a daily basis." Thanks to Paul, everyone at Eggleston strives to be kind, considerate, and compassionate to each person they meet.

Paul has made profound contributions to humanity through Eggleston. "The company has not only grown exponentially under his leadership, but its mark in the region, and I would daresay nationally, has grown by leaps and bounds. When Paul came to the organization, people asked "What is Eggleston?" Now when I tell people that I am on the board, they remark, 'You're on the board of Eggleston!', states Phil Russo, Eggleston Board member. Your Eggleston family will truly miss you, Paul. You are an incredible part of the Eggleston team and many of us strive to be the leader you are. We will miss your kindness, wit, intellect, dedication, and leadership. Even though we all will miss you deeply, we wish you the best in your retirement. Thank you for your service and dedication to Eggleston over the past **35 years!**



A Letter from Jennifer Anders

Board Chair



In January, our CEO of the past 35 years, Paul J. Atkinson Sr., announced his intent to retire after a long career of dedicated service to Eggleston. For 35 years, the name Paul Atkinson has been synonymous with the mission and vision of Eggleston. We are forever indebted to his tireless effort to help those with differing abilities get the services they need and provide them with meaningful employment. Paul will retire December 31, 2023.

So as we move on in the New Year, we will be dedicated to “Embracing the Future”. Eggleston will have a new President and CEO at the helm, Harrison Misewicz, who has proven his dedication to championing the causes of the people we serve day in and day out. He has great vision and passion for all things Eggleston and the Board welcomes him as he starts this new chapter!

Paul, we thank you for all you have done for Eggleston, and we wish you a happy and healthy retirement. Well deserved, Sir!

Jennifer Anders
Board Chair



VOCATIONAL REHAB SERVICES

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.

Despite some internal staffing challenges, the community employment team continued to increase billable service hours and keep staff performance high, resulting in an increase in service hours performed.

In the upcoming year, the program has plans to increase staffing to expand the program and provide employment support across all the vocational rehab programs. The staff will be empowered with the technology, infrastructure, and other tools necessary to do their best work every day.



37 LOCAL COMMUNITY
EMPLOYMENT PARTNERS

- **Acclaim**
- **Allied Security Storage and Van**
- **Amazon**
- **Burger King**
- **Burlington Coat Factory**
- **Canon**
- **Cox Cable**
- **Didlake**
- **Econo Lodge**
- **Farm Fresh**
- **Flik Dining Services**
- **Food Lion**
- **Forever 21**
- **Ft. Eustis Food Services**
- **Home Depot**
- **Homegoods**
- **Jones Printing**
- **KFC**
- **Kroger**
- **Little Caesars**
- **Lowes**
- **Marshall's**
- **PCSI**
- **Planet Fitness**
- **Pollard's Chicken**
- **PRA Group**
- **PRIDE Industries**
- **QDOBA**
- **Taco Bell**
- **Versability Resources**
- **Saber Healthcare Group**
- **Tesseract**
- **Trader Joe's**
- **Walmart**
- **Wawa**
- **YMCA**
- **Community Employment staff also assisted with placements internal to Eggleston Federal Contract Sites through the AbilityOne program.**

**1055 INDIVIDUALS
SERVED!**

**Over 5,485 hours of supported
Employment services delivered
by the Eggleston team!**



COLLABORATIVE COMMUNITY CONNECTIONS

The Collaborative Community Connections (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 to support the increased need for services to ensure 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. This program provides employment readiness support such as building resumes, job searches, setting up interviews, and mock job interviews. They also work to develop relationships with local businesses to establish opportunities that recognize each individual's situation and foster employment. In the new fiscal year, the C3 program is hoping to secure additional funding to expand the service areas and increase the number of individuals served and placed in employment.

VOCATIONAL REHAB SERVICES

BRAIN INJURY SERVICES/BEACON HOUSE



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 capitalizes on these abilities for the combined good of all Members. Members are recognized for their contribution and work together to support each other in the pursuit of personal goals. This rehabilitative environment provides opportunities for friendships, important work, employment, education, and to access the services and supports they may individually need.

For years members of Beacon House have been speaking with high school students about making smart choices while driving and brain injury prevention. During the pandemic they had to move these presentations to virtual but last year they were able to return in person, facilitating 28 presentations. The members hope to increase the number of presentations during the 2023-24 school year.

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. Eggleston offers support to both survivors and caregivers, family, and friends.



Members of Eggleston's Brain Injury Services (BIS) and Beacon House traveled to Richmond to participate in the Brain Injury Association of Virginia's (BIAV) Awareness Day 2023 at the General Assembly.

A C3 SUCCESS STORY:

While at a local resource center, Mary Clark, an Eggleston job coach, came upon a flier for The Marine Trade Training program. This program offers courses in welding, pipefitting, sheet metal, structural fitting, and coatings at no cost to eligible individuals. Mary took all the information and reached out to one of her clients, Bernard, because she knew he had previous experience as a welder and wanted to see if he was interested in this program.

Mary reviewed the information with Bernard, and he decided he would like to apply for the welding courses. Bernard and Mary attended the virtual information session, which provided program details and requirements. Bernard then attended an in-person intake session to complete the paperwork and began the steps to enrollment. As his job coach, Mary provided support by giving Bernard bus passes to attend the intake session and pre-enrollment requirements.

Once Bernard completed enrollment, the next step was to wait for the course start date. Bernard received the course start date and started Welding Course I on June 6th and Welding Course II on July 10th. *Congratulations Bernard!*



★ 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 Ability One program.

In May of 2023, Eggleston veterans and employees partnered with Bank of America to participate in the annual Carry The Load event. Carry The Load is a nationwide relay event during the month of May that provides an active way to connect Americans to the sacrifices made daily by our military, veterans, and their families.



**VETERANS SERVED
THROUGH THE WARRIOR
BRIDGE PROGRAM**

RESIDENTIAL SERVICES

Eggleston provides residential community-based living options for individuals who have a primary diagnosis of intellectual disabilities. Eggleston residential 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 natural supports, and lasting friendships.

This year brought about a lot of changes with the purchasing and openings of three new residential homes (Fairmont, Louisiana, and Stanford) and the transition out of three homes that were previously rented from the Sarah Bonwell Hudgins Foundation. With that transition, Eggleston welcomed two new house managers and broadened their community connections.

Individuals celebrated success with new opportunities for community employment, participation and accolades won at the annual OK5K, participation in Eggleston's Inclusion & Independence Cookout, as well as continued personal growth achieving their goals.

Looking to the future, Eggleston is excited about expanding the continuum of services, and looking for more opportunities for community housing for single home individuals. Finally, the staff and individuals are excited about any forthcoming opportunities to speak to those in legislation about what it is Eggleston does, in an attempt to increase funding opportunities and awareness.



EGGLESTON CURRENTLY PROVIDES THREE RESIDENTIAL SERVICE OPTIONS:

- Congregate Living (Group Home)
- In-Home Support
- Supportive Living

24 Residents
47 Employees



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.

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.

This past year the Chesapeake location transitioned its services to exclusively Community Engagement which is a 3 to 1 ratio. In the new FY Eggleston plans to relocate their Chesapeake location to a new facility that would allow individuals to be closer to community events and offer both center-based day support and community engagement out of the same location.



32 Employees

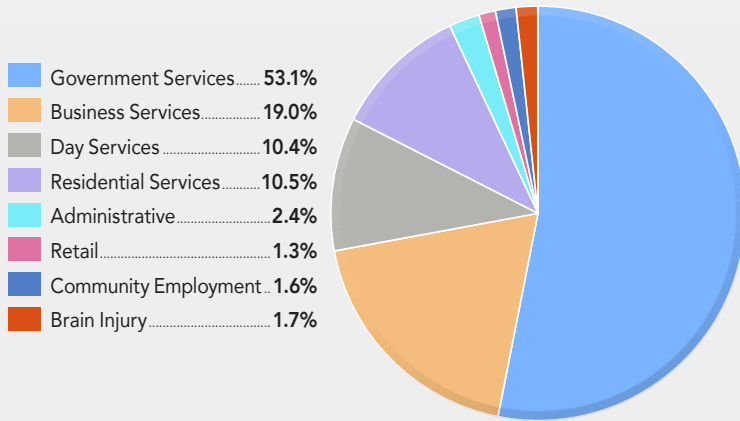
1 Director, 5 Managers, 4 Program Supervisors, 22 DSPs

(we also have 16 individuals in the program that have paid work opportunities in the laundry)

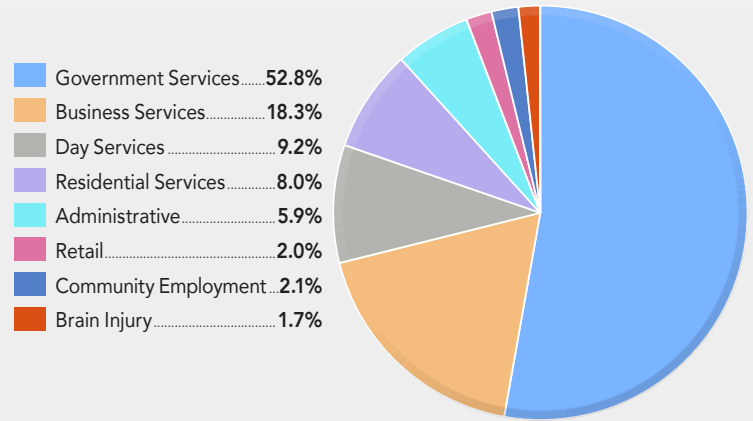


FINANCIALS

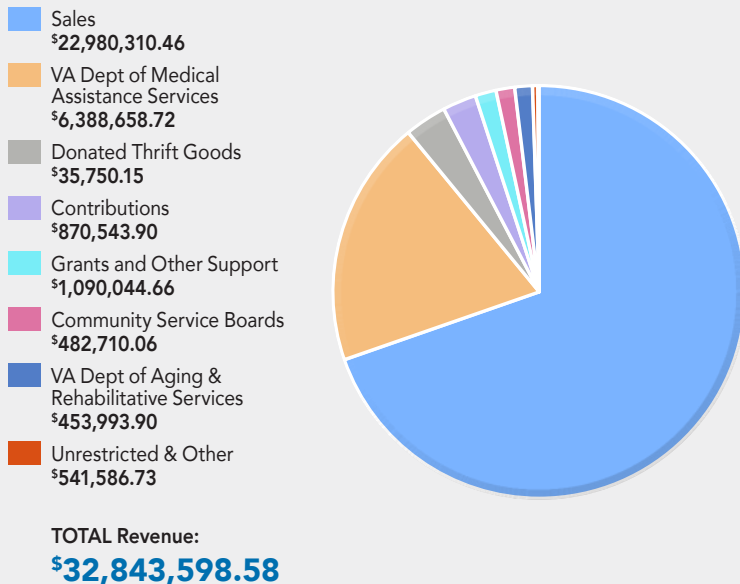
2022-2023 Percent of
Revenue Total by Service Unit



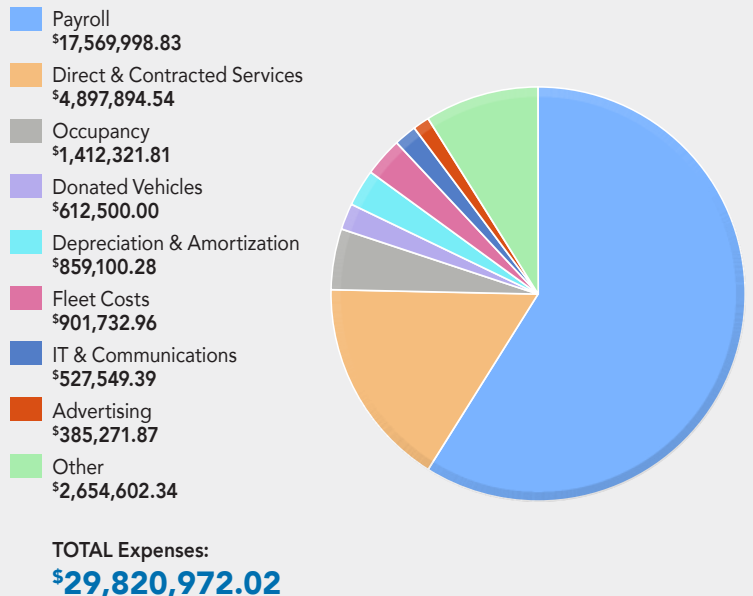
2022-2023 Percent of
Expenses Total by Service Unit



2022-2023 Percent of
Revenue by Funding Types



2022-2023 Percent of
Expenses by Category



Over **1700** adults with disabilities served this year.

Total Cash Donations = \$682,111



the 14th annual eggleston OK5K & 1-MILE RUN, WALK & ROLL

In June, Eggleston was back at Virginia Wesleyan University for the 14th Annual OK5K and 1 Mile Run, Walk & Roll. Thanks to the support of the sponsors, participants, spectators, and volunteers this was our most successful year yet with a group of over 500 coming 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 year.

This race is Eggleston's main fundraising event. Thanks to generous sponsors and supporters, this was another record year! Proceeds from the OK5K event 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 sponsor: Mancon and the Geico Foundation, it's champion sponsor, Top Dog Services, and all the other sponsors that make this annual event possible.

mancon
Since 1983

GEICO
PHILANTHROPIC
FOUNDATION

323 Runners, 77 Volunteers, 31 Sponsors

VALENTINE'S PARTY



In February, Eggleston hosted a cross- departmental Valentine's Day party at its Military Highway location. This event allowed individuals from the automotive center, document destruction, community engagement, and several of the day programs to get together for some food, crafts, and dancing. Events such as this allow individuals to make social connections and build natural supports. Also in attendance were several members of Eggleston's leadership team and Board of Directors.

INCLUSION AND INDEPENDENCE COOKOUT

Last July Eggleston hosted its first annual Inclusion and Independence Cookout at the Eggleston Garden Center. As part of Disability Pride month, this event was designed to bring people from all walks of life together to learn about Eggleston's programs and help celebrate individuals' abilities rather than their disabilities. Despite some afternoon showers there was still a wonderful turn-out and we are looking forward to making this an annual event.



LEGACY GIVING

How will you make a lasting difference on your community? At Eggleston we are striving to provide individuals with disabilities the opportunities they need to grow and thrive within their home, neighborhood, and city. You can be a part of this mission! You can ensure that programs that provide hope, independence and self-sufficiency for individuals with disabilities endure.

Legacy giving ensures that Eggleston can continue providing life-changing support to individuals with disabilities for years in the future. We do this through the Eggleston Foundation, whose purpose is to fund Eggleston programs and services in perpetuity. Since everyone's family and financial situation is unique, legacy gifts, of any size, can be designed to match individual circumstances. Options include a simple bequest in a will; an outright gift using appreciated assets or cash; life insurance policies, IRA or pension funds, and more. We invite you to consider linking your legacy with Eggleston's legacy through a planned gift or a monetary contribution to the Eggleston Foundation today. To get started, please visit our secure donation page on our website.



CAPITAL CAMPAIGN

We have been blown away by the outpouring of generosity to our Building the Future Campaign! Each of our donors are working to Build the Future for our neighbors in Hampton Roads. Despite the Americans with Disabilities Act passed nearly 40 years ago, adults with disabilities are less likely to enjoy life's basic experiences like a having a job, securing housing, the ease of transportation, and being active members in their community. With the help of generous donors, we are working to improve people's lives through two key projects: expanding and enhancing programs and services for the future.

Our first task has been to relocate and enhance the Brain Injury Services and the Warrior Bridge Veteran's program. Thanks to the generous response from our community, Eggleston was able to open a new facility and co-locate the two programs together. Our second task is to begin plans to expand residential services to create affordable and accessible housing. This campaign has been raising seed funding to make that project a reality. Thank you to all of our amazing donors for making a wonderful impact on our community! We look forward to embracing the future of Eggleston with you as a community partner.



"As Eggleston looks to the future, we are keeping the door open to more opportunities. The Foundation Board's purpose is to serve as a conduit of resources to fulfill the goals and mission of the organization. Every donation is a vehicle that funds Eggleston's programs. Our goal, as supporters, is to continue expanding and focusing on our strong stewardship. Eggleston is making a true difference and will continue to serve individuals with disabilities in the community. Through stewardship, the possibilities are boundless, and the impact is meaningful."

- Billy King, SIOR, Eggleston Foundation Chair



Building the Future

Campaign Contributors

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.

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Thank You.

Thank you to the following donors who made an annual campaign gift between July 1, 2022 and June 30, 2023. 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 Eggleston Foundation.

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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!