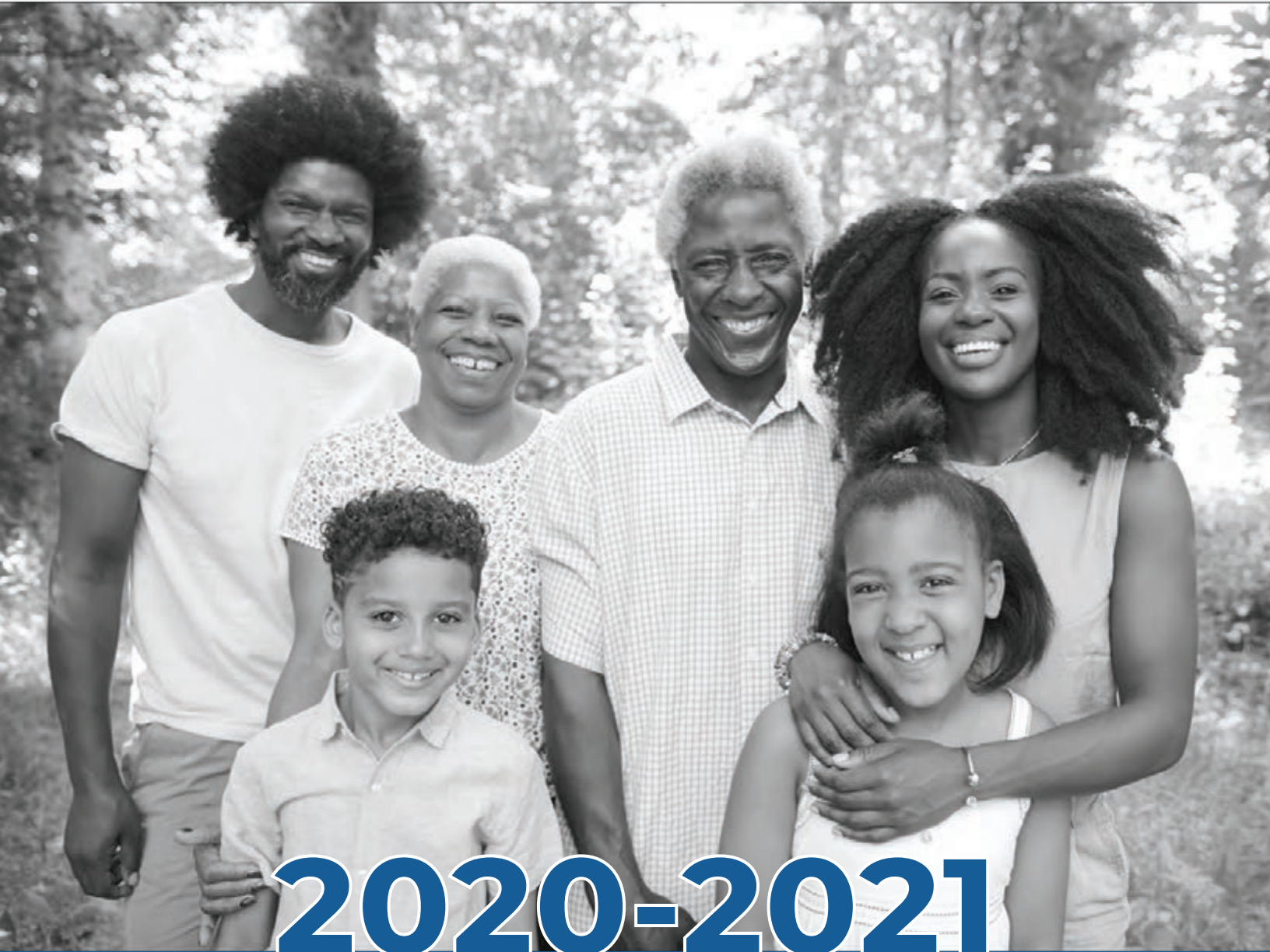




ANNUAL REPORT

RENEWING RECONNECTING RISING



WWW.HRCAPINC.ORG

MESSAGE FROM THE BOARD CHAIR & CEO

Dear Community Members:

Faced with unprecedented challenges over the past 12 months, the Hampton Roads Community Action Program (HRCAP) continued to provide optimum services to clients.

For 56 years, HRCAP has been on the forefront of fighting poverty in the Hampton Roads community with over 20 programs designed to create pathways to progress in the lives of men, women, and children.

Our Head Start programs serve over 1,300 children and their families on the Southside (Chesapeake, Portsmouth, and Norfolk) and the Peninsula (Newport News and Hampton). Our Veterans Services programs assist over 300 households, supporting with rehousing and preventative services, while also assisting with utilities, the purchase of household goods, home modifications for disabled veterans, and more. Many of our other programs provide crucial training for workforce development, financial literacy, housing, and re-entry from incarceration, to further our mission of eliminating poverty and supplying the tools for economic stability.

The dedication and commitment of our Board of Directors is commendable. A professional staff comprised of leaders who are devoted to the transformation of lives ensures the agency operates daily at an optimum level. We appreciate our community partners, sponsors, and contributors who invest in our programs and create pathways to opportunity.

We invite you to be a part of our mission to improve lives and mobilize resources that strengthen our communities. HRCAP will continue to make a difference with your support.



EDITH G. WHITE
Chief Executive Officer
HRCAP



VAN NOLAND
Board Chair
HRCAP

2020–2021 BOARD OF DIRECTORS

OFFICERS

VAN NOLAND, CHAIRPERSON
Wells Fargo Bank

ANGELA FUTRELL, IMMEDIATE PAST CHAIR
Southeastern Virginia Health System

XAVIER BEALE, 2ND VICE CHAIRPERSON
Newport News Shipbuilding

DELVIN PEEKS, TREASURER
Riverside Health System

CHARLENE CHRISTOPHER, VICE CHAIRPERSON
Councilwoman Mamie Johnson
City of Norfolk

SANDY STEWARD, SECRETARY
Langley Federal Credit Union

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Mayor Donnie Tuck
City of Hampton

ELVA WILLIAMS HUNT, PH.D. The
Williams Hunt Group

KRIS RARIG
Thomas Nelson (becoming Virginia
Peninsula Community College)

KIMBERLY FROST
Delegate Cliff Hayes
Chesapeake

COUNCILMAN DAVID JENKINS
City of Newport News

DARLENE D. M. WALKER National
Black Child Development Institute

HOPE HARPER
Vice Mayor James Gray City of
Hampton

REV. DR. TREMAYNE JOHNSON
Mayor McKinley Price
City of Newport News

SHIRLEY WILLS
Zel Technologies, LLC

ATTY. PHILIP HATCHETT
Kaufman & Canoles

TIFFANY LEGGETTE
Peninsula Policy Council

REV. DR. REGINALD WOODHOUSE
First Baptist Church Jefferson Park

MICHELLE LITTLE
Bank of America
Head Start Southside Policy Council

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EXECUTIVE STAFF

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Kevin D. Otey, Jr., Chief Operating Officer
Audrea J.W. Lambert, Chief Financial Officer
Shikee Franklin, Early Head Start/ Head Start Director
Terry L. Brown, Director of Administration

PROGRAM LEADERSHIP & OPERATIONS

Landis Faulcon, Strategic Initiatives Manager
Michele W. Grant, Director of Community Services
Andrea Moore-McDonald, Whole Family Approach Manager
Hermelinda Miller, Director of Education and Training
Chanell Paynter, Program Services Team Leader – Early Head Start/Head Start
Cynthia Randall, Support Services Manager
Thomas Sentz, Program Manager – Housing and Financial Literacy Services
Carl J. Shirley, Director of Planning and Evaluation
Earl Walker, Program Operations Team Leader - Early Head Start/Head Start
Yvette V. Young, Program Operations Director

MISSION

To improve lives by providing optimum services and mobilizing resources that strengthen our communities.

VISION

A strong, vibrant community where all citizens are self-sufficient and empowered.

PROMISE OF COMMUNITY ACTION

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

RENEWING OUR COMMITMENT TO ENSURING SELF-SUFFICIENCY

COMMUNITY CONVERSATIONS WITH ELECTED OFFICIALS

HRCAP hosted the Neighborhood Visit and Equity Roundtable Discussion with The Honorable Timothy M. Kaine, United States Senate, on July 7, 2020. Senator Kaine toured the Marshall-Ridley Place neighborhood in Newport News after the city received a HUD grant to help restore a part of the Southeast community.



GRAND OPENING & RIBBON CUTTING



HRCAP hosted a Grand Opening and Ribbon Cutting Ceremony on September 1, 2020 to unveil their new location in Hampton. The new facility expands HRCAP's footprint in the region to provide programs and services such as workforce development, emergency assistance, housing, and financial literacy counseling to residents in Hampton. In addition to opening the new facility, HRCAP also distributed more than 1,300 T-Mobile cellular tablets to families enrolled in the organization's Head Start and other educational programs to ensure students were properly equipped prior to the start of the virtual school year.

RECONNECTING WITH THOSE WE SERVE

Program Testimonials

Due to the COVID-19 pandemic, many programs and services were delivered virtually. HRCAP pivoted quickly to connect in new ways with individuals and families served.

WORKFORCE DEVELOPMENT

Diane Henry attended a workforce development workshop hosted by HRCAP in May 2021. She later interviewed for a role with a local restaurant and was hired on the spot! Additionally, Diane received a 30-day bus pass from HRCAP for transportation assistance in support of her new job. Unfortunately, soon after starting her new job, the restaurant closed its doors. However, Diane was able to use the skills she learned in the workshop to find another opportunity at a supermarket. Congratulations, Diane!

Lolita Lewis, Marshall-Ridley community member, graduated from HRCAP's Workforce Development program, a career readiness training program designed to help local residents maximize opportunities. She was recently hired as the administrative assistant for a new co-working space in the Newport News Choice Neighborhood Initiative (CNI) project area. The space provides a hub of resources and support for local entrepreneurs and small business owners. Congratulations, Lolita!

PROJECT DISCOVERY

Zeyad Farrag enrolled in HRCAP's Project Discovery program to learn more about preparing for, and enrolling in, college. He attended various workshops, visited colleges virtually, and received guidance and counseling from the Project Discovery staff. Zeyad is now a first-generation college student at the University of Virginia and has decided to major in Engineering. Congratulations, Zeyad!

Shahadah Meriwether enrolled in HRCAP's Project Discovery program for assistance with preparing for college and selecting a college that would be best for her. She has attended several campus visits and workshops and received assistance applying to Christopher Newport University (CNU) after she toured the campus with Project Discovery staff. She also plans to apply to other colleges including George Mason University, Virginia Commonwealth University, Virginia Union University, and Howard University. Wherever she ends up, Shahadah plans to major in Biology with the goal of attending medical school to become a doctor. Congratulations, Shahadah!

RECONNECTING WITH THOSE WE SERVE

PROGRAM TESTIMONIALS CONTINUED

HOUSING & FINANCIAL LITERACY

Asheena Garner came to HRCAP's Homeownership and Housing program through a referral from her family services specialist. HRCAP staff worked with Asheena to improve her credit score and employment options, leading to her prequalification for a home loan. Congratulations, Asheena!

TWO GENERATION WHOLE FAMILY APPROACH

In 2020, HRCAP launched the Two-Generation Whole Family Approach program (Two-Gen). The program currently serves 14 families with additional plans to recruit up to 20 families. Developed by the Aspen Institute, Two-Gen provides families with the support needed to become self-sufficient. Goal setting, personal coaches, training, individual development plans, supportive services, and special events are available to participating families. Since the program's inception, several families are already on their way to success. This year's highlights include the following:

- **Danita Watson** and her family received a car for transportation to complete daily tasks.
- **Veronica McCray** and her family received nearly \$3,000 in financial support for car repairs so that transportation is no longer a barrier.
- **Tanisha Brown-Green** and her family received financial planning assistance from Two-Gen coaches to help achieve her goal of opening a group home for teens. The coaches also connected Tanisha with the Hampton Roads Small Business Development Center for additional training, counseling, and other resources to support entrepreneurs and small businesses.

Congratulations to our Two-Gen program participants!

RECONNECTING WITH THOSE WE SERVE

PROGRAM TESTIMONIALS CONTINUED

VIRGINIA CARES

Governor Ralph Northam visited HRCAP to discuss the Virginia CARES restoration of rights program on March 19, 2021. This visit followed the governor's announcement that any Virginian released from incarceration will qualify to have their rights restored, even if they remain under community supervision. HRCAP provides Virginia CARES program participants with the tools and services they need for a smooth re-entry into the community, including counseling, emergency housing, food, clothing, and assistance with transportation and job leads.



VETERANS SERVICES

In honor of Veterans Day, HRCAP hosted a Drive-By Veterans Appreciation Luncheon on November 12, 2020. Veterans who attended received a free lunch, a gift card, and giveaways from Dominion Energy.

Michael Hale came to HRCAP for assistance after facing homelessness and adjusting back into the community after previous incarceration. After speaking with HRCAP staff, Michael learned that he qualified for the Supportive Services for Veteran Families (SSVF) program. He received counseling from a case manager, emergency housing, food, clothing, job leads, bus passes, a referral to HUD-VASH, and a referral to HRCAP's Virginia CARES program for help with re-entry after incarceration. Michael is now housed and employed and is grateful for all HRCAP's assistance.

"When I didn't have any clothing, they clothed me. When I didn't have any food, they fed me. When I didn't have a home, they housed me," Michael shared. "Every bit of it is appreciated. I'm grateful."

RISING ABOVE BARRIERS IN EDUCATION

EARLY HEAD START/HEAD START

The Head Start early childhood and preschool programs are for children up to age five and provide comprehensive services to children and families including health, education, nutrition, family services, mental health, disabilities, parent involvement, community-family partnerships, and transportation for children in specific areas. The Early Head Start program also provides specialized services to at-risk infants and toddlers (6 weeks to 3 years) of teens and parents who reside in southeast Newport News.

THIS YEAR'S HIGHLIGHTS INCLUDE THE FOLLOWING:

39,550

MEALS SERVED

7 MONTHS

OF VIRTUAL LEARNING AND

3 MONTHS

**OF IN PERSON INSTRUCTION
DURING THE COVID-19 PANDEMIC**



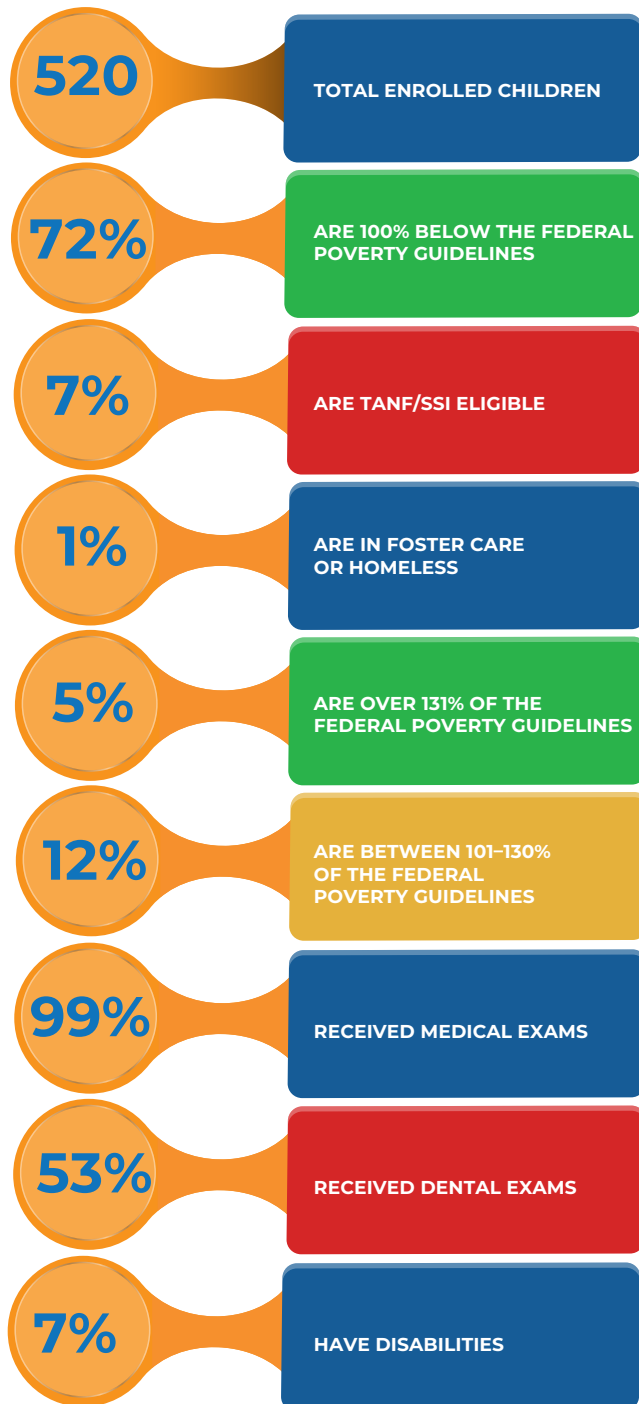
“My son and daughter attend Early Head Start and love the school. The teachers are great, and they’ve encouraged, supported, and assisted me through the referral process for my son to receive speech services. He is now speaking so well because of the therapy he is receiving. My Early Head Start Coordinator referred me to HRCAP’s Two-Generation program and as a result, I’ve received employment at HRCAP’s Aberdeen Pre-K as a Teacher’s Assistant. I know my children will be ready for the next chapter in our lives because they are a part of the HRCAP Early Head Start family. It has been a joyful experience for my family.”

— ALISHA COFFIELD -PITMAN, HEAD START PARENT

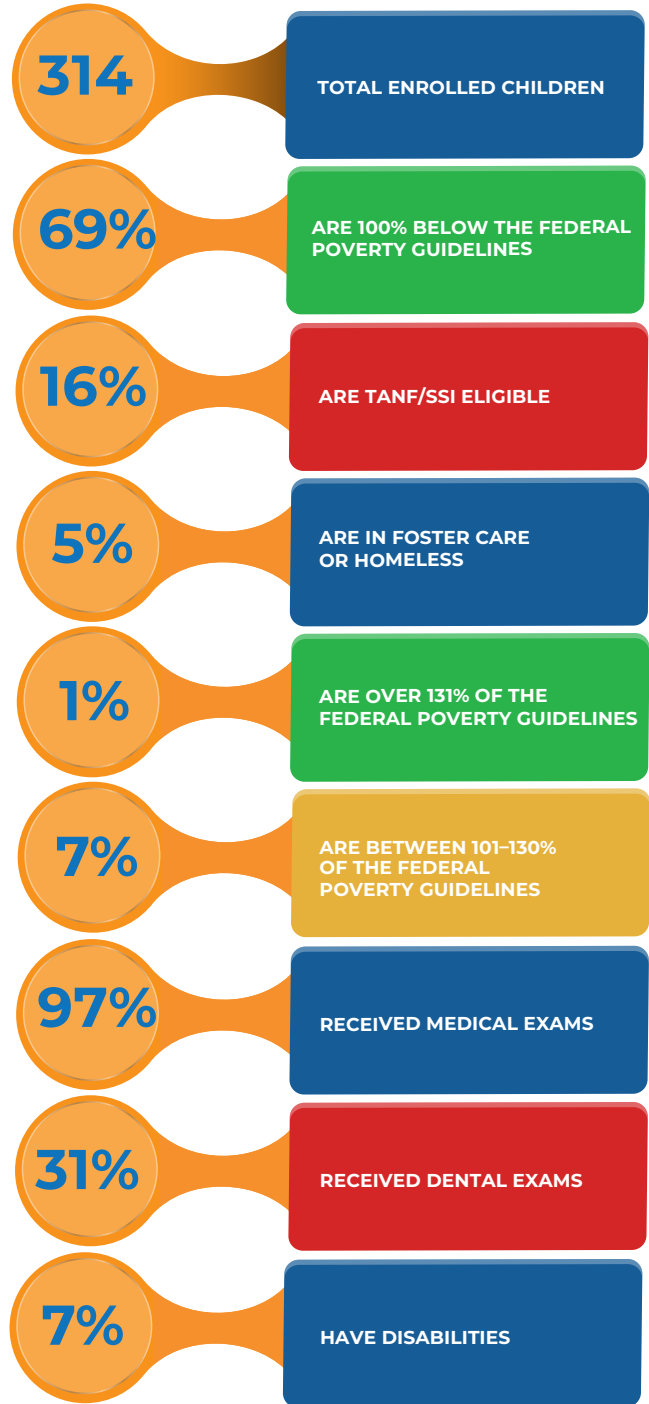
RISING ABOVE BARRIERS IN EDUCATION

CUMULATIVE HEAD START ENROLLMENT

SOUTHSIDE



PENINSULA



IMPACT REPORT

WORKFORCE DEVELOPMENT

102

PARTICIPANTS SERVED

89

PARTICIPANTS HIRED

\$14.50/Hour & \$30,160

AVERAGE HOURLY WAGE AND YEARLY INCOME

EDUCATION & TRAINING

Project Discovery

134

FAMILIES SERVED

\$37,500

AMOUNT OF
SCHOLARSHIPS GIVEN

10

NUMBER OF STUDENTS
WHO RECEIVED FREE LAPTOPS

52

NUMBER OF HIGH SCHOOL GRADUATES FOR PROGRAM YEAR

WITH **85–90%** ATTENDING COLLEGE IN FALL OF 2021

COMMUNITY SERVICES

VIRGINIA CARES

Number of Services Provided to Individuals **719**

Number of Individuals Housed **56**

SUPPORT SERVICES FOR VETERAN FAMILIES (SSVF)

Amount in Electric and Gas Utility Payments **\$100,000**

Veteran Households Receiving Dominion Energy Share Assistance **200**

Number of Services Provided to Individuals **402**

Veteran Households Receiving Rapid Rehousing **31**

HOMELESS SERVICES/CLEAN COMFORT

Customers Served **515**

Number of Laundry Services Provided **1,235**

Number of Services Provided **16,945**

IMPACT REPORT CONTINUED

HOUSING & FINANCIAL LITERACY

334

FAMILIES SERVED

77

NUMBER OF CLIENTS WHO RECEIVED COUNSELING SERVICES

257

NUMBER OF CLIENTS WHO PARTICIPATED IN EDUCATIONAL WORKSHOPS

100%

RATE OF CLIENTS WHO SUCCESSFULLY SAVED THEIR HOMES FROM FORECLOSURE THROUGH MORTGAGE ASSISTANCE APPLICATIONS

VITA TAX PREPARATION SERVICES

14

TAX PREPARATION SITES

1,912

TAX RETURNS COMPLETED

\$1,000,000

TAX REVENUE BROUGHT BACK INTO THE COMMUNITY

\$365,500

CLIENT SAVINGS

EMERGENCY SERVICES

\$2,865,176

RENT & MORTGAGE ASSISTANCE

\$83,151

UTILITY ASSISTANCE

\$7,331

FOOD PROGRAM ASSISTANCE

878

NUMBER OF FAMILIES SERVED

YOUTH SERVICES (ABERDEEN PRE-K INITIATIVE)

41

FAMILIES SERVED

2,761

NUMBER OF EDUCATIONAL SERVICES PROVIDED

2,149

MEALS PROVIDED

369

BOOKS PROVIDED

2021 *Virtual* COMMUNITY BUILDERS AWARDS

The Community Builders Awards Dinner is HRCAP's annual fundraiser to support the organization's 20 programs that reach 12,000 students, parents, and clients across the Hampton Roads region. Due to COVID-19 this year's event was held virtually through a live stream event.



Thank You

NAOMI T. LEWIS, Auctioneer

JESSICA LANCHE, Host

THOMAS NELSON COMMUNITY COLLEGE, Watch Party Host

PLANNING COMMITTEE LEADERSHIP:

LISA PENNYFEATHER, 2021 CHAIR - Commercial Banker, Vice President, Truist Bank

ALEXIS SWANN, 2021 HONORARY CHAIR - President of TowneBank Williamsburg/Peninsula

DWAYNE BLAKE, 2020 HONORARY CHAIR - Corporate Vice President of Investor Relations for Huntington Ingalls Industries (HII)

J.D. MYERS, 2019 HONORARY CHAIR - Senior Vice President and Region Manager, Cox Communications in Virginia

2021 *Virtual* COMMUNITY BUILDERS AWARDS

Congratulations
**TO THE
AWARD RECIPIENTS!**



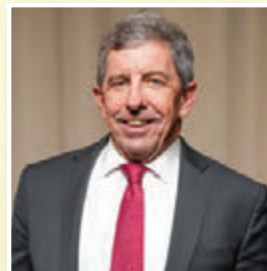
BONITA BILLINGSLEY HARRIS
Regional Policy Director
Dominion Energy



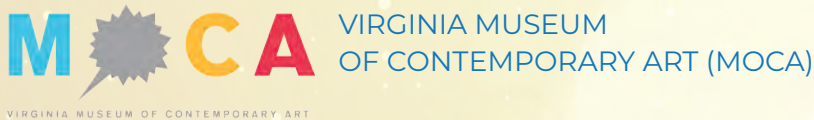
ANGELA FUTRELL
CEO
Southeastern Virginia
Health System (SEVHS)



MARK A. JOHNSON
Vice President
Community Development Manager
Truist Bank

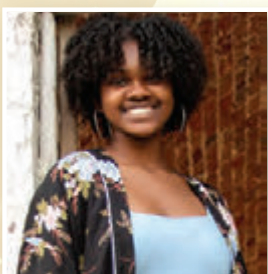


BOB MCKENNA President/
CEO
Virginia Peninsula Chamber
of Commerce



BANK OF AMERICA

YOUTH LEADERSHIP AWARDS



MORGAN GROSS
Senior at Menchville
High School



JORDAN MOODY
Senior at Woodside
High School

AGENCY DONORS

THANK YOU TO OUR SUPPORTERS!
(PLEASE VISIT HRCAPINC.ORG FOR COMPLETE LIST OF DONORS.)

\$750,000+

U.S. Department of Health and Human Services
U.S. Small Business Administration
Virginia Department of Social Services
Virginia Department of Veterans Services COC

\$250,000+

Virginia Housing
Virginia Transit Association

\$100,000+

City of Newport News
U.S. Department of Veterans Affairs
Hampton City Schools
Virginia Cares
Virginia Early Childhood Foundation

\$50,000+

City of Hampton
Internal Revenue Service
Newport News Redevelopment
and Housing Authority
Project Discovery of Virginia
United Way of the Virginia Peninsula
Virginia Department of Health
Wells Fargo Foundation

20 Pearls Foundation, Inc.
A. Rohm, Smith & Company
AARP
ACCD Leonard Brown Jr.
Advancing Community Excellence
Advantage Business Strategies, Inc.
Alexis Swann
Alphonso & Susan Dale
Alphonso Young
Angel Nelson
Angela Futrell
Angela Jenkins
Anonymous Donors
Ardath Jackson
Atlantic Bay Mortgage Group, LLC
Atty. Phil Hatchett
Audrey Settle
Barbara Smith
Bay Electric Co., Inc.
BayPort Credit Union
Bessie Brown Willis
Bianca Wright
Brenda Hayspell
C. Waldo Scott Center for H.O.P.E.
Candi Rhoads
Carl Shirley
Carmen Adams
Carmen Kelly
Carolyn Russell
Casey Roberts
CC Consulting
Charlene L. Christopher
Chris Snead
City of Newport News City Manager
City of Newport News Director of Finance
Claudette Flyth
Councilman David Jenkins
Councilman Marcellus Harris
Crystal Bright
Crystal Rainey
CSM Custom Solutions, Inc
Cynthia C. Rhone
Cynthia Downs-Taylor
D.K. Adams
Dan Lou America Corp
Darlene D.M. Walker
Deborah Walker
Delvin Peeks
Denise Wright
Diana T. Moody
Donnie Tuck, Mayor, City of Hampton
Dorothy Dickerson-Etsobi
Earl Walker
Elizabeth D. Page
Elva Williams Hunt, Ph. D.
Emmanuel Baptist Church
Eugene W. Johnson
Foodbank of Virginia Peninsula

\$20,000+

Anthem
Bank of America Corp.
Dominion Energy Charitable Foundation
Riverside Health System
Virginia Community Action Partnership
TowneBank
Truist Bank

\$15,000+

Cox Communications
Huntington Ingalls Industries
Langley Federal Credit Union
Sentara Health Foundation

\$10,000+

Virginia Community Action Partnership

Up to \$999

Garnell Scott
Gary Artybridge
Gloria Jones
Golden H. Bethune-Hill
Gospel Light United Holy Church
Hampton-Newport News Community Services Board
Hampton University
Harold Gilbert
Herbert Bateman
Hope Harper
Hornsby Tire & Service Center
Iris W. Branch
Jajuan Mabry
James Gray, Vice Mayor, City of Hampton
James Schuyler
Dr. James Wormick
Jean Galliano
Jennifer Levier
Jessica Hensler
Jill Davis
John F Biagas
Joyce Lee Phelps
Juanita Tucker
Julie Greene
Karen Joyner
Kenya Sikes
Kimberly Lovett
Kimberly Stokes
Kris Rarig
Lagail Crews-Love
Lamin Hanna
Larry L. Orie
Lasanya Braxton
Lavar Reynolds
Leila Shirley, Ph.D.
Leshia Sorrell
Linh Pham
Lorenzo Barner
Mamie Locke, Senate of Virginia
Mardeith Stark
Marvin Harris
McKinley L. Price, Mayor, City of Newport News
Michael Danehy
Michael Steward
Michele Grant
Michelle Little
Mid-Eastern Athletic Conference
Monique Moore-McDonald
Monique Ricks
Nannie Davis-Holley
Natale Ward Christian
National Black Child Development Institute
National Council of Negro Women
Network for Good
Neva Beierle
New Beech Grove Baptist Church
Nichelle McNeil
Odessa Ochoa
Olivia Dabney
Patricia Goodman
Patricia Parker
Patricia Taylor
Paul M. Danehy & Shelly Simonds
Peninsula Agency on Aging, Inc.
Peninsula Institute for Community Health
Penny Christopoulos
Professional Development Teaching Strategies
Providence Baptist Church

\$5,000+

Hampton Roads Associates, LLC
Hampton Roads Community Foundation
Hampton Roads Ventures, LLC
Marsh McLennan Agency
PayPal
Pearson Toyota
Peninsula Community Foundation
Sysco Corporation

\$2,500+

Anonymous
Cary's Baptist Church
Dollar Bank
Edith G. White
Enterprise Holdings Foundation
First Baptist Church Jefferson Park
Hampton Roads Workforce Council
Ivy Baptist Church
Kaufman & Canoles
Kevin D. Otey, Jr.
Dr. Maureen Serem
Starwood Retail Partners
United Healthcare
Walmart

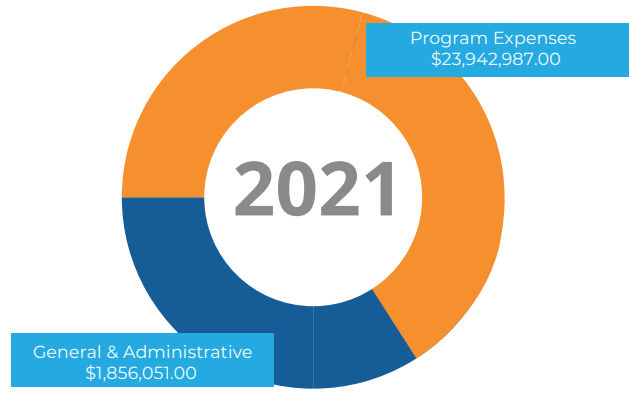
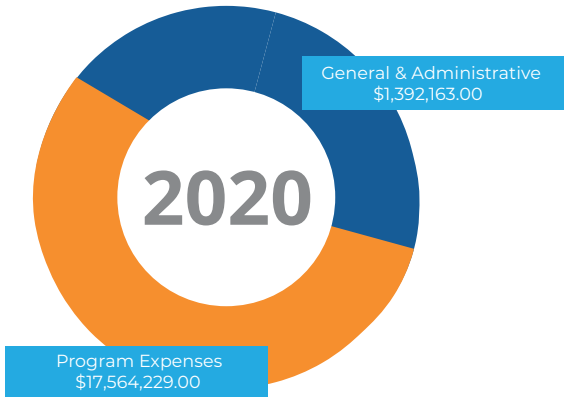
RAMA
Rebecca Butler
Reginald Lee Sutton
Rev. Dr. Lawrence L. Willis
Rev. Dr. Reginald Woodhouse
Riverside Hospital Services
Robert Ayers
Ronald Solomon
Sandy Steward
Sharon Jones
Sharon Patrick
Sharon Nicley
Sheila Hill
Shell Fisher
Shelly Simonds
Sherrae Rose
Sherrie Rollins
Shikee Franklin
Shirley Amerson
Sinclair B. McCracken MD, PC
Smith Bros. Enterprises, Inc.
Sohela Pirzadeh
Sonya Daniels
Southeastern Virginia Health System
Stephanie Johnson
Takiyah Monrose
Tamika Jackson
Tasha Moss
Teresa A. Jones
Teria Uzzle
Terri Francis
Terri Jones
Terry L. Brown
Terry Watford-Lee
The Benevity Community Impact Fund
The Friends of Steve Brown
The Williams Hunt Group
Theresa A. Macklin
Theresa Rohm, CPA, P.C.
Tiffany Buffaloe
Councilwoman Tina Vick, City of Newport
News Tonya Murphy
Tora Cezard-Pelmar
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United Way of South Hampton Roads
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Vidal Dickerson
Wanda Pierre
Warren Fraier
William Massey
Dr. Willard Maxwell
Wilma C. Jones
W.M. Jordan Company
Yvette V. Young
Zavier Beale
Zel Technologies, LLC
Zeta Phi Beta Sorority, Inc.
Educational Training and Consulting Service, LLC

FUNDING & EXPENSES

TOTAL REVENUE 2021

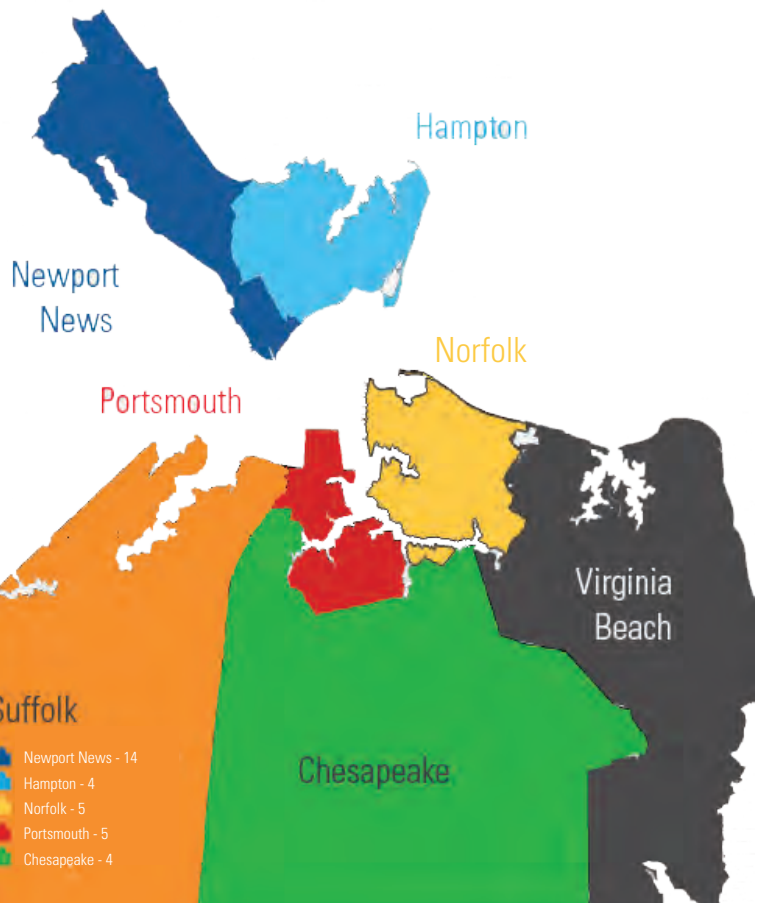
Local.....	\$579,734.00
Federal.....	\$19,717,241.00
In-Kind.....	\$1,656,306.00
Private.....	\$2,417,548.00
State.....	\$518,261.00
Other.....	\$909,948.00

PROGRAM & SUPPORT EXPENSES:



93% OF FUNDS GO DIRECTLY TO SERVICES

7% GO TO ADMINISTRATIVE COSTS



Hampton Roads - Area: 3,730 mi²

NEWPORT NEWS

Population: 186,247
Poverty Level: 15.3%
Unemployment Rate: 9.1%
Homeownership Rate: 48.9%

CHESAPEAKE

Population: 249,422
Poverty Level: 8.6%
Unemployment Rate: 6.2%
Homeownership Rate: 71.4%

HAMPTON

Population: 137,148
Poverty Level: 15.2%
Unemployment Rate: 9.1%
Homeownership Rate: 55.7%

SUFFOLK

Population: 94,324
Poverty Level: 10.4%
Unemployment Rate: 6.9%
Homeownership Rate: 68.7%

PORTSMOUTH

Population: 97,915
Poverty Level: 16.8%
Unemployment Rate: 10.8%
Homeownership Rate: 55.0%

VIRGINIA BEACH

Population: 459,470
Poverty Level: 7.3%
Unemployment Rate: 5.9%
Homeownership Rate: 63.7%

NORFOLK

Population: 238,005
Poverty Level: 18.7%
Unemployment Rate: 9.3%
Homeownership Rate: 43.4%

Source: US Census Bureau 2020 estimate, U.S. Bureau of Labor Statistics



Hampton Roads Community Action Program

Maximizing Opportunities & Transforming Lives

STAY CONNECTED

DOWNING GROSS CULTURAL ARTS CENTER
2410 WICKHAM AVENUE
NEWPORT NEWS, VA 23607
757.247.0379

WWW.HRCAPINC.ORG

   @HAMPTONROADSCAP



**DOWNLOAD
OUR APP!**

