

THE FUTURE IS **NOW**

An Annual Report to the Community



**WORK &
HOME
COMMUNITY.**

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CHIEF OPERATING OFFICER
Tasha Jones

CHIEF PEOPLE OFFICER
Helene Russell

CHIEF FINANCIAL OFFICER
Amy Alston

CHIEF ETHICS OFFICER
Zakiya Hoyett

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BUSINESS OPERATIONS**
Paul J. Atkinson, Jr.

**VICE PRESIDENT
MARKETING AND DEVELOPMENT**
Geraldine R. Eady

VICE PRESIDENT ACCOUNTING
Jacqueline Peters

**SENIOR DIRECTOR
SPECIAL PROJECTS**
Kenny White

**ASSISTANT VICE PRESIDENT
VOCATIONAL REHABILITATION
PROGRAMS**
Joanne Aceto

**ASSISTANT VICE PRESIDENT
BEHAVIORAL HEALTH &
DEVELOPMENTAL SERVICES**
Michelle Flynn

**ASSISTANT VICE PRESIDENT
REHABILITATION SERVICES**
Toshiko Hemric

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Michael Sterling

DIRECTORS
Philip Howard

A Letter from our Board Chair, Jen Anders

Mahatma Gandhi said, "The future depends on what you do today." Over the past year, Eggleston has grown and evolved in an effort to continue to create a community that values and engages the abilities of all persons. By attracting new talent, leveraging resources, and expanding our footprint we have made strategic shifts to strengthen the organization. We are staying ever vigilant to our core values to ensure the individuals we serve, their families and the community continue to thrive.

As stated in our strategic plan, our primary goals and objectives are to Grow, Engage, and Inspire. To support these goals, Eggleston has allocated resources that will allow our programs to grow in an inclusive manner. Earlier this year, we opened a new day program facility in the Greenbrier area of Chesapeake that is centrally located to help increase access to community-based activities that can enhance the members' natural supports. We expanded some of our business services partnerships as well as created new partnerships which offers our employees the opportunity to diversify their skill base.

Our values are the standards we hold ourselves to everyday and they include: Integrity, Stewardship, Inclusion, and Quality.

Integrity: I am grateful to the dedicated

leadership of Eggleston who recognize the importance of doing the right thing and building trust throughout all levels of the organization. **Stewardship:** If it were not for the generous support of the community and the diligent stewardship of resources, we would not be able to make the impact we are today. **Inclusion:** When you have a culture where individuals feel valued and accepted it leads to new ideas and positive change. Thank you to the amazing staff that goes out of their way to make all those we serve feel seen and appreciated. **Quality:** The dedication and leadership of the Eggleston Board of Directors has allowed us to not only expand to serve more individuals but also improve the value of the services we provide.

For 69 years Eggleston has worked to enhance the lives of adults with disabilities by creating education, training and employment opportunities. Guided by our values we strive to be the change we seek because the **Future is Now**. Thank you to each of you who continue to help support our mission and realize our vision of serving individuals with disabilities.



Jen Anders
Eggleston Board Chair



SourceAmerica



PEOPLE ARE OUR PURPOSE

2024 ANNUAL AWARD WINNERS

SHINING STAR AWARD: BRAIN INJURY SERVICES



Patrick Lee
Beacon House

SHINING STAR AWARD: COMMUNITY EMPLOYMENT



Miyan Moore
Pollards Chicken
Chesapeake

SHINING STAR AWARD: DAY PROGRAMS



Caleb Howard
The Atkinson Center
Day Program

SHINING STAR AWARD: RESIDENTIAL



Carol Wright
Fairmont House

EMPLOYEE OF THE YEAR: BUSINESS OPERATIONS



Roy Zarate
Eggleston Automotive Center

EMPLOYEE OF THE YEAR: FEDERAL CONTRACTS



Anthony Williams
Ingleside Laundry Services

VETERAN OF THE YEAR



Anthony Brown
Document Shredding

EXCELLENCE IN ACTION AWARD



Ilona Croumbles
Accounting

ATKINSON LEADERSHIP AWARD



Melvin Odom
Business Services

SERVICE TENURE RECOGNITION

20 YEARS

Ellen Greene
Ingleside Laundry Services

Michelle Flynn
Behavioral Health &
Developmental Services

Brennett Ford Jr
Ingleside Laundry Services

25 YEARS

Michael Boyd
Naval Station Galley

Antwan Thomas
Joint Expeditionary
Base Custodian

Tanya Brooking
Naval Medical Center
Portsmouth Galley

40 YEARS

Vernell Boone
Naval Medical Center
Portsmouth Galley

THE EGGLESTON OLYMPICS

In the summer of 2024, millions of people around the world watched the Paris 2024 Olympic Games; meanwhile in Hampton Roads Eggleston's Rehabilitation Services Programs were hosting their own 2024 Olympic games. Over the course of a month teams from our day programs and residential houses worked together in a variety of activities and games.

"The first Annual Eggleston Olympics was a great idea for the individuals to participate in. The Olympics provided the opportunity to compete against each other, as well as the other sites. The games were a great way for the individuals to express their pride for their site and their peers. The individuals were excited to participate in an activity that was related to a major current event that can make such an impact worldwide. We cannot wait for the next Eggleston Olympics!" stated Hadlea Valera, supervisor of the Atkinson Center Day program.

The first week was focused on creating team banners, shirts, hats and more. For days the different teams worked together to decide on a team name or theme and then they made banners, posters, shirts or hats.

Week two consisted of many indoor games. Teams would have internal competitions as team challenges. Challenges included card games, art contests and more.

Week three kicked off the outdoor activities. Participants competed in relay races, obstacle courses, yard games, a nature scavenger hunt, and various other outdoor activities.

Last but not least, in week four our members got to show off their talents in a talent show, cooking contest, and crafting contest. The games were wrapped up with an awards ceremony at each of the Eggleston sites where participants received a medal and some even earned special awards and certificates for going above and beyond during the Eggleston Olympic games.

Jazzmine Grey, manager of the Tanners Creek Day program shared her thoughts on this year's Olympic games, "The individuals at Tanners Creek loved being able to engage in some fun but competitive activities. Being able to have everyone participate was amazing. The guys loved all the planned activities and games that were offered to them. Next year will be even better. We hope to have more outdoor activities and the chance to meet up with other sites for certain activities that both the staff and individuals can participate in."



FEDERAL AND COMMERCIAL PROGRAMS



Eggleston proudly supports five branches of the 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 82 individuals who strive to provide excellent service to both the Navy and Marines at multiple bases across Hampton Roads.

The Nutrition Management Department at **Naval Medical Center Portsmouth (NMCP)** is a key component of the healthcare services provided to military personnel and their families. They are responsible for ensuring that all patients receive the highest quality of nutritional care. This includes managing dietary needs, planning and preparing meals that meet specific health requirements, and supporting overall patient wellness. The team's commitment to excellence is reflected in its meticulous attention to detail, collaborative team environment, and unwavering dedication to providing top-tier service.

The dedicated employees at **Naval Station Galley (NSG)** have been instrumental in the consistent success of daily Food Service

Operations. These employees work at the largest Galley in the world, where they serve over one million meals annually to various branches of the armed services. The team is poised for a productive year by focusing on staff morale, well-being, and ensuring that all employees are treated as equals. Looking ahead, the station plans to add a few more skilled employees and continues emphasizing team building to keep its success going "full steam ahead." Naval Station Norfolk Galley has won the "5-star" accreditation six years in a row and has been the runner-up for the Navy award for three consecutive years.

Naval Air Station Oceana, recognized as the Navy's East Coast Master Jet Base, has seen continued success with employees dedicated to maintaining high-quality services. The facility is waiting to see if it's earned the 5-Star accreditation again this year, which will further validate the quality of services provided.



Over
5 MILLION
pounds of laundry
PROCESSED



is to expand on these partnerships by also looking to diversify and include more non-federal contracts.

COMMERCIAL 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 107 employees have a strong partnership with SourceAmerica under the AbilityOne Program. The goal

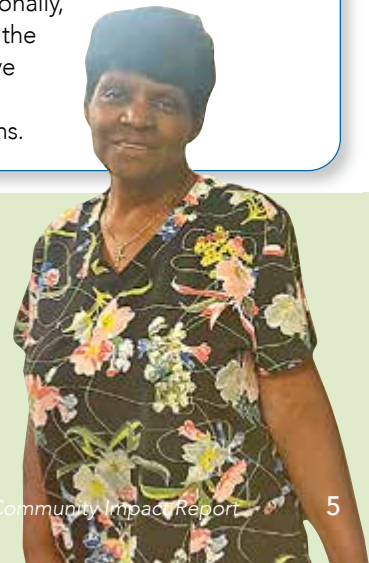
Over the past year the Norfolk facility received a new roof and some interior renovations. During the renovations all laundry employees teamed up and worked out of the Portsmouth location to ensure that all the laundry continued to go out on time. In addition to facility improvements, we saw personal growth with two of the direct labor employees earning promotions to lead workers and two additional internal promotions; one to supervisor and one to maintenance technician.

MAILROOM AND CUSTODIAL SERVICES



The **Mid-Atlantic Office of the Army Corps of Engineers (ACOE)** mail room, managed by Eggleston, operates with a team of 3 dedicated employees that ensure the efficient handling of mail and packages. This team plays a crucial role in supporting ACOE's operations by maintaining a high standard of customer relations, service, and satisfaction.

Eggleston also executes custodial services for the Navy SEAL Teams stationed at the **Joint Expeditionary Base Little Creek-Fort Story**. Over the past year this team has experienced significant growth and positive developments, successfully adding three new workers and a supervisor to enhance their workforce. Additionally, this team of 11 is excited about the prospect of securing three to five additional buildings for their contract in the upcoming months.



AN EGGLESTON *Success Story!*

Therelean Freeman is a standout employee within the Nutrition Management Department at Naval Medical Center Portsmouth. Over the past 40 years, Therelean's hard work

and dedication have been instrumental in the department's success. Her extensive experience and commitment to her role have made her an invaluable member of the team. Therelean

is respected and admired by her colleagues for her professionalism and the exemplary standard she sets in her work, making her a true asset to both the department and Eggleston.

BUSINESS SERVICES

DOCUMENT SHREDDING



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 upgraded its shredding software to increase efficiency and streamline services. We have added improved routing features, and drivers now use apps which allow the customer to acknowledge the visit using technology. The software upgrade also allows us to track time on jobs and generate more timely certificates of destruction when required. We are planning to work towards offering an optional Saturday drop-off schedule and continuing to provide outstanding customer service.

1,218,093



**POUNDS OF PAPER
SHREDDED AND RECYCLED
BY 11 EMPLOYEES**

Candice started in November 2017 and her pride in service to Eggleston shredding customers and anyone who visits the Military Highway location is unparalleled. Candice takes great care to ensure that she provides accurate information about our services, and she frequently speaks to customers, guests, and visitors alike about all of Eggleston's many offerings! She is a strong advocate for fair and equitable treatment of people with disabilities and builds relationships with individuals at all levels to create and maintain an inclusive environment. She is truly an asset to the organization, and she is one of Eggleston's most spirited cheerleaders.

MEET CANDICE!



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 7 employees serve all types of customers from master gardeners, local military, local landscapers, first time plant owners, and of course a strong following of everyday customers. Over the past year, we have expanded the store's footprint by 300 sq. ft. and added over 200 new products.

Eggleston also runs a 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. The Farmers Market also saw growth, offering a wider range of products including ice cream sandwiches, fresh bread, empanadas, and assorted meats and sausages.



OVER 8,987 CUSTOMERS SERVED, 39,800 PLANTS SOLD AND 2,000LBS. OF PRODUCE SOLD

LANDSCAPING

Eggleston's landscaping crew offers full service commercial landscaping services and select residential services. Over the past year, we have added several new commercial clients, and 5 new Eggleston properties while retaining our existing clients.

**4K ACRES
MOWED
BY 4 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 we saw growth in donated vehicles and the retail repair shop. At the end of 2023, Tom Redinger, SourceAmerica's 2020 Veteran's Honor Roll Award Winner, retired as our Shop Supervisor. We are pleased to welcome back Troy Byers, former EAC Lot Supervisor, to serve as our new Shop Supervisor.

The Group Supported Employment program continued to diversify their work opportunities by cross training with the Document Services department. They also continue to be active participants in Hampton Roads Transits Adopt-A-Stop program.

This year we received seven 5310 grant vehicles from the Virginia Department of Rail and Public Transportation (DRPT) which was transformative for our fleet. The EAC not only oversees the Eggleston corporate fleet, it also provides fleet maintenance services for additional corporate clients.

The
EAC employs
25
people



896 VEHICLE
DONATIONS

Total Value of Car Donations:
\$1,366,280

BUSINESS FULFILLMENT & CUSTOM ASSEMBLY

Since 1955, 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 assembly, packaging, inspection, testing, cleaning, bagging, labeling, and much more.

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 rewinding cables. The team expanded their workload for Ryson International and their vertical conveying solutions in January when they started the chain sub assembly. The team also partnered with Jody's Popcorn last fall to package and ship 40,000 holiday popcorn tins to stores across the nation.

The team continues to maximize space and recruit new talent. The plan is to continue growth in Ryson sub assembly area as well as explore additional new partnerships with local and national businesses.

1,198,510
cords and cables
refurbished

74,990
remotes refurbished,
cleaned, and tested

437,698
Ryson Slats inserted
with pegs

by **41**
Employees



MEET KIANA!

Kiana Wiggins has been a vital part of the EAC team since 2020 as a part-time Customer Service Representative (CSR). Prior to joining the team, Kiana was very familiar with Eggleston because her mother is a longtime laundry employee. This role at the EAC was new for Kiana as this was her first office job. Despite the initial unfamiliarity, Kiana excelled. Soon Kiana was promoted to a full-time CSR.

In this role Kiana is the first point of contact for our vehicle donors and auction customers, and her friendly demeanor contributes to her excellent customer service. Kiana is a critical reason why our auctions are a success and run so smoothly. She does impeccable work, and the staff depends on her for her experience and knowledge. When there was a vacancy in the Customer Service Supervisor role, Kiana stepped up to take on additional responsibilities and duties during the gap. Thank you, Kiana, for setting an amazing example of Excellence in Action!



EMPOWERING THROUGH CHANGE: THE STORY OF CIVITAN ACRES



The property known as Civitan Acres in Chesapeake was started by the Norfolk Civitan Club in 1959 as a summer camp for children with disabilities. In the mid-1990's the organization reached out to Eggleston for advice on how to help the then struggling camp. After learning how much the camp meant to the campers, Eggleston agreed to take over the management of the camp and expand on the services by using the property for a year-round structured day program. Over time, we expanded the summer camp to include adults with disabilities. This not only provided new opportunities for friendships, new experiences, and independence it also provided respite for the camper's families and caregivers.

In 2009, when faced with the possibility of having to close the camp due to increased maintenance costs, the Civitan club decided to gift the property to Eggleston. After making the necessary improvements, Eggleston broke ground on a residential facility on the property that would provide congregate and respite housing year-round for up to four individuals at a time.

For many decades, this property provided individuals with disabilities a safe place to have fun, make memories and build connections. Unfortunately, due to the Covid-19 pandemic the summer camp program discontinued operations in 2020. Around the same time there was a strong push by legislators to move away from campus style facilities where multiple services (residential and day programs) were housed on the same property. The direction alternatively was for more inclusive locations that allow individuals easy access to community activities.

Eggleston's former Chief Executive Officer of 35 years, Paul J. Atkinson Sr. previously shared, "It is our priority as we grow to ensure our programs and services are inclusive and accessible for those we serve. The way we provide services to people with disabilities today compared to 30 years ago has changed, but the reasons behind them have

leadership and Board of Directors made the decision to sell the historic property. In 2023, we closed the home on the property and relocated the residents into new homes that were more integrated into neighborhoods and the community. In January of 2024, the day program was relocated to a new facility



in the Greenbrier section of Chesapeake. To honor Atkinson's 35 years of service to the organization, Eggleston's Board of Directors decided to name and dedicate the new facility as the Paul J. Atkinson Center. We plan to host a ribbon cutting and open house in September of 2024.



not. We continue to empower and value the abilities of all persons, and their pursuit for an inclusive life. Eggleston has been a strong provider of services since 1955, and we are fortunate enough to have resources to invest back into our mission and the community."

As the needs and vision for the property have changed over the years, Eggleston





the 15th annual **eggleston**
OK5K
 & 1-MILE RUN, WALK & ROLL

On June 8th, Eggleston hosted its 15th Annual OK5K and 1 Mile Run, Walk & Roll at Virginia Wesleyan University. Thanks to the support of the sponsors, participants, spectators, and volunteers this was another record-breaking year. 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.

Eggleston is grateful to its co-presenting sponsors: Mancon and Sentara, and all the other sponsors that make this annual event possible.



338 Runners, 31 Volunteers, 29 Sponsors

VALENTINE'S SOIREE

In February, Eggleston held its 2nd annual Valentine's Day Soiree at our Military Highway location. This cross departmental event allowed individuals from the Automotive Center, Document Destruction, Community Engagement, Brain Injury Services, and several of our 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.



ALL FIRED UP!

Eggleston's 2nd annual Inclusion and Independence Cookout, All Fired Up, 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 the extreme summer heat there was still a wonderful turnout and we appreciate everyone who helped make this event a reality.



SHUCKIN' N SMOKIN'

Shuckin' N Smokin' was Eggleston's first ever pig picking and oyster roast. Held on a farm in Virginia Beach, the April weather provided the perfect landscape for people to enjoy some good food, good beer and good music all while supporting a wonderful cause.



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.

The community employment team works with individuals throughout Hampton Roads. Despite the ever-increasing need for their services, the community employment team continues to provide excellent service to the individuals they serve; often going above and beyond to help the individuals connect with other community resources to help them grow and become more self-sufficient. This high level of performance is one of the many factors that makes Eggleston a top recipient of referrals.



Even though Community Employment operated most of the fiscal year below projected staffing levels, the program continued to increase billable service hours by 1,000 billable hours. Now that the team is fully staffed, the goal is to hire additional Employment Specialists to expand the program and provide employment supports across all Vocational Rehab programs and throughout Hampton Roads.

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*
- *Finish Line*
- *Flik Dining Services*
- *Food Lion*
- *Forever 21*
- *Four Oaks*
- *Ft. Eustis Food Services*
- *Home Depot*
- *Homegoods*
- *Jones Printing*
- *Kroger*
- *Little Caesars*
- *Lowes*
- *Marshall's*
- *PCSI*
- *Planet Fitness*
- *Pollard's Chicken*
- *PRA Group*
- *PRIDE Industries*
- *QDOBA*
- *Recovery for Life*
- *Saber Healthcare Group*
- *Taco Bell*
- *Tesseract*
- *Trader Joe's*
- *Walmart*
- *Wawa*
- *YMCA*
- *Community Employment staff also assisted with placements internal to Eggleston Federal Contract Sites through the AbilityOne program.*

1182 INDIVIDUALS SERVED!

Over 6,467 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.

This year has been marked by a series of significant successes at Beacon House, underscoring our commitment to fostering empowerment and community engagement. Our members actively participated in external activities, including co-hosting the prestigious International Brain Injury Clubhouse Alliance (IBICA) Conference and engaging in advocacy efforts. These included interacting with state delegates and contributing to a successful campaign that emphasized the critical need for funding brain injury services through personal testimonies. Members also presented to 1039 high school students about the importance of making smart choices while driving and brain injury prevention.

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

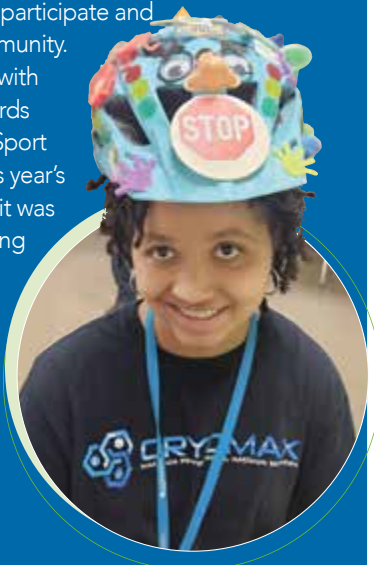
community with an ABI can work with our case manager, not just Beacon House members. Living with a brain injury can be lonely. It helps to know you are not alone. Eggleston offers support to both survivors and caregivers, family, and friends.



THE HEADSTRONG CHALLENGE:

This year Eggleston's Brain Injury Services held their first ever Headstrong Challenge to raise awareness for brain injury prevention. The inspiration behind Headstrong was seeing children receive bikes but no helmets when donated as gifts for the holidays. To support awareness for a larger population, the team created a contest where contestants would decorate helmets with all varieties of materials. The goal was to not only on bikes, but also those playing sports, riding motorcycles, and working in construction or similar positions. Thanks to state funding provided by the Department for Aging and Rehabilitative Services (DARS), we were able to support Beacon House members who wished to participate and display their helmets in the community.

We also received great support with promoting and housing the awards ceremony from Dicks House of Sport in Chesapeake and Sentara. This year's event was so fun and successful it was quickly requested that Headstrong become an annual contest and ceremony to promote awareness for the brain injury community. Stay tuned for more information about the 2025 Headstrong Challenge and how you can participate!



★ WARRIOR BRIDGE ★

Veterans who served in the last 30 years make up the largest number of living veterans in the United States and 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. Warrior Bridge also aims to gain recognition by introducing veterans to available services through affiliates such as the Veterans Administration, American Legion, Veterans of Foreign Wars, Chamber of Commerce, Hampton Roads Military Advisory Council and Community Services Boards to name a few. The target audience for this program are all veterans, regardless of discharge status or time in service

In May of 2024, Eggleston veterans and employees partnered with Bank of America to participate in the annual Carry The Load event. Carry The Load, is an organization that hosts 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, individuals celebrated success with new opportunities for community employment, participation and accolades won at the annual OK5K, as well as continued personal growth achieving their goals. The residents also participated in Eggleston's All Fired Up Cookout, and in the first Eggleston Olympic games. Several residents also have plans for individual vacations in the late summer and early fall including attending an Atlanta Braves Baseball Game and a trip to Great Wolf Lodge.

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 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

17 Residents
33 Employees



DAY SUPPORT SERVICES

Eggleston offers five distinct center-based day support service locations across Hampton Roads. Service sites are 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.

In January of 2024, Eggleston transitioned from the Civitan Acres location to a new service site located at 1728 Hearthsides Court in Chesapeake. The new setting is integrated and supports full access to the greater community. This includes expanding opportunities of integrated settings, increasing engagement in community life, and more control over personal resources in relation to the community.

Eggleston expanded its Community Engagement program to two new locations – Ingleside and the Wellness Center. This program allows small groups to spend most 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.



40 Employees
13,573.7 Hours
of Day Support Services



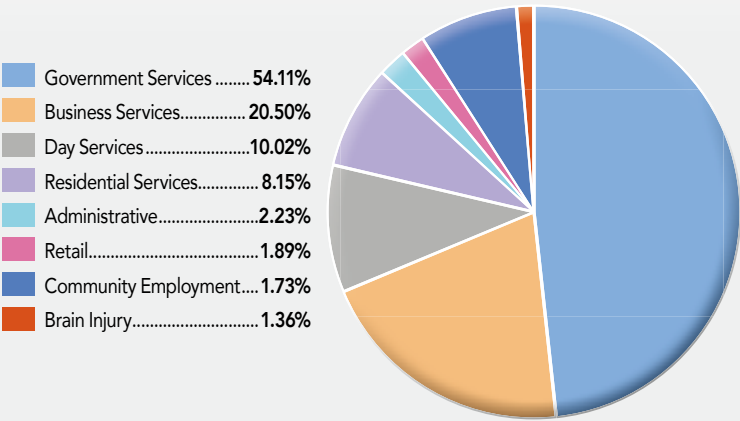
MEET CALEB!

Caleb Howard started at Civitan day support in March of 2021. He now participates in Eggleston's newest day support facility on Hearthsides Court in Chesapeake. He has also participated in Community Engagement services as well. Caleb can be shy but has come out of his shell since starting services with Eggleston and he is a friend to everyone he meets here. Caleb participates in the Special Olympics and won 2 gold medals this past June while competing in Richmond. Caleb also participates in a program called Arts and Inclusion Company where he performs in plays and musicals. He recently acted in The Sound of Music with this company. Caleb has also been selected to speak at the ribbon cutting for the new Hearthsides Day program this fall.

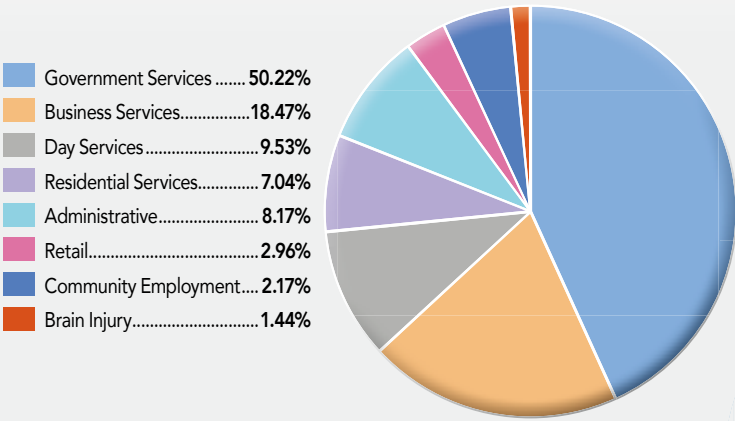


FINANCIALS

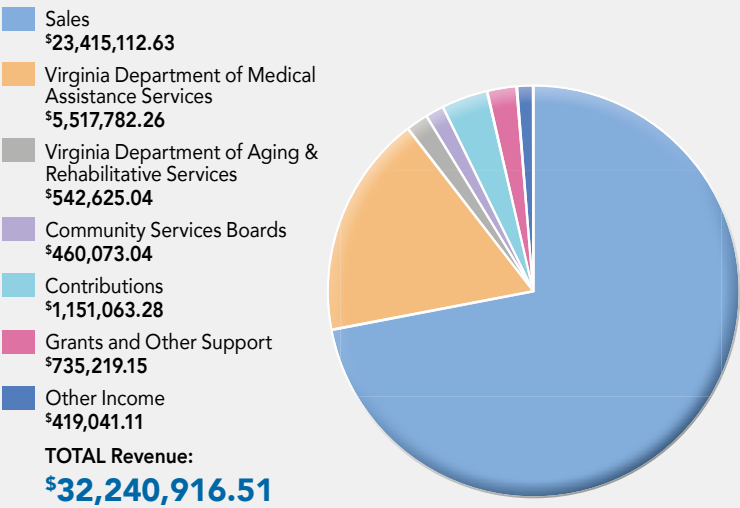
2023-2024 Percent of Revenue Total by Service Unit



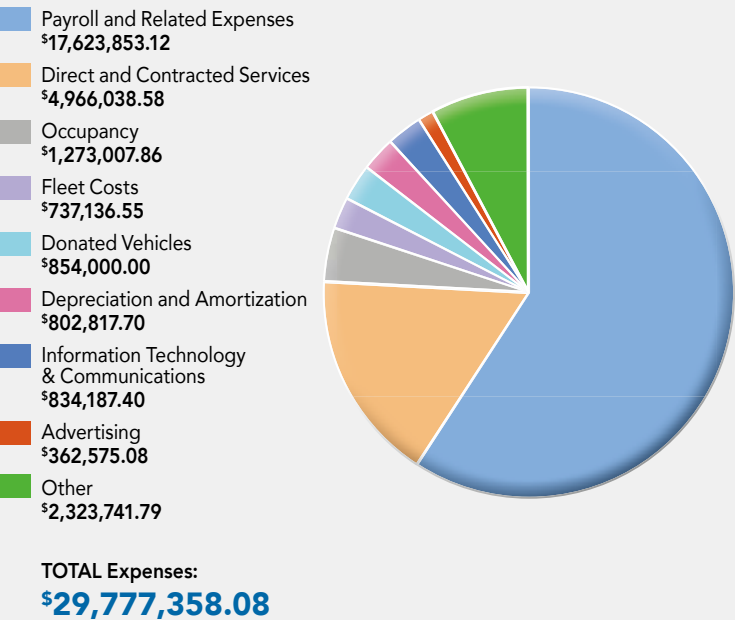
2023-2024 Percent of Expenses Total by Service Unit



2023-2024 Percent of Revenue by Funding Types



2023-2024 Percent of Expenses by Category



Over **1800** adults with disabilities served this year.

TRIBUTE TO JIM PARKER

Ever heard of ships called the *Torrey Canyon*, *Argo Merchant*, or *Amoco Cardiz*? How about *Exxon Valdez* and *Deepwater Horizon*? In VA and NC, you could add in the towns on the Eastern Shore, Yorktown, Reedville, Sandbridge, Fredericksburg and Nags Head (3 times)! You got it, they are all oil spills, some small and some massive, both local and from around the world. Between 1970-1990, at a rate of 70 major spills per year, the world's worst oil spills polluted waterways, beaches and wildlife, with precious little available to clean them up.

Usually nothing but straw, pitchforks and strong backs. And then a local Norfolk man had an idea.

Jim Parker stood in his dining room facing a group of teenagers. He was holding a chunk of polyurethane (a byproduct of carpet production).

"I want you all to rip this stuff apart, put it into bunches like ribbon pom-poms, and band it with rubber bands. I'm going to call it OilSnare." The group of teenagers looked quizzical. "What's it for?" they asked. "It's for cleaning up oil spills. Oh yeah, and I'll pay you to do it." And with those magic words, the ripping, fluffing and binding began. Within weeks teenagers all over Norfolk were ripping up the carpet byproduct on dining room tables and in basements. And soon, Eggleston itself would

appear on the scene to "do their bit" against the world's worst oil spill pollution disasters.

Jim Parker had a company, IMS, which responded to oil spills but saw how unsatisfactory straw and pitchforks were in the cleanup. The magic of OilSnare was that it was oleophilic (meaning it "loves oil") and one pound of it would pick up 60 lbs. of oil, something far beyond the holding capacity of straw. He attached to a very long rope, deployed by johnboat across a cove or riverway, and known as Snare on Rope, it could prevent oil from migrating further up or downstream. And once captured, oil skimmers, which were just then coming into existence, could retrieve the captured oil and pump it into containers. But the need for OilSnare soon outstripped the teenage workers, and so Jim called Eggleston!

Shortly after, if you were to walk by a big glass window on 20th St. and Colley Ave., you would look in and see a group of workers seated at machines, surrounded by (you guessed it) chunks of a carpet byproduct that, through this weaving magic, would create OilSnare (now patented in the US, Canada and England). Spools of red, blue, gold and green polyurethane ribbon spun around and around until large numbers of Oil Snare pompoms piled up on the workroom floor. The work staff of Eggleston became an integral part of making oil spill cleanup possible, locally and faraway.

Several years later, Jim Parker realized it would no longer be possible to outsource OilSnare production to either teenagers



or Eggleston's staff. The supply needs continued to grow, and required creating a separate business of its own, now known as Parker Systems, and included more complex custom-made and heavy-duty products like floating boom, permanent pier side boom, and turbidity curtains.

Eggleston continued to grow as well, diversifying into the many industries that occupy its staff now. It has been amazing to watch the Eggleston crew do everything from industrial laundry to car refurbishment. But in its earliest days, Eggleston was a gift to Jim Parker's companies, and more importantly, to the world's waterways at large.

This tribute was written by Jim's daughter, Grace Parker Tazewell, who lives in Historic Ghent in Norfolk, VA. Her parents left a charitable foundation in her care and she currently spends most of her time working as the liaison to many charitable causes including Eggleston. We will be forever grateful to Jim Parker, Graze Parker Tazewell and the Thistle Fund for their ongoing support.



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.



THE ROAD TO SEVENTY YEARS!

The year was 1955: rock and roll was bursting onto the scene,

Disneyland opened in Anaheim, and Lady and the Tramp was the #1 movie of the year...

And in August of 1955, the Tidewater Vocational Center (TVC) opened, with a vision to make a difference in the lives of individuals with disabilities by providing meaningful activities beyond home life experiences. Upon opening, TVC was serving seven individuals.

In 1975, local philanthropist Louise W. Eggleston, offered TVC the use of a larger building that she owned for a nominal rental fee with an agreement that after her death, TVC would own the building outright. After her passing that year, TVC renamed the building in her memory "the Louise W. Eggleston Center", now known as Eggleston. As Eggleston gears up to celebrate our 70th anniversary, we've grown from that initial seven individuals served, to more than 1800 individuals served today.

Now boasting 33 programs and 22 locations, Eggleston continues to grow and our footprint in Hampton roads continues to expand.

Throughout our almost 70 years, a constant has always been our mission of creating education, training and employment opportunities, and our vision of a community that values and engages the abilities of all persons, and endeavors to improve quality of life. The common thread has and will continue to be, the support of our donors and community engagement. Eggleston would not be where we are today without you, sharing a common passion with our mission and with our work.

Want to celebrate our 70th anniversary with us? Watch for news of our great events which includes topping off the year celebrating with our 70th Anniversary Gala! It will be an



incredible year of celebration, reflecting on our impact and springing forward as we continue making a difference!



Come along as we celebrate the ROAD TO 70 years!



COMMUNITY ENGAGEMENT

THANK YOU TO OUR VOLUNTEERS!



Eggleston relies on volunteers to advance our mission. Our volunteers are amazing, from helping with administrative tasks to stuffing packets for our annual OK5K, wrapping presents for our Angel Tree, or helping with events! Eggleston would like to say a special thank you to volunteer organizations including Mancon Inc., Insuperity, PRA Group, and the Breedon Company who continuously volunteer their time to help with our events. Thank you to each volunteer who has donated their time throughout the year to helping individuals with disabilities in Hampton Roads!



DAY OF CARING



Each September the United Way of South Hampton Roads hosts their annual Day of Caring. This event partners area non-profits with local businesses and service groups that want to give back to their community. Last year they had over 800 volunteers come together to complete over 50 projects. Eggleston was proud to partner with Imerys from Norfolk. Thanks to their hard-working volunteers, we were able to clear several years of debris and overgrowth of one of our properties in Portsmouth.



DEVELOPMENT EVENTS

In February, we held a Meet the Executives Event at the Botanical Gardens, to introduce the public to our executive team, and to engage with community leaders, board members, and donors. The development team also hosts Community Leaders Luncheon events throughout the year at our facilities to inform leaders about Eggleston. During these events, leaders learn about Eggleston's mission and create connections that benefit adults with disabilities in Hampton Roads. This is one of the many ways to get involved. If you would like to learn more about Eggleston and our mission, please contact our development team at development@egglestonservices.org.



Thank You.

Thank you to the following donors who made an annual campaign gift between July 1, 2023 and June 30, 2024. 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 or development@egglestonservices.org.

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Legacy Society

Eggleston Legacy Society 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 Brittmann*
 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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An Annual Report to the Community



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- Be a Sponsor
- Donate a Car
- Designate your United Way giving
- Volunteer with us for a day or consider joining a committee
- Subscribe, follow and share: Facebook, Instagram, LinkedIn and YouTube
- Stay informed by signing up for our email newsletter
- Use our services: shredding, landscaping, auto repair and more
- Shop at our Garden Center, Farmers Market, or Auto Auction
- Support and Attend Eggleston Events



Scan to Give Today!



757-858-8011
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Questions about giving: Contact Eggleston's Development office at 757-858-8011, development@egglestonservices.org or visit egglestonservices.org/donate/get-involved to give or learn more!