



“My How You’ve Grown!”



A Coming-of-Age Report on Governance, Growth, and Groundwork

“We clarified while we still had options.”

Reporting Period: August 2024 – December 31, 2025

Prepared: March 9, 2026

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MESSAGE FROM THE CHAIR



People love a neat story: an organization is born, it grows steadily, it becomes polished, and everyone claps on cue. But that is not how real work works. Not in community. Not with volunteers. Not with limited resources. Not when you're building something that has to last.

Men and Women of Vision was founded in Virginia as a Non-Stock Corporation in 2013, became a 501(c)(3) in 2018, and has operated as such continuously since that time. But this report is about a specific season of growing up: *August 2024 through December 31, 2025*, when MWOV stopped confusing motion with maturity and chose *structure* on purpose.

This report is somewhat different from a traditional nonprofit annual report. Rather than focusing primarily on programs and events, this document chronicles an important period of organizational development for Men and Women of Vision.

During the reporting period, MWOV undertook significant work to clarify its governance structure, strengthen its institutional foundation, and prepare the organization for long-term growth. Future annual reports will return to a more traditional format highlighting program outcomes and community impact.

In that stretch, we were doing what good-hearted people do: showing up. We supported community efforts, partnered where we could, and put our hands to work—feedings, outreach, school support, scholarship-related work, and the kind of practical help that doesn't always make headlines but matters to real people.

I would be remiss not to acknowledge the volunteers and supporters who helped sustain that work during this period. In particular, we extend sincere appreciation to the members of EGL/ROS, whose generosity and volunteer partnership provided the primary support for MWOV's service activities during the reporting period.

At the same time, another realization was beginning to take shape.

We started paying closer attention to the part that determines whether service continues when excitement fades—governance. The unglamorous backbone. The meeting notes. The decisions. The roles. The rules that keep trust intact.



Some of our shifts may have appeared unexpected. They were not. This was a season of deliberate movement—learning quickly, adjusting intentionally, and tightening our focus as clarity emerged. We stayed agile on purpose. Nimbleness wasn't a reaction—it was a discipline. And when it became clear what the organization needed next, we moved with intention and focus.

By the end of 2025, MWoV had not only deepened its service identity, it had begun building a real governance spine—board expansion, committee structure, policy work, digital infrastructure, budget planning, grant readiness—evidenced by the organization's first external grant award.

This report is not our final word. It is the first honest record of the season when MWoV began to grow up—when purpose met governance and the organization began building the discipline required to last.

Peace and love,

A handwritten signature in blue ink that reads "Mary". The signature is fluid and cursive.

Vidi. Sensi. Mansi.

— **Mary Norris**
Chair, Men and Women of Vision



1. EXECUTIVE SUMMARY

From August 2024 through December 2025, Men and Women of Vision entered a defining period of organizational development. What began as a series of practical governance conversations gradually evolved into a structured effort to strengthen the organization’s leadership, infrastructure, and long-term capacity for service.

When examined together, the developments of this period reflect four distinct Acts of Organizational Development. Each Act represents a stage in MWOV’s movement from informal volunteer activity toward a more disciplined and sustainable nonprofit structure.

Act I — Clarification

Understanding What a Nonprofit Requires

The reporting period opens not with a program launch, but with a governance education moment.

On **August 20, 2024**, MWOV hosted a structured public FAQ session explaining how **501(c)(3) organizations and Virginia nonstock corporation’s function**. The session was hosted by **Theresa L. Edwards** and facilitated by **Mary Norris, Inc.** Its purpose was to provide practical clarity around nonprofit ownership, governance responsibility, operational authority, and the legal obligations associated with charitable organizations.

Rather than focusing immediately on program expansion, this moment centered the conversation on governance itself—how nonprofits operate, who carries responsibility for their stewardship, and what structural integrity requires. The discussion helped establish a shared understanding of the organizational responsibilities attached to MWOV’s charitable status and laid the conceptual groundwork for the structural changes that would follow.

Act II — Structure

Building the Governance Framework

With governance questions clarified, the organization turned toward building the leadership framework necessary to support responsible oversight.

In **January 2025**, the sitting board voted to expand MWOV’s board structure to **21 total seats** and elected a new officer slate:

- Mary Norris — Chair
- Regina Tindal (*Founding Member*) — Vice Chair
- Theresa Edwards — Secretary





-
- Kimberly Cole — Treasurer
 - Adolf Timmons (*Founding Member*) — Sergeant-at-Arms

Additional directors were selected from individuals who had responded to board interest forms following the August 2024 governance session. Two of the six planned **Ex Officio** seats were also filled during this period.

The organization formally adopted its bylaws on **January 21, 2025**, and the bylaws were **certified again on March 26, 2025**, providing MWOV with a ratified governance framework during a period of board expansion and structural development.

These actions marked the beginning of a more deliberate governance structure capable of supporting the organization's growing responsibilities.

Act III — Capacity

Aligning Infrastructure, Programs, and Resources

With governance structures beginning to take shape, the organization's attention turned toward strengthening its operational capacity.

On **July 25, 2025**, MWOV submitted its first major external grant application to the **Norfolk Southern Hampton Roads Community Foundation**. The application projected a **\$48,000 operating budget**, reported **\$9,885.94 in actual expenses**, and estimated that the organization served **approximately 500 participants annually**, while noting that more than **1,000 South Hampton Roads residents** had already been reached through meals, supply drives, and community outreach pop-ups.

The grant application process itself represented a meaningful step in the organization's development, requiring the documentation of financial records, program descriptions, and operational plans in ways that strengthened MWOV's administrative readiness.

Act IV — Proof

External Validation and First Completed Grant Cycle

The reporting period concludes with a milestone that reflects growing institutional credibility.

On **December 18, 2025**, the Executive Committee convened a special meeting to recognize MWOV's first external grant award: the **Life Over Likes – Dangers of Fentanyl Activation Grant**.

The signed grant agreement, dated **December 22–23, 2025**, awarded MWOV **\$4,000** from the **Virginia Foundation for Healthy Youth** for the project titled:



“Life Over Likes: No Trend, No Post, No High Is Worth Your Life.”

This grant marked the organization’s **first completed external grant cycle**, representing both financial support and external validation of MWOV’s developing governance and program structure.

Closing Perspective

Taken together, the developments documented in this report reflect more than a sequence of activities. They trace the **growth arc** through which Men and Women of Vision began aligning its service work with the governance structures necessary to sustain it.

During these sixteen months, the organization moved from governance clarification to board expansion, to operational infrastructure, and ultimately to external grant recognition. Each step strengthened the institutional foundation upon which MWOV’s future work will be built.

Through this process, Men and Women of Vision crossed an important organizational threshold—from an entity defined primarily by service activity to an institution intentionally structured for long-term sustainability.

Report Scope

This report documents organizational developments occurring between **August 2024 and December 31, 2025**. The narrative is supported by board records, governance documents, grant application materials, financial records, and program documentation generated during the reporting period.

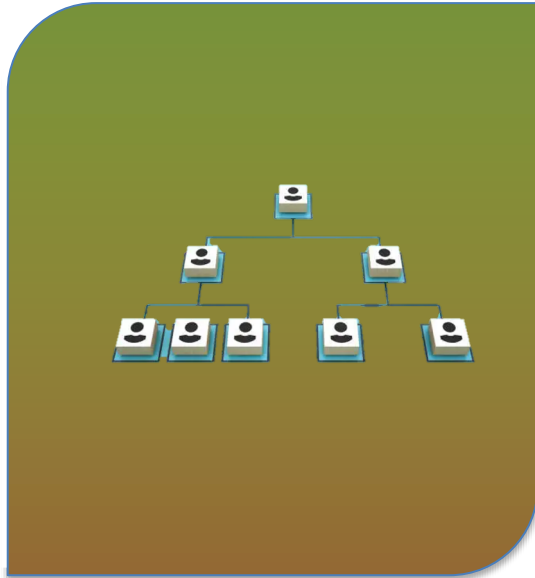
Where appropriate, the report references organizational decisions and milestones that occurred outside the reporting window in order to provide context for the structural changes documented during this period.

Unless otherwise noted, all governance actions referenced in this report were undertaken by the Board of Directors of Men and Women of Vision in accordance with the organization’s bylaws and applicable nonprofit regulations.

The sections that follow examine this transition in greater detail, documenting the decisions, milestones, and records that illustrate how a volunteer-driven organization began maturing into the disciplined nonprofit structure required to serve its community for the long term.



Men and Women of Vision — At a Glance



Founded: 2013

501(c)(3) status: 2018

Headquarters: Virginia Beach, Virginia

Mission Focus Areas:

- Youth safety education
- Community wellness initiatives
- Volunteer leadership development
- Civic infrastructure and recognition

Service Region:

Hampton Roads, Virginia

Organizational Structure:

- **Board of Directors expanding toward a 25-member structure** – supporting 2-year staggered terms
 - **Year 1:** 13 Voting Directors (Class of 2025) and 6 Ex-Officio Directors (Class of 2026)
 - **Year 2:** 19 Voting Directors and 6 Ex-Officio Directors (Class of 2027)
- **Seven standing committees**
 - Executive
 - Finance
 - Governance & Strategic Planning
 - Membership & Nominating
 - Communications
 - Programs
 - Fundraising
- **Volunteer leadership network** supporting civic infrastructure and leadership development
- **Presidential Volunteer Service Award (PVSA) Certifying Organization** supporting volunteer hour tracking and civic recognition



Men and Women of Vision Board Roster

Name	Email	Board Position	Workplace	Industry/Profession/Job Title
Candiss Cox	c.cox@menandwomenofvision.org	Director, Co Chair - Program Committee		
Chiffon Aaron	c.aaron@menandwomenofvision.org	Director		
Edward Walker	e.walker@menandwomenofvision.org	Director		
LaKeisha Bien-Aime	l.bienaime@menandwomenofvision.org	Director, Program Committee		
LaToya Jordon	l.jordon@menandwomenofvision.org	Director		
Makeba Taylor	m.taylor@menandwomenofvision.org	Director		
Mary Norris	chair@menandwomenofvision.org	Board Chair, Executive Committee, Governance & Strategic Planning Committee, Fundraising & Development Committee	MARY NORRIS, INC.	Business and Public Administration Consultant
Nicholas Gordon	n.gordon@menandwomenofvision.org	Director		
Regina Tindal	vicechair@menandwomenofvision.org	Director, Communications Committee		
Shane Thomas	sergeant-at-arms@menandwomenofvision.org	Director, Finance Committee, Co-Chair Program Committee		
Theresa Edwards	secretary@menandwomenofvision.org	Director, Chair - Communications Committee		
Venetta Charles	treasurer@menandwomenofvision.org	Director, Membership Committee, Chair - Governance & Strategic Planning Committee, Chair - Finance Committee	Retired	Etiquette Consultant



Name	Email	Board Position	Workplace	Industry/Profession/Job Title
Keita Bembry	k.bembry@menandwomenofvision.org	Committee Member, Membership Committee		
Tamika English	t.english@menandwomenofvision.org	Committee Member, Program Committee, Membership Committee, Fundraising & Development Committee		
Tashondi Waverly	t.waverly@menandwomenofvision.org	Committee Member		



HOW TO READ THIS REPORT

This report tells the story of a transition. During the reporting period, Men and Women of Vision moved from a primarily responsive model of community service toward a more structured nonprofit organization capable of sustaining that service over time.

Because this shift unfolded in stages, the report is organized as a **series of Acts**—each representing a distinct phase in the organization’s development. Each Act follows the same structure:

Reflection

A brief narrative explaining what the organization was experiencing during that moment in its development.

Structural Change

The governance decisions, policy development, leadership expansion, and infrastructure work undertaken during that period.

Proof Points

The documents, financial records, meeting materials, and program activities that demonstrate the change in practice.

This approach allows the report to do two things at once:

1. It preserves the **story of the organization’s development**—how the work actually unfolded.
2. It documents the **evidence of that development**, ensuring that MWOV’s growth is supported by records.

Taken together, the Acts in this report show the organization moving from **service activity toward institutional structure**, laying the foundation for sustainable impact in the years ahead.

Organizational Development Stages (Acts of Development During the Reporting Period)

Every organization has a story. The difference between a story remembered and a story understood is structure.

During the reporting period covered in this document, Men and Women of Vision moved through a series of developments that, in hindsight, read less like isolated events and more like chapters in a larger organizational transition. What began as individual decisions, conversations, and adjustments gradually revealed a pattern: the organization was moving from responsive service activity toward a more structured nonprofit capable of sustaining that service over time.



To help the reader follow that progression, this report organizes the period into **four Acts of development**.

The term *Act* is used intentionally. The events described in the pages that follow did not occur in neat administrative compartments. They unfolded in sequence, with one decision creating the conditions for the next. Seen together, they tell a coming-of-age story: how an organization rooted in volunteer service began building the governance, infrastructure, and discipline required to endure.

Each Act captures a distinct stage in that transition:

Act I — Clarification

Understanding What a Nonprofit Requires

The first stage of the period was marked by a growing effort to clarify what it means to operate as a nonprofit organization. Through governance education, public discussion, and internal reflection, MWoV began examining the legal, fiduciary, and operational responsibilities associated with 501(c)(3) status.

This stage established the conceptual foundation for everything that followed.

Act II — Structure

Building the Governance Framework

Once the organization began asking the right questions, the next step was to build the framework capable of supporting the answers. During this stage, the board expanded, bylaws were formally adopted and ratified, and the organization began establishing committee structures and governance practices necessary for responsible oversight.

In practical terms, this was the moment when MWoV began constructing the organizational spine required to support its work.

Act III — Capacity

Aligning Programs, Systems, and Resources

With governance structures beginning to take shape, the organization turned its attention toward operational capacity. Service initiatives were documented more clearly, pilot programs were defined and budgeted, and financial planning began reflecting the organization's developing strategic priorities.

This stage represents the shift from activity to coordinated organizational effort.

Act IV — Proof

Demonstrating Readiness Through External Support

The reporting period concludes with an external validation milestone: MWoV's first completed external grant award. The Life Over Likes – Dangers of Fentanyl Activation Grant represented more than a funding event. It signaled that the



organization’s developing governance framework and program structure had reached a level of credibility recognized beyond its immediate circle.

In that sense, the grant serves as both a closing moment for the reporting period and an opening signal for the organization’s next stage of development.

The sections that follow examine each of these Acts in detail—documenting the events, decisions, and records that demonstrate how MWOV moved from intention toward institutional structure during this formative period.



THE GROWTH ARC OF MEN AND WOMEN OF VISION

August 2024 – December 2025

Community service organizations often evolve through identifiable stages of development. The diagram below illustrates the period covered by this report and reflects a specific growth arc for Men and Women of Vision as the organization began aligning its service work with the governance structures necessary to sustain it.

Legacy Service ●

Community outreach, volunteer service, and responsive support to families and students across South Hampton Roads.



Governance Clarification ●

Public conversation about nonprofit structure, fiduciary responsibilities, and the role of the Board of Directors.



Structural Development ●

Expansion of board leadership, formalization of bylaws, and creation of governance committees.



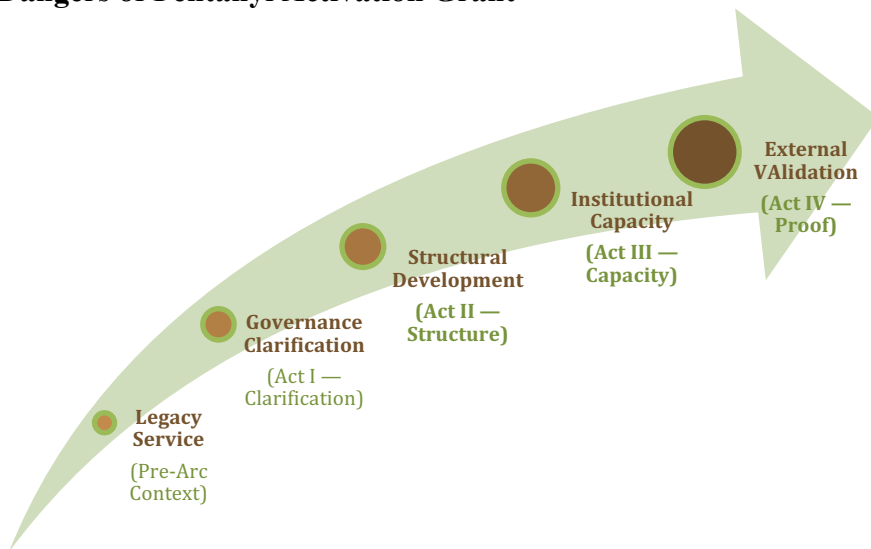
Institutional Capacity ●

Development of pilot initiatives, volunteer management systems, and operational planning.



External Validation ●

During the reporting period, MWOV received its first external grant award: **Life Over Likes — Dangers of Fentanyl Activation Grant**



This arc reflects the organization's transition from **volunteer-driven activity to disciplined nonprofit infrastructure.**



2. ORGANIZATIONAL DEVELOPMENT TIMELINE

Understanding the reporting period requires a brief look at the organization's broader **developmental arc**.

Legacy Service Roots

Men and Women of Vision emerged from a tradition of community service carried forward by members active in fraternal and civic leadership across the Hampton Roads region. Early efforts focused on charitable outreach, scholarship support, youth engagement, and volunteer-driven service projects supporting families and students.

These efforts established the service culture that continues to shape the organization's work today.

Formation of a Nonprofit Structure

As community initiatives expanded, Men and Women of Vision formally organized as a **501(c)(3) nonprofit organization in 2017**. Establishing a nonprofit structure allowed MWOV to steward charitable funds responsibly, expand partnerships, and develop more formal programs serving students, families, and community organizations.

The nonprofit structure also established the **Board of Directors as the governing body responsible for fiduciary oversight and strategic direction**.

Governance Clarification and Structural Pivot (2025)

By 2025, the organization reached a point where informal coordination with historic fraternal partners required clearer governance boundaries.

The Board of Directors clarified MWOV's **independent governance structure** to ensure compliance with nonprofit law and fiduciary responsibilities. These steps ensured that fundraising, financial stewardship, and public programming operated fully within nonprofit regulatory standards while continuing to honor the shared legacy of community service that had shaped the organization's early years.

This clarification strengthened MWOV's operational integrity and allowed the organization to move forward with expanded partnerships and program development.

Strategic Growth and Civic Infrastructure

With governance systems in place, MWOV continued expanding both service activity and organizational infrastructure. The organization began developing pilot initiatives, strengthening volunteer systems, and preparing the internal framework necessary for sustainable nonprofit operations.

The reporting period therefore reflects **not only service delivery, but institutional development**.



3. ACTS OF DEVELOPMENT DURING THE REPORTING PERIOD

The period covered in this report unfolds across four distinct **Acts of organizational development**, each representing a stage in MWoV's transition toward a more structured and sustainable nonprofit organization.



ACT I - CLARIFICATION

Understanding what nonprofit governance requires

This Act documents the moment when MWoV began publicly examining the responsibilities and legal structures that define nonprofit organizations.



The Nonprofit Conversation Becomes Public

Context

The reporting period begins with a governance education moment—not a gala, not an award, and not a photo opportunity.

Before MWOV could become more disciplined as a nonprofit organization, its leadership and community partners needed a clearer shared understanding of how nonprofit governance actually functions.

Organizational Response

On **Tuesday, August 20, 2024**, MWOV convened a structured FAQ session explaining how nonprofit organizations function under federal and Virginia law.

The session addressed topics including:

- nonprofit ownership
- governance authority
- transparency obligations
- fiduciary responsibility
- the relationship between nonprofit entities and other organizations

Evidence

Planning documents later confirmed that this session generated interest from individuals who would later become part of the board expansion process.

That is a real growth marker.

The organization began building with **education, not assumption.**



ACT II - STRUCTURE

Building the governance framework

This Act documents the expansion of MWoV's board, the formal adoption of governing documents, and the development of the committee structure required for responsible nonprofit oversight.



Section 1— The Pivot

On September 10, 2025, the Board of Directors confirmed the formal separation of the operational work of Men and Women of Vision from the fraternal structures of EGL/ROS.

The decision was not sudden. It reflected months of observation, discussion, and reflection about the long-term sustainability of the organization.

MWoV had grown within a tradition of shared service with fraternal partners, and that history remained important. At the same time, the Board recognized that a nonprofit organization must maintain clear governance boundaries in order to fulfill its fiduciary responsibilities.

Goodwill and volunteer energy had always powered the organization’s work. Sustainable nonprofit operations, however, require formal governance structures capable of stewarding resources responsibly, maintaining transparency, and ensuring long-term stability.

The September 2025 decision therefore represented a governance clarification rather than a departure from community partnership. It marked the moment when the Board committed to building the institutional framework necessary to support the organization’s future growth.

Section 2— Governance Expansion and Institutional Framework

Context

Following the governance education efforts of 2024, MWoV began building the leadership structure necessary to support responsible nonprofit oversight.

Organizational Response

Several governance milestones occurred during the reporting period.

August 2024 — nonprofit governance education session

January 2025 — board expansion to 21 seats

January 21, 2025 — bylaws formally adopted

March 26, 2025 — bylaws certification and governance planning agenda

Executive Committee materials from March 2025 show the board addressing topics including:

- fiduciary duties and conflict-of-interest expectations
- committee chair installations
- insurance planning
- reimbursement policies
- succession planning
- grant registration systems including SAM.gov and Grants.gov
- development of volunteer service tracking systems



During this period the organization also secured approval to become a **Presidential Volunteer Service Award Certifying Organization**.

Evidence of Structural Development

By December 2025, MWOV had active work underway to populate seven standing committees:

- Executive
- Governance and Strategic Planning
- Finance
- Membership and Nominating
- Fundraising and Development
- Program
- Communications

These developments reflect the organization’s shift from a **primarily responsive service model toward a structured nonprofit governance framework**.

Board Governance Activity

During the reporting period, Men and Women of Vision continued strengthening its governance structure through regular meetings of the Board of Directors and the Executive Committee.

The Board of Directors convened multiple formal meetings during 2025 to address organizational governance, strategic planning, and program oversight.

Documented Board meetings included:

- Full Board Meeting (Previous Class) — January 21st, 2025
- Executive Committee (Full Board Invited) — March 3rd, 2025
- Executive Committee (Full Board Invited) — May 16th, 2025
- Full Board Meeting — 08/04/2025
- Full Board Meeting — 08/07/2025
- Full Board Meeting — 09/15/2025
- Full Board Meeting — 11/06/2025

In addition, the Executive Committee met periodically to address operational and governance matters between full Board meetings. Members of the Board of Directors were invited to attend these sessions to ensure transparency and continuity in decision-making.

Executive Committee meetings during the reporting period included approximately three to four sessions focused on governance coordination, strategic planning, and administrative development.

These meetings formed a critical part of the organization’s structural development and helped establish the governance framework described throughout this report.



ACT III - CAPACITY

Translating structure into operational readiness

This Act documents how MWOV began organizing its programs, partnerships, and volunteer systems into sustainable initiatives designed for long-term community impact.



Programs, Partnerships, and Operational Readiness

Context

As governance structures became more formalized, the organization began translating those structures into operational capacity

Organizational Response

Volunteer-Driven Service Activity Community Reach During the Reporting Period

- Community Day outreach events
- Hygiene bag distribution initiatives
- School-support efforts for local youth
- Scholarship fundraising through the King and Queen contest
- Meal service events with Oasis Social Ministry
- Volunteer engagement supporting American Cancer Society and American Heart Association

Estimated community reach:
**1,000+ residents served across
Hampton Roads**

Throughout the reporting period, MWOV continued supporting community service activity while also beginning to name and structure future pilot initiatives.

Community service activities during the reporting period included:

- delivering hot meals through Oasis
- assembling hygiene and care kits
- supporting youth in local schools
- mobilizing volunteers for the American Cancer Society and American Heart Association

MWOV reached **more than 1,000 Hampton Roads residents** through meals, supply drives, and outreach pop-ups.

Through our combined efforts,

Community Service and Volunteer Engagement

Throughout the reporting period, Men and Women of Vision continued providing volunteer-driven service to families and community members across Hampton Roads.

Key service activities included:

- Community Day Back-to-School Celebration
- Hygiene Bag Distribution for individuals experiencing hardship
- Multiple community meal service events in partnership with Oasis Social Ministry
- The annual King and Queen Scholarship Contest, which raises funds to support student scholarships

These activities were supported entirely through volunteer leadership and community participation.



Although formal volunteer hour tracking systems were still under development during much of the reporting period, the organization began laying the groundwork for structured volunteer management as part of its broader institutional development.

This work is expected to expand in future years through MWOV's volunteer leadership initiatives and recognition programs.

Community Partnerships

During the reporting period, Men and Women of Vision worked alongside several nonprofit and community organizations to support outreach and service initiatives. Partner collaborations included work with organizations such as:

- Oasis Social Ministry
- StandUp for Kids
- American Cancer Society
- American Heart Association

Through these partnerships, MWOV volunteers contributed service hours, assisted with community events, and supported ongoing outreach efforts aimed at assisting vulnerable populations within the region.

These collaborations reflect the organization's ongoing commitment to community-based service and cooperative leadership.

MWOV Institutional Development Governance Progress (2024-2025)

- Board expansion toward a 25-member gov structure
- Seven standing committees established
- Staggered board term system implemented
- Governance policy development underway
- Digital administrative infrastructure implemented
- Federal grant registration completed (SAM.gov and Grants.gov)
- Budget planning and grant readiness established
- First external grant awarded

Evidence of Capacity Development

By mid-2025, MWOV had begun transitioning from recurring outreach activities into named pilot initiatives intended to address specific community needs. Three pilot concepts were identified:

Feeding Success

Meal debt relief for elementary school students.

Step Forward

Supply support and referral assistance for unhoused adults, particularly women over 50.

Neighborhood Trunk Party

Transition support for youth entering college, the trades, or the workforce.

The proposed **2025–2026 operating budget** allocated modest pilot testing amounts:

- Feeding Success — \$1,500



-
- Step Forward — \$1,500
 - Trunk Party — \$2,000

These allocations reflect an intentional decision to **test program concepts at manageable scale before expansion.**

Organizational Funding and Restricted Support

During the reporting period, financial support for Men and Women of Vision was provided primarily through contributions from EGL/ROS.

All funds received during this period were restricted in nature and designated for specific organizational activities consistent with the MWOV chart of accounts.

These restricted funds supported community outreach efforts, event programming, and operational expenses associated with the organization's service activities.

The organization maintained careful oversight of these funds while continuing to strengthen its financial governance systems and documentation practices.

A financial snapshot summarizing key financial activity during the reporting period appears below.

Financial Snapshot

Financial activity during the reporting period reflects the organization's early-stage development and transition toward independent governance.

- For Tax Year 2024, MWOV filed Form 990-N, reflecting revenues below the IRS reporting threshold for expanded filings.
- For Tax Year 2025, MWOV filed Form 990-EZ, providing a more detailed record of organizational revenues and expenditures as operations expanded.
- Reports for Tax Year 2026 and beyond will reflect the organization's continued growth and reporting requirements.

During the reporting period, MWOV received a **\$4,315 designated contribution from Exodus Grand Lodge/Rose of Sharon Grand Chapter (EGL/ROS)** to support community service activities including Community Day, the Sickle Cell Walk, StandUp4Kids feeding events, and Oasis meal support.

This contribution was received on July 15, 2025 and deposited into the organization's operating account. Funds were expended as designated in support of those activities. In September 2025, EGL/ROS voted to formally conclude its organizational relationship with MWOV, after which MWOV continued its work under independent Board governance.



Old Point National Bank account records for **January 1 – March 31, 2025** show:

Beginning balance: \$4,209.18

Total credits: \$65.92

Total debits: \$1,222.66

Ending balance: \$3,052.44

Transactions during that period included reimbursements and expenditures associated with community support activities including:

- StandUp4Kids feedings
- • Oasis shelter meal support
- • a holiday donation to Helping Hands Resource, Inc.
- • toiletry purchases associated with Echoes of Joy outreach

These records show organizational funds moving directly through community activity during the reporting period.

Separately, during 2025 the Board developed a proposed **2025–2026 operating budget framework totaling \$48,000**, identifying potential revenue sources including partner contributions, fundraising activity, and grant applications. While several funding opportunities were pursued those requests were not realized during the reporting period and therefore are not reflected in the financial activity described above.

Lessons Learned

Every period of organizational development carries lessons that shape the next stage of growth.

The season described in this report reinforced several realities about nonprofit leadership:

- **Service builds trust.**
The organization's early outreach efforts created relationships that remain central to its mission.
- **Structure protects the mission.**
Clear governance systems help ensure that service work is accountable, transparent, and sustainable.
- **Partnership requires clarity.**
Strong collaborations depend on clearly defined roles, responsibilities, and financial stewardship.
- **Growth requires discipline.**
Organizations mature not only through what they accomplish, but through the systems they build to support those accomplishments.

These lessons continue to inform how MWOV approaches governance, program development, and community engagement.





ACT IV - PROOF

External validation and first grant cycle

This Act documents the moment when MWoV's developing governance framework and program model received its first external grant award.



First External Grant Award

Context

The reporting period concludes with MWOV securing its first documented external grant award.

Organizational Response

The **Virginia Foundation for Healthy Youth** awarded MWOV **\$4,000** for the project: **Life Over Likes: No Trend, No Post, No High Is Worth Your Life**

The contract was signed **December 22–23, 2025**, following a special **Executive Committee meeting held on December 18, 2025**.

Evidence

This award represents both a **funding milestone** and an **external validation of the organization's developing governance and program framework**.

It also marks the completion of MWOV's **first documented external grant cycle**.

LOOKING AHEAD

The work of 2024 and 2025 established an important foundation for the next stage of development for Men and Women of Vision.

The organization now moves forward with clearer governance structures, an expanding leadership base, and growing experience in program development and grant management.

The coming years will focus on strengthening this foundation while continuing to serve the community through thoughtful partnerships and targeted initiatives.

MWOV will also finalize core organizational insurance coverage in 2026, including General Liability, Directors & Officers, and professional liability coverage to support expanded programming and governance activities.

The Board recognizes that sustainable impact requires both compassion and discipline. The work ahead will continue balancing these two commitments as MWOV expands its role within the South Hampton Roads community.

2026 Strategic Priorities

Building on the progress documented in this report, Men and Women of Vision has identified several priorities that will guide organizational development during the coming year.

Youth Safety Education

The **Life Over Likes** initiative will continue expanding its outreach to schools, youth programs, and community organizations.



The program aims to equip young people with clear information about fentanyl exposure risks and empower them to make informed decisions about their safety.

Volunteer Leadership Development

MWoV will continue strengthening volunteer engagement through clearer leadership pathways and expanded committee participation.

Developing volunteer leadership capacity remains essential to sustaining the organization's long-term service mission.

Governance and Infrastructure

The Board will continue refining governance systems, committee operations, and documentation practices to ensure transparency and organizational accountability.

These improvements support responsible stewardship of financial resources and strengthen the organization's ability to manage future growth.

Strategic Partnerships

MWoV will continue collaborating with local nonprofits, civic organizations, and community partners whose work aligns with the organization's mission.

These partnerships allow the organization to leverage community expertise while expanding the reach of its programs.

Organizational Readiness

Since August 2024, MWoV has invested significant effort into building the governance, systems, and operational infrastructure necessary to support sustainable growth and accountable service delivery.

This includes the development of board governance structures, internal policies, technology systems, communications platforms, and fundraising infrastructure aligned with best practices for nonprofit organizations.

As a result, MWoV enters its next phase positioned for program activation and expansion, with the foundational systems required to manage growth responsibly.

A detailed overview of this infrastructure development is provided in Appendix A.

Where We Grow From Here

The reporting period documented in these pages represents the moment when Men and Women of Vision began aligning its service work with the governance systems required to sustain it — laying the foundation for the organization's next stage of development.



The next chapter for MWOV will focus on translating that foundation into expanded service, measurable impact, and community leadership as we continue developing programs, leaders, and partnerships that strengthen the communities of Hampton Roads.

Taken together, the progress outlined in this report marks the beginning of MWOV's transition from volunteer-driven service to a durable civic institution rooted in governance, community partnership, and long-term impact.



Appendix A — Organizational Infrastructure & Capacity Build (2024–2026)

1. Purpose of This Appendix

This appendix provides a structured overview of the organizational infrastructure developed by Men and Women of Vision (MWoV) from August 2024 through March 2026.

It is included to ensure that readers of this report—Board members, partners, and prospective funders—have a clear understanding of the systems, governance structures, and operational capacity that have been established to support the organization’s work.

2. Overview of Organizational Development

Since August 2024, MWoV has undertaken a comprehensive buildout to establish a fully functional, compliant, and scalable nonprofit infrastructure.

Rather than delaying development until funding was secured, the organization prioritized building core systems in advance to ensure readiness, credibility, and the ability to responsibly manage programs, partnerships, and resources.

This work has been carried out primarily through internal leadership and volunteer effort.

3. Core Areas of Infrastructure Development

Governance & Compliance

- Development of a full Governance & Operations Manual
- Establishment of Board structure, committees, and oversight protocols
- Creation of internal policies for financial controls, ethics, and compliance
- Registration for charitable solicitation within the Commonwealth of Virginia

Technology & Systems Infrastructure

- Design and deployment of the organizational website
- Implementation of systems for volunteer intake, tracking, and reporting
- Integration of communication tools and administrative workflows
- Setup of donation and matching gift platforms

Branding, Communications & Public Presence

- Development of a complete brand identity system (voice, standards, positioning)
- Creation of one-sheets, outreach materials, and media assets
- Production of a promotional trailer video
- Execution of a coordinated social media and communications strategy

Fundraising & Institutional Positioning

- Development of a structured grant pipeline and funding strategy
- Creation of funder-aligned messaging and program positioning
- Establishment of systems for donor engagement and visibility



Program & Strategic Framework Design

- Design of pilot initiatives aligned with community needs
- Development of evaluation frameworks and outcome measurement strategies
- Initial coalition-building and partnership development

4. Estimated Value of Infrastructure Development

If developed through external consultants and vendors, the work completed to date represents an estimated value of:

\$185,000 – \$540,000 in organizational infrastructure

This estimate reflects standard market rates for governance development, technology systems, communications, strategic planning, and organizational design.

5. Organizational Readiness

As a result of this work, MWOV is positioned to move beyond early-stage development and into sustained program implementation and growth.

The organization now has:

- Established governance and oversight structures
- Operational systems to support volunteers and programs
- Communications and branding aligned for public engagement
- Foundational fundraising and partnership infrastructure

6. Forward Position

With this infrastructure in place, future investments will support:

- Program activation and expansion
- Volunteer engagement and leadership development
- Operational capacity and sustainability
- Measurable outcomes and community impact

This foundation ensures that funding can be deployed efficiently and responsibly, with immediate impact.

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