



CHAT

Church Hill Activities & Tutoring

ANNUAL REPORT

SEPTEMBER 2016 - AUGUST 2017



LETTER FROM OUR EXECUTIVE DIRECTOR

Friends,

The 2016-2017 school year has been a transformative year here at CHAT. While we have experienced neighborhood conflict, violence, and frustration, we have also witnessed the continuing transformation taking place in the lives of the students we serve, as you'll read in the pages to follow.

The challenges and opportunities cause us to reflect, asking ourselves: "Why does CHAT exist? How do we fulfill our mission?" Uncomfortable questions maybe, but ones that we must ask if we're truly committed to the youth we're honored to serve and empower. You'll find our answers (so far) in the next few pages.

We've been asking ourselves "What do we focus on next?" We believe that in this season, our answer is excellence - an excellence that will allow us to serve the youth of the East End for decades to come. This past year, we strengthened our board, built stronger systems to recruit and train staff, bolstered our financial position, and clarified our core values. In the year ahead, we are innovating within our programs, and also sharpening our focus by developing a 5-year strategic plan.

But building an organization of excellence is meaningless if we don't help our youth address the challenges they face today. And I'm excited to say that's exactly what's happening.

A few years ago, while I was still a volunteer here at CHAT, I had lunch with a young man (we'll call him John). I was telling him about my work, and how I had to listen to my supervisor in order to understand my role at the company. John asked "You would sell out your dignity for a job?". This was the reality of a young man whose primary experiences with authority had been in dysfunctional systems where respect, care, and integrity were in short supply. No wonder he experienced following instructions as a loss of dignity!

Today, we're taking direct aim at the reality that John and so many of our youth have faced. As this report is going to press, we're opening up our Front Porch Cafe, which you can read more about on page 10. It's a place where caring leaders and staff honor our youth and teach them the personal and professional skills they need to lead successful lives. It's a place where our students can gain valuable experience while they create a space for the entire community to sit together at a common table in fellowship. And that's just one aspect of the impact we're having today.

As you read these pages, we hope you'll understand more of the systemic challenges in our community, the incredible promise of the youth we serve, and stories of the work that's made possible by your friendship, advocacy, and support. Thank you for walking with us as we continue to grow and better serve the youth of Richmond's East End. In the years ahead, each one of you will continue to play a vital role in fulfilling the hope that we have for our youth and our city. We invite you to continue with us, on this journey towards excellence, transformation, and a flourishing community for all.



Stephen Weir,
Executive Director

OUR MISSION

**Church Hill Activities & Tutoring
serves the youth of the East End of
Richmond and equips them with the
heart, head, and hands to make
transformative life decisions.**



WHY

WE DO THE WORK WE DO

BECAUSE
EVERY PERSON
IS CREATED IN
THE IMAGE OF
GOD

BECAUSE
POVERTY IS A
DESTRUCTIVE
FORCE ESPECIALLY
FOR CHILDREN

BECAUSE WE
HAVE HOPE
FOR A
FLOURISHING
FUTURE



Image of God

Every child is made in the Image of God and has inherent dignity and worth, regardless of their race, class, or family background. Every child is made for creativity, loving relationships, and meaningful work. Every child needs and deserves the support of the entire community to flourish. And when every child has the opportunity to live up to their full potential, the whole community flourishes too.

Poverty is a Destructive Force

The cyclical forces of poverty that our students face deny that image in them. Poverty destroys relationships, limits resources, and hollows out the institutions that every child needs to flourish. Poverty forces our students to face substandard housing, under resourced schools and crippling violence. In the East End, nearly 3,000 children & youth live in public housing, where these forces are the most concentrated.



Hope for the Future

In spite of these challenges, we have tremendous hope for the future of our youth and our city. We believe in the power of the Gospel and education to shape the future of our youth, no matter the obstacles they face. And this hope is also rooted in the power of community, a community drawn from across the region - a community that includes you!

HOW

WE DO THE WORK WE DO

FIRST, WE
CREATE
AMAZINGLY
HOSPITABLE
SPACES FOR OUR
YOUTH

SECOND, WE
BUILD A
NETWORK OF
AUTHENTIC
RELATIONSHIPS

THEN, WE
EDUCATE WITH
MEANINGFUL
SKILLS, MODEL
INTEGRITY &
TEACH THE
GOSPEL



Hospitable Spaces

From tutoring at the Lighthouse to being a junior counselor at Tiny Tykes, Summer Sauls has been a part of CHAT since kindergarten. For most of her 8 years in CHAT's after school programming, Summer has been mentored by volunteer Jill Wright. Together they have built their relationship in many of CHAT's spaces. The comfortable and accessible environments set them both up for success. Summer says the spaces and people keep her coming back:

"The Rez house is my favorite spot because it's open. I feel like I am really welcome and can be myself...The people at the Rez house always have conversations with me, and there are always new people to meet."

Authentic Relationships

Youth Pastor Chris Lee experiences firsthand the transforming impact of a network of consistent, healthy relationships. With the support of a team of volunteers, Chris encourages, discipled, and challenges about 40 high school students to grow in Christ on Friday nights at CHAT's youth group. Chris believes building authentic relationships starts with a thoughtful and dignifying personal invitation:

"I always personally ask youth to be a part of whatever I am doing. My goal in every invitation is to have a young person feel valued and wanted."



Meaningful Skills

Ashawrie White, a 2017 Church Hill Academy (CHA) graduate, received the Centennial Scholarship to attend James Madison University. Ashawrie was the only applicant to bring her resume to the scholarship interview, and she attributes her success to CHA's Marketplace Day, where students prepare for and participate in mock interviews with volunteer business professionals:

"Marketplace Day helped me with skills such as eye contact, attire, answering questions, and firm handshakes. It helped me overcome being shy, made me a better public speaker, and prepared me for the real world."

WHERE

WE DO THE WORK WE DO
EAST END OF RICHMOND, VA



2,560 Works of Art Created

Tiny Tykes Preschool educates our youngest students through play and discovery in a safe, nurturing, and socio-economically diverse environment. Learning through art builds creativity and fine motor skills while exposing children to social and educational interactions that prepare them for Kindergarten.



93 Students Participated in After School Programming

CHAT's After School Programming includes After-School Mentoring, Summer Day Camp, Enrichment Activities, and High School Youth Group. These programs focus on developing trust and building strong relationships that empower youth to make life transforming decisions. Through volunteer engagement, we strive to offer one-on-one mentoring relationships to each youth we serve.



Legend



After School Programs

After School Programming was the founding program of CHAT. Our current sites include the Resurrection House, Bethlehem Baptist Church, East End Fellowship, the Lighthouse, Peter Paul Development Center, Leigh Street Baptist, and several homes throughout the neighborhood.



Church Hill Academy

Church Hill Academy, where our high school students focus on academics, character & community, is housed at Carlisle Avenue Baptist Church.



The Resurrection House

Home to CHAT's Shared Services Team, The Rez house is a tutoring site and a community space.



Public Housing

Nearly 3000 children & youth live in the public housing courts in the East End - Mosby Court, Fairfield Court, Whitcomb Court & Creighton Court - one of the densest tracts of poverty on the East Coast.



Work Leadership Institute

Work leadership Institute is home to Nehemiah's Workshop, On Point Prints and the Front Porch Cafe; all geared toward providing youth with job readiness skills for a successful future.



Front Porch Cafe

The Front Porch Cafe is CHAT's newest addition. We serve high quality and affordable food while providing young adults with job training. **Read more on page 10.**



Tiny Tykes Preschool

Tiny Tykes Preschool is our high quality preschool located at Bethlehem Baptist Church.



Public School

Our students are drawn from every public school in the East End, including Bellevue Elementary, Chimborazo Elementary, George Mason Elementary, Fairfield Elementary, Martin Luther King Middle School, Armstrong High School, and Franklin Military Academy.

2,850 Hours Worked By Youth

CHAT's Work Leadership Institute provides opportunities for youth to develop their professional skills and experiences in one of three small businesses. This year, youth worked in Nehemiah's Workshop (our woodworking shop), On Point Prints (our screen-printing shop), and the inaugural Front Porch Cafe Summer Culinary Program.

41 Graduates to Date

At Church Hill Academy we place an emphasis on relationship building, character development and community service. We offer small classes, individual attention, and clinical counseling services to all our high school students to support their learning and set them up for future success.

FUTURE

FRONT PORCH CAFE



Our Front Porch Cafe is the intersection of hospitable spaces, authentic relationships, meaningful skills, and income generation. Located on Church Hill's Nine Mile Road, the Front Porch Cafe is a place to build community and prepare youth for future employment. This is what sets the Front Porch Cafe apart from others like it - our dedication to Church Hill's present and future.

As our Work Leadership Institute has grown and the East End neighborhood has changed, we have seen the need for a community gathering place that will also provide youth with a deeper understanding of the challenges and fulfillment of the work environment. The Front Porch Cafe was born from the desire to meet these needs.

The journey to the Front Porch Cafe opening has not been an easy one. Finding the right location, establishing the various business aspects and staying true to the mission have been challenges to launching the Front Porch Cafe. Program Director Chris Whiting says these challenges "brought great dialogue, great conversations and great partnerships." Partnership has made the Front Porch Cafe possible, and we are grateful for the faithful support of the Robins Foundation and Bon Secours that made the cafe a reality for our community.



"A welcoming place for
hope & hospitality"

*Albert Walker, Director of Healthy
Communities for Bon Secours
Richmond Health System*

Moving forward, we'll train and equip the students and young adults who will staff the cafe through a seven week program that not only equips them for culinary arts, but for the skills of customer engagement, problem-solving, and teamwork that are essential to any job. We were excited to pilot the training program this past Summer with three students who are now working part time at the cafe. With the support of Aaron Rumley, our Food & Beverage Manager, our students Altira Smith (pictured right), Tianna Mitchell, and Jonathan Warlington learned Safe Serv protocols and had barista training with our friends at Blanchard's coffee. The training has set these teens and our cafe up for success as it opens.

We are most looking forward to filling the cafe with a community of people: people who decide that the Front Porch Cafe is where they want to work, where they want to dine, where they want to fellowship and where they feel comfortable.

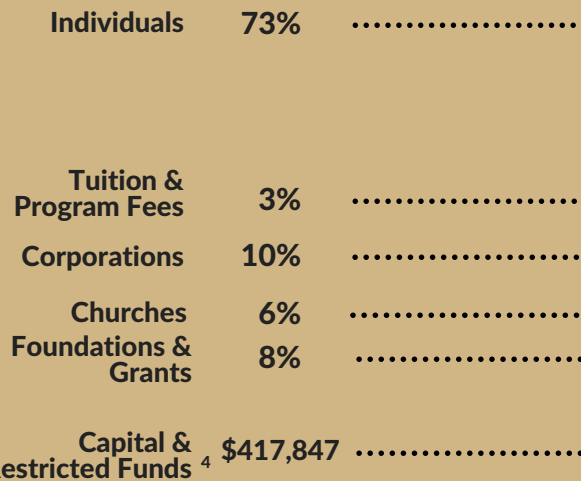
Follow the cafe on instagram @frontporchcaferva and visit frontporchrva.com for the full menu

PROGRESS

2016-2017 FINANCIALS¹

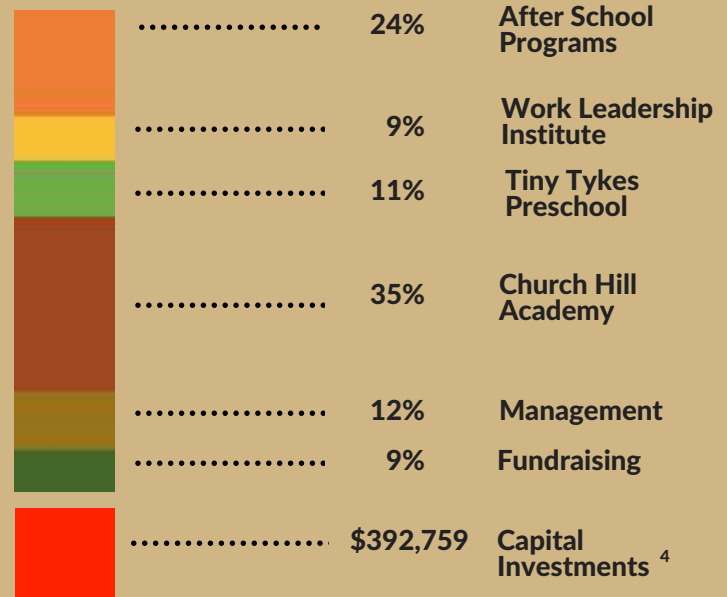
INCOME²

\$2,159,888



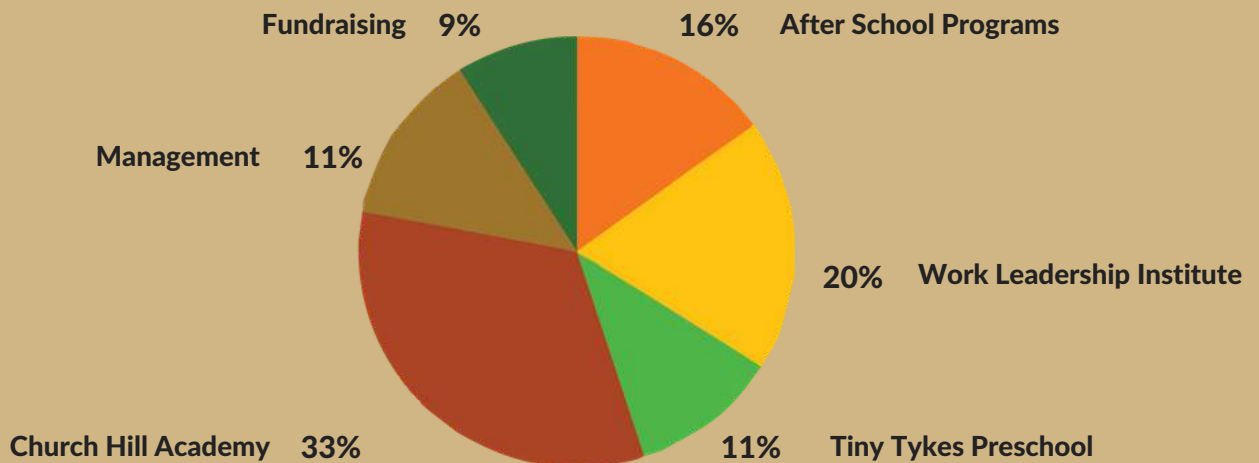
EXPENSES³

\$1,847,688



2017 - 2018 BUDGET

\$2,212,476



Note 1: The numbers presented here are unaudited, accrual-based numbers which are subject to change during our annual independent audit, which was still ongoing at the time of this report's publication. You can find audited financial statements from previous years on our website and statements from this year will be posted as soon as they are available.

Note 2: Ending Net Assets for FY 16-17 were approximately \$2,183,608. This includes CHAT-owned buildings, land, vehicles, cash on hand, and foundation grants that have been pledged but not yet received.

Note 3: Our program spending breakdown is as follows: After School Program - \$449,235. Work Leadership Institute - \$175,141. Tiny Tikes - \$205,283. Church Hill Academy - \$638,774. Management - \$213,580. Fundraising - \$165,674

Note 4: Capital funds were primarily allocated towards the building and purchasing of equipment for the Front Porch Cafe. The restricted income is made up of funds restricted for use in the 17-18 fiscal year.

PRAISE

2016-2017 DONORS & PARTNERS

We are incredibly grateful for the faithful support of our donors and community partners who make the work that you read about in this report possible. It is a blessing and a privilege to be partners in serving and equipping our youth to make life transforming decisions. Thank you for your commitment to making an impact in the East End of Richmond through your investment in CHAT.

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