



Junior
Achievement®
of Southwest Virginia

3433 Brambleton Ave SW, Suite 202 B
Roanoke, VA 24018
www.jaswva.org



ANNUAL REPORT

2019-2020



THANK YOU

Hello JA Friend,

This past year unlike any other in present day history has challenged our routine work and life habits. Despite the many changes JA is still here to provide students the programs and foundation that level the playing field, and the equipment and skills that change the game. JA has embraced innovation to stay in the virtual school setting by pivoting from traditional classroom kit materials to digital resources. JA program volunteers help young people have conversations about eliminating financial anxiety and adjusting to the flux in the job market. JA students in either virtual or in person classes are learning about transferable skills that help them explore careers that match their academic strengths.

JA and local educators are witnessing the need to stop the cycle of poverty and empower young people to succeed in the global economy. The social and psychological well-being of generation Z are underpinned by financial well-being. That's why JA is helping build financial equity and equitable opportunities—to the benefit of every student, our community, and our world.

Every day you work hard to succeed. To contribute. To win. To give back. You know what matters and you know what it takes. Perseverance. Resiliency. Experience. Your experience and gifts ensure that Junior Achievement of Southwest Virginia offers these same lessons to each and every student in our area.

Perseverance: At Junior Achievement we provide experiential learning that promotes financial freedom.

Resiliency: Entrepreneurship characteristics show students how they can take control of their future.

Experience: Work readiness to help students with real life lessons to get on the road to career fulfillment resulting in a pipeline of workers ready to hit the ground running.

Thank you for being a JA supporter and giving our youth the opportunity to prepare for a life of success. Let's keep working together to positively change the future, one life at a time.

Persevere,

Katherin A. Elam

President,

Junior Achievement of Southwest Virginia

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TOGETHER WE WILL ENDURE

Junior Achievement is committed to activities that spur economic development through economic mobility.

- The initiative seeks to put JA's curriculum and resources into more households that otherwise would not have access to education, encouragement, and community mentorship.
- The JA network will more deliberately build a diverse talent pipeline that reinforces individual and corporate connections to the community and its needs.
- Enhancing family economic mobility.

IMPACT OF COVID-19

- Two weeks of shutting down schools and places where large groups gather led to four months of stay at home orders.
- Masks will become a part of our wardrobes.
- Education standards are forever changed.
- Hope for a vaccine!

| Severe Impact | | | | | |
|-----------------------------------|---------------------|------------------------------|---------------------------|-------------------|-------------------------|
| | REGIONAL EMPLOYMENT | REGIONAL SHARE OF EMPLOYMENT | STATE SHARE OF EMPLOYMENT | % DECLINE | # DECLINE |
| Hospitality and Entertainment | 16,087 | 9% | 10% | 52% to 85% | 8,300 to 13,700 |
| Repair, Personal, Home Svc. | 4,909 | 3% | 3% | 33% to 60% | 1,600 to 3,000 |
| Employment, Admin, Support Svc. | 8,860 | 5% | 6% | 20% to 40% | 1,800 to 3,500 |
| Real Estate and Leasing | 2,260 | 1% | 2% | 25% to 40% | 600 to 900 |
| Retail Trade | 18,185 | 11% | 9% | 15% to 28% | 2,700 to 5,100 |
| Transportation & Warehousing | 8,269 | 5% | 3% | 15% to 26% | 1,200 to 2,100 |
| Total Severe Impact | 58,570 | 34% | 33% | 28% to 48% | 16,300 to 28,300 |
| Moderate Impact | | | | | |
| | REGIONAL EMPLOYMENT | REGIONAL SHARE OF EMPLOYMENT | STATE SHARE OF EMPLOYMENT | % DECLINE | # DECLINE |
| Social Assistance | 3,391 | 2% | 4% | 10% to 20% | 340 to 700 |
| Construction | 10,040 | 6% | 6% | 10% to 18% | 1,000 to 1,800 |
| Information | 1,347 | 1% | 2% | 10% to 15% | 135 to 202 |
| Waste Management | 274 | 0% | 0% | 8% to 15% | 20 to 40 |
| Finance and Insurance | 5,776 | 3% | 3% | 10% to 15% | 580 to 860 |
| Natural Resources and Energy | 1,826 | 1% | 1% | 10% to 13% | 183 to 238 |
| Professional and Business Service | 12,873 | 8% | 12% | 10% to 12% | 1,287 to 1,544 |
| Manufacturing | 17,380 | 10% | 6% | 5% to 10% | 870 to 1,700 |
| Total Moderate Impact | 52,907 | 31% | 34% | 6% to 9% | 3,100 to 4,600 |
| Lowest Impact | | | | | |
| | REGIONAL EMPLOYMENT | REGIONAL SHARE OF EMPLOYMENT | STATE SHARE OF EMPLOYMENT | % DECLINE | # DECLINE |
| Healthcare | 22,161 | 13% | 7% | 2% to 10% | 440 to 2,216 |
| Educational Svc. | 2,748 | 2% | 2% | 5% to 8% | 137 to 220 |
| Wholesale Trade | 7,281 | 4% | 3% | 3% to 5% | 218 to 364 |
| Nonprofit Organizations | 4,148 | 2% | 2% | 3% to 5% | 125 to 200 |
| All Other | 329 | 0% | 0% | 1% to 2% | 3 to 7 |
| State and Local Government | 18,585 | 11% | 12% | 2% to 4% | 370 to 740 |
| Federal Government | 3,890 | 2% | 8% | 0% | 0% |
| Total Low Impact | 59,142 | 35% | 34% | 1% to 3% | 860 to 1,540 |

Source: VEDP Analysis with regional employment from Chmura Jobs EQ.



IF YOU DON'T GIVE, WHY SHOULD OTHERS?

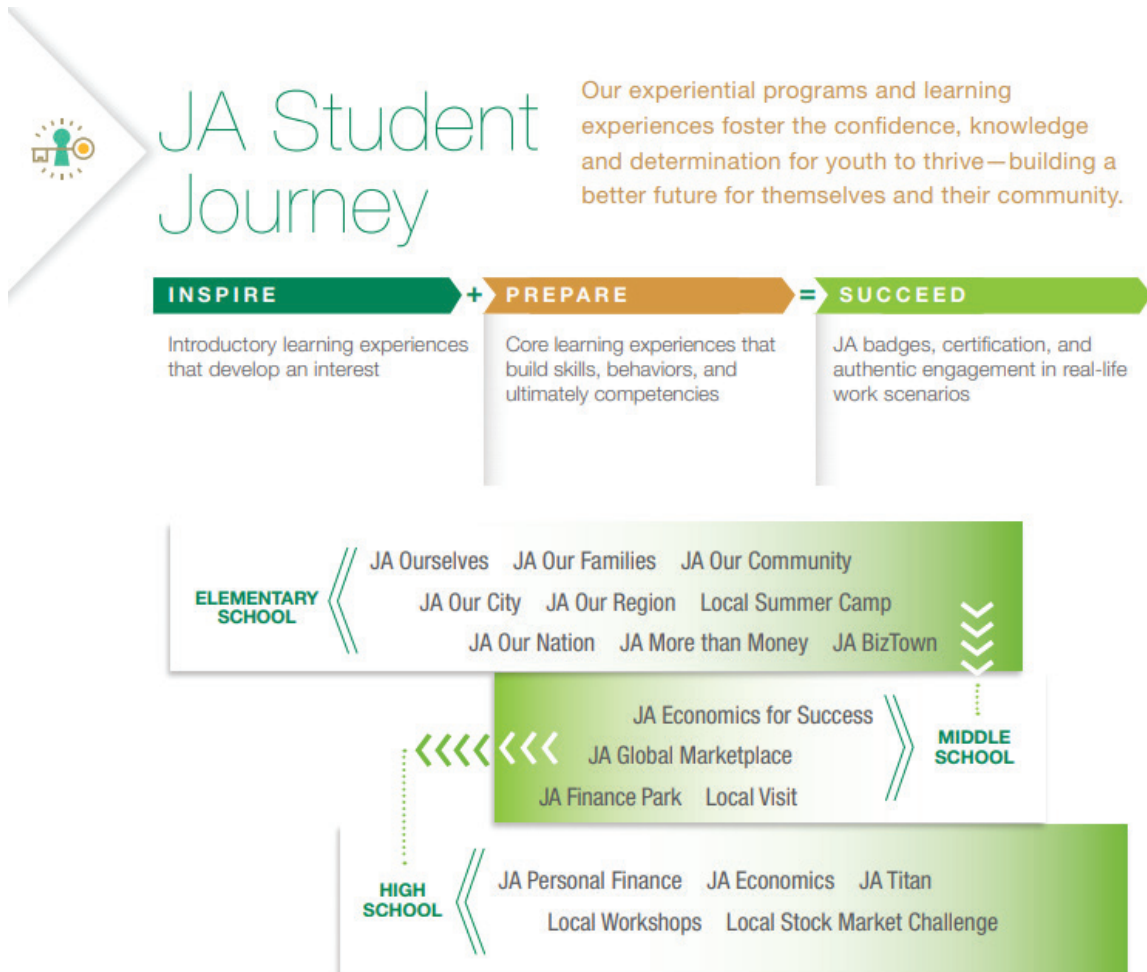
MISSION ACCEPTED

**2019-2020 - EYES ON THE JA PATH TO
ECONOMIC SUCCESS**

JA PATHWAYS

What we do best

A JA Pathway is a continuum of progressive learning experiences, each inspiring, preparing, and ultimately enabling students to acquire and demonstrate the competencies needed to be financially capable, work and career ready, and/or entrepreneurially minded.



THOMAS L. ORR II “PETE”

Taken from us September 10, 2019

- » The Orr Family has asked gifts be made in Pete’s memory to JASWVA
- » Total Contributions: \$8,000
- » Golf Tournament for 2020 named JA Par for the Kids Pete Orr Golf Tournament



2020 PAR FOR THE KIDS PLAY FOR PETE MEMORIAL (FROM 5/19 TO 8/11)

- » \$800 team registration
- » \$200 hole sponsorships
- » \$200 individual
- » Auction items are needed.
- » Lunch provided at 11:30
- » Shotgun start 1pm
- » Roanoke Country Club



Junior Achievement
of Southwest Virginia

**PETE ORR MEMORIAL
GOLF TOURNAMENT**
August 11 • Roanoke Country Club

Contests • Prizes • Silent Auction • Awards Reception

Join us on August 11 for Junior Achievement's 27th Annual Par For The Kids Golf Tournament as we honor the memory of JA board member, Pete Orr.

Help our young people gain the skills they need for their tomorrows. With your participation, Junior Achievement can provide the tools, resources, and support to do this.

Sign up your team today at jaswva.org!

Please remember to bring and wear a protective face mask and practice social distancing at the tournament.

PARTY IN THE ALLEY - FEBRUARY 2020

- » This was the 31st year of bowling
- » First time we added week nights for our bowlers
- » Sponsorships are key to this event
- » T-shirt Sponsor: Carilion
- » Lane Sponsor: Cundiff/Kfire
- » Sign Sponsor
- » 300 Bowlers Participated



JA LEADERSHIP BREAKFAST



MARCH 4, 2020



- » Kent Greenawalt, Chairman and CEO of Foot Levelers, showed us the “urgency of a deadline” when he drove a gift-matching campaign for up to \$25,000 within 72 hours for the 2020 JA Leadership Breakfast.

2019 SW VIRGINIA BUSINESS HALL OF FAME



SETTING A NEW STANDARD

- » Record breaking sponsorships and attendance.
- » Leadership of Autumn Visser

PAST SW VIRGINIA BUSINESS HALL OF FAME HONOREES

| | | |
|--|---|--|
| G. Frank Clement (1990) Shenandoah Life Insurance Co. | Sam Mc Neil (2001) Blue Ridge Public Television | Dr. Raymond Smoot (2012) VT Foundation |
| Junius Blair Fishburn (1990) 1st Natl Exchange Bank/ Rke Times | Tom Robertson (2001) Carilion Health System | George B. Cartledge, Jr. (2013) Grand Home Furnishings |
| Robert "Race Horse" Hall Smith (1990) Norfolk & Western Railway Co. | Walter Rugaber (2002) Roanoke Times | Donald E. Lorton, Sr. (2013) Carilion Clinic |
| George B. Cartledge, Sr (1991) Grand Piano and Furniture Co | Garnett Smith (2002) Advance Auto | Nancy Howell Agee (2014) Carilion Clinic |
| John P. Fishwick (1991) Norfolk & Western Railway Co | Jim Arend (2003) Atlantic Mutual Insurance | Abney S. Boxley, III (2014) Boxley Construction |
| Sigmund E. Davidson (1992) Davidson's | Alvin Fink (2003) Fink's Jewelers | Bruce Farrell (2015) Berglund Management Group |
| Arthur Taubman (1992) Advance Auto Parts | Regine Archer (2004-2005) Blue Ridge Beverage Co. | Jim Wade (2015) Advance Auto Parts |
| Horace G. Fralin (1993) Fralin & Waldron, Inc | John Vaughan (2004-2005) Appalachian Power | Kent Greenawalt (2016) Foot Levelers |
| S. Lewis Lionberger, Sr. (1993) Lionberger Construction | T.A. Carter, Jr. (2006) Architect & Developer | Ronald Willard (2016) Willard Properties |
| J.W. "Bill" Davis (1994) Dr. Pepper Bottling Companies of VA | Fredrick Krisch Shaftman (2006) BellSouth Communications | William Lemon, Sr. (2017) Martin, Hopkins & Lemon |
| John W. Hancock, Jr (1994) Roanoke Electric Steel Corp | John "Jack" Lanford (2007) Adams Construction | Susan Still (2017) HomeTown Bank |
| William R. Battle (1995) Shenandoah Life Insurance Co. | Stanard "Stan" Lanford, Jr (2007) Lanford Brothers Company | Nathaniel L. Bishop (2018) Jefferson College of Health Sciences |
| Gordon C. Willis (1995) Rockydale Quarries | David R. Goode (2007) Norfolk Southern Corp | Vinod Chachra, PhD (2018) VTLS, Inc |
| Edward H. Ould (1996) First National Exchange Bank | Billy Branch (2008) Branch Management Corp | Dr. Cynda Johnson (2019) VTC School of Medicine |
| Robert W. Woody (1996) Nelson-Roanoke Hardware | Lorinda "Rindy" Lionberger (2008) Lionberger Construction | James R. Smith (2019) Smith-Packett/ Wessex Capital |
| E. Cabell Brand (1997) Stuart McQuire | Samuel L. Lionberger, Jr. (2008) Lionberger Construction | |
| Carter L. Burgess (1997) Corporate Director | Spencer Frantz (2009) Graham-White Manufacturing | |
| Warner Dalhouse (1998) Dominion Bankshares | Claudia Whitworth (2009) The Roanoke Tribune | |
| Nick Taubman (1998) Advance Auto Parts | T. Marshall Hahn (2010) Virginia Tech/ Georgia-Pacific | |
| Caldwell Butler (1999) Congressman | Anna Logan Lawson (2010) Hollins University/ Valley Bank | |
| Lawrence Hamlar (1999) Hamlar-Curtis Funeral Home | Leon Harris (2011) KelTech Inc. | |
| Elizabeth Bowles (2000) Bowles Bakery | John Williamson (2011) Roanoke Gas Company | |
| Paul Torgersen (2000) VA Tech University | W. Heywood Fralin (2012) Medical Facilities of America | |



JUNIOR ACHIEVEMENT SOUTHWEST VA BY THE NUMBERS

AWARENESS

- » There is a need to increase public speaking opportunities
- » WFXR coverage of Business Hall of Fame, educational materials, and Challenge grant/ One radio spot that ran for one week to promote back to school.
- » Roanoke Times – golf ads
- » Addition of contract work by Chris Dodd/PR practitioner

STUDENT IMPACT

- » Radford High School: Personal Finance JA in a Day (45 students)
- » Radford John Dalton Middle the 8th grade JA It's My Future! (120 students) And same program for Salem's Andrew Lewis Middle School 7th graders. (130 students)
- » Roanoke City-wide 3rd grade OUR CITY (700) and 7th grade JA Finance Park Virtual (900)
- » Loss of 2,000 students due to COVID-19 at least 1000 from the JA Our Families program for Roanoke City first grade registered 3,780 students for the 2019-20 school year.

BOARD RELATIONS

- » There has been 40 board members this year and a pool of candidates maintained and courted by our committee.
- » Now we must regretfully say good-bye to two members of this committee as they retire effective June 30. Rick Pevarski and Coy Renick

FINANCIAL STABILITY

- » The funding and finance committee has been instrumental in establishing our new pension services, adding health benefits and evaluating the PPP.
- » The close of this financial year balance looks like times before the 2008 recession.
- » Our revenue generation needs to be more orchestrated, and expenses flat

TECHNOLOGY

- » Thanks to the gift of four laptops and work done by Barry Bryant of Kodiak Computers JA was prepared to use the cloud and work remotely when the pandemic struck.

OPERATIONS

- » 63 years of operation on July 19, 2020
- » 10 Year Operations Agreement approved for July 1, 2020 – June 30, 2030



JUNIOR ACHIEVEMENT SOUTHWEST VA DIVERSITY, EQUITY AND INCLUSION STATEMENT

- » We are dedicated to providing a positive, enriching learning experience free of bias. Junior Achievement welcomes K-12 students, volunteers and potential staff regardless of race, religion, age, gender, national origin, disability, sexual orientation or any other legally protected characteristic.



JUNIOR ACHIEVEMENT SOUTHWEST VA

2019-2020 ANNUAL INVESTORS

\$25,000 and Up

Kent Greenawalt
Wells Fargo

\$20,000 - \$24,999

Truist/SunTrust/BB&T

\$15,000 - \$19,999

Branch Group, Inc.
Carilion Clinic
TMEIC Corporation

\$10,000 - \$14,999

American National Bank
T. Douglas McQuade
Smith/Packett

\$5,000 - \$9,999

Allstate Insurance Company
Foot Levelers, Inc.
KelTech, Inc.
Leon Harris
Medical Facilities of America
Raleigh Court Presbyterian Church
Roanoke City Public Schools
Virginia Tech Foundation

\$2,500 - \$4,999

Adams Construction Company
Advance Auto Parts
Allstate Corporation, The
Regine Archer
Atlantic Union Bank
CFF
Corning, Inc.
Cox

Grand Home Furnishings
Farrell Foundation
Spencer Frantz
KPMG LLP
Luna, Inc.
Pinnacle Financial Partners
Radiant Physics, Inc.
Roanoke Gas Company

Steel Dynamics Roanoke Bar
Division
Virginia Varsity Transfer & Self
Storage
Virginia Tech Carilion School of
Medicine
WFXR/WWCW

\$1,000 - \$2,499

Action Personnel, Inc.
Allstate CyberGrants
American Healthcare, LLC
Arevo Group
Jeanne Armentrout
Boxley
Brown Edwards and Co., LLP
CMR Institute
Cynda Johnson
Dean Lipscomb
Delta Dental of Virginia
Diane Strickland
Katherin A. Elam
Michael Elam
Morris A. Elam Limited

Partnership
Encore Capital Group
First Citizens Bank
Friendship Retirement
Community
Hollins University
Kroger Company
Lanford Brothers Co., Inc.
Stanard F. Lanford
Samuel & Lorinda Lionberger
William J. Lemon
Marsh & McLennan Agency -
Roanoke
Member One FCU
Midsummer Wealth

Management
Tony Morrison
New River Electrical Corp.
Newbern Foundation
Pepsi Beverages Company
Roanoke Valley Mopar Club
Walter Rugaber
City of Salem, Virginia
James R. Smith Family Charitable
Foundation
Tas Design, Inc.
Va811
Varney, Inc.

\$500 - \$999

John Addington
Appalachian Power Company
- Main
Associated Asphalt Equip., Inc.
T. J. Crawford
Barbara De Groot
Donald Lorton
Edward Jones - Brunner &
Pendleton
Kandace Elam
Elizabeth Arden/Revlon
Express Employment

Professionals
Fallon Park Elementary School
Wayne Flippen
Focus One Integrated
Financial Planning
John Freeland
Nancy Galli
Donald Halliwill
Hartford Funds
Kirby-Cundiff/Firestop of
Virginia
Anna Lawson

Amanda Marko
Lynn Morstad
Montgomery County Chamber
of Commerce
Tracy Nester
Paul Nester
New Hope Support Services,
LLC
Garry Norris
Oakey's Funeral Service &
Crematory
Michelle O'Connor

Rick Pevarski
Douglas S. Phares
Coy Renick
City of Roanoke
Roanoke Oral Surgery
Wells Fargo-YourCause
Community Support
William Stone

\$250 - \$499

J.P. Addington
Nancy H. Agee
Anderson & Reed LLP
Avis Construction Company,
Inc.
Bank of America Corporation
Nathaniel L. Bishop
Boys and Girls Clubs of
Southwest Virginia
Building Specialists, Inc.
Carter Bank & Trust
Paul Clancy
Margie Cundiff
Divine Dance Center
Elk Hill Advisors, Inc.

Laura B. Elliott
Ioana & Sam Farthing
Elizabeth T. Feldmann
Carolyn Fittz
Roy Foutz
Marianne Gandee
Trent Gibson
Ellie Hammer
HercRentals
Hughes Associates Architects
& Engineers
Joseph Johnson
Judith Johnson
Starlette Johnson
Julie Kern

King, Shores & Preston CPAS,
LLC
LeisureMedia360
Lionberger Construction Co.
Scot Macomber
National Financial Services,
Inc.
Sam G. Oakey, IV
Thomas Orr, Sr.
Craig Parrent
Radford University Davis
College of Business &
Economics
Patricia Rappold
John Register

Rice Management Co.
Pamela A. Richardson
Robertson Marketing Group
Raymond D. Smoot
TORC Robotics
Richard Turner
Autumn Visser
Julie Beth Vipperman
Joyce Waugh
Woods Rogers, PLC
Arika Zink

\$100 - \$249

William Addington
John Basel
Scott Berglund
Brendan Bellantis
Benevity Community
Impact Fund
W. C. Bolling
David Boyd
Elizabeth Carroll
CBIZ Payroll
Robert Dalton
Mike Dame
Kathleen Duncan
Kiana Elam
Ned Feldmann

Shirley Everett
Jeffrey Fitzgerald
Richard Flythe
David Garcia
Good Looks/Bliss
Donald Grenesko
Katina Hamlar
Milan Hayward
Richard Hedley
Paul Higgins
Anne Jasinski
Camilla Jones
Greg Kendrick
Jeremy Laughon
John Levin

Mac and Bob's
Mahon Communications
Cary Mangus
Andrew Monsour
Pam Moskal
Brian Myers
Muse Family Foundation
John O'Connor
Melissa Palmer
Robert J. Rohrback
Salt Foot Sanctuary
Charles A. Sawyers
Steve Schmidt
Sharon Scott
Starr Hill Brewery

Thomas Stepka
Marc Sterne
Wendy Stone
Total Action for Progress
Mitch Tyler
UBS Financial Services, Inc.
Valley Financial Solutions
Kristin VanStory
Ray Vaughn
Billy Vincent
Rita Watkins

Up to \$99

Karen Adams
Raymond Aliff
Amazon Smile
Anonymous
Charles Atkins
Lauren Baker
Forrest Belcher
Kevin Binner
John Blanton
Barry Buchanan
Susan Bucher
Jayne Caldwell
Jessica Chrisman
Vickie Clark
Curt Clements
Columbia Gas
Consolidated Pipe Supply
John Dadiani

Matthew Erikson
Mark Feldmann
Ron Fellhauer
Laura Francis
Christina Franusich
Dena Greenway
Joe Habenicht
Constance Hardy
Shana Harrington
Michelle Helmick
Curtis Hicks
Judy Hough
Susan B. Hudson
Garland Isaacs
Jefferson Center
Demetrius Johnson
Kenya Johnson
George Kegley

Lynn Kirby
Kymberlee Kulis
Todd Killinger
Pete Larkin
Steve Light
Sherry Masse
Carlton McClure
Debbie McClure
Pete Orr
Robert Painter
Lazell Parker
Ellen Patterson
Diana Pemberton
Allyson Peters
Renee Popielarz
Roanoke Natural Foods
Co-op
Dick Robers

Patricia Sales
Jamie Soltis
Lisa Soltis
Wayne Strickland
Amber Senyek
Rusty Sizemore
Julie Sugg
Timothy Thomas
Robert Waters
Jim Weaver
Margaret Wright
David Yates
Laura Yates
Lisa Zerbo

JUNIOR ACHIEVEMENT SOUTHWEST VA

STATEMENT OF ACTIVITIES AND FINANCIAL POSITION

Junior Achievement of SW VA Balance Sheet Prev Year Comparison As of June 30, 2020

| | Jun 30, 20 | Jun 30, 19 | \$ Change | % Change |
|---------------------------------------|-------------------|-------------------|-------------------|--------------|
| ASSETS | | | | |
| Current Assets | | | | |
| Checking/Savings | | | | |
| 100 · SunTrust Checking | 106,977.65 | 7,945.40 | 99,032.25 | 1,246.4% |
| 106 · Investments - VANGUARD | 316,759.32 | 285,559.77 | 31,199.55 | 10.9% |
| 110 · Petty Cash | 150.00 | 150.00 | 0.00 | 0.0% |
| Total Checking/Savings | 423,886.97 | 293,655.17 | 130,231.80 | 44.4% |
| Other Current Assets | | | | |
| Contributions Receivable-A* | 18,500.00 | 15,050.00 | 3,450.00 | 22.9% |
| 120 · Prepaid Expenses | 4,056.18 | 2,427.14 | 1,629.04 | 67.1% |
| Total Other Current Assets | 22,556.18 | 17,477.14 | 5,079.04 | 29.1% |
| Total Current Assets | 446,443.15 | 311,132.31 | 135,310.84 | 43.5% |
| Fixed Assets | | | | |
| 130 · Fixed Assets | 49,435.18 | 49,435.18 | 0.00 | 0.0% |
| 132 · Accumulated Depreciation | -49,435.18 | -49,435.18 | 0.00 | 0.0% |
| Total Fixed Assets | 0.00 | 0.00 | 0.00 | 0.0% |
| TOTAL ASSETS | 446,443.15 | 311,132.31 | 135,310.84 | 43.5% |
| LIABILITIES & EQUITY | | | | |
| Liabilities | | | | |
| Current Liabilities | | | | |
| Accounts Payable | | | | |
| 200 · Accounts Payable | 8,284.85 | 3,955.99 | 4,328.86 | 109.4% |
| 204 · Accrued Vacation Leave | 4,185.39 | 3,088.16 | 1,097.23 | 35.5% |
| Total Accounts Payable | 12,470.24 | 7,044.15 | 5,426.09 | 77.0% |
| Other Current Liabilities | | | | |
| 2025 · Line of Credit - SunTrust | 0.00 | 9,951.02 | -9,951.02 | -100.0% |
| 206 · SBA PPP Loan | 30,413.00 | 0.00 | 30,413.00 | 100.0% |
| Total Other Current Liabilities | 30,413.00 | 9,951.02 | 20,461.98 | 205.6% |
| Total Current Liabilities | 42,883.24 | 16,995.17 | 25,888.07 | 152.3% |
| Total Liabilities | 42,883.24 | 16,995.17 | 25,888.07 | 152.3% |
| Equity | | | | |
| Retained Earnings | 279,137.14 | 287,977.21 | -8,840.07 | -3.1% |
| 303 · Temporarily Restricted | 38,773.80 | 15,000.00 | 23,773.80 | 158.5% |
| Net Income | 85,648.97 | -8,840.07 | 94,489.04 | 1,068.9% |
| Total Equity | 403,559.91 | 294,137.14 | 109,422.77 | 37.2% |
| TOTAL LIABILITIES & EQUITY | 446,443.15 | 311,132.31 | 135,310.84 | 43.5% |

2019-2020 BOARD OF DIRECTORS

Officers

Doug Phares, Co-Chairman
Carolyn Fittz, Co-Chairman
Doug Mc Quade, Treasurer
Sam G. Oakey IV, Secretary
Arika Zink, Immediate Past Chairman

Members of the Board

| | | |
|---------------------|-------------------|----------------|
| Forrest Belcher | Dean Lipscomb | Chuck Sawyers |
| Barry Buchanan | Lauren Macy | Jamie Soltis |
| Patrick Cooper | Doug McQuade | Lisa Soltis |
| Margie Cundiff | Scott Miller | Bill Stone |
| Carolyn Fittz | Tracy Nester | Jack Swanberg |
| Roy Foutz | Garry Norris | Richard Turner |
| Nancy Galli | Sam Oakey, IV | Mitch Tyler |
| Daniel Gunn | Michelle O'Connor | Julie Beth |
| Ellie Hammer | Craig Parrent | Vipperman |
| Milan Hayward | Diana Pemberton | Autumn Visser |
| Richard Hedley | Doug Phares | Brian Woosley |
| Julie Kern | John Register | Arika Zink |
| Sherman P. Lea, Jr. | Pam Richardson | |



Katherin Elam
President

Betsy Feldmann
Administrative Manager

Melissa Palmer
Controller

Staff Members



www.jaswva.org



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