



# CHAT

Church Hill Activities & Tutoring

*2017-2018 Annual Report*





## Our Mission

We serve the youth of the East End and equip them with *the heart, head, and hands* to make to life transforming decisions.

## Why We Exist

Because each child is created in the *image of God* and has inherent value and purpose.

Because the destructive forces of cyclical poverty deny that value. In the East End of Richmond, *nearly 4,000 students live under the poverty line\**.

Because we have *Gospel hope* in the power of faith, education and community to help our students reach their full potential and transform our community.

## How We Work

First, we create *amazingly hospitable spaces* for our students.

Second, we develop and promote a network of *authentic relationships* for each student.

Then, we educate students with meaningful skills, build character and model *spiritual identity in Christ*.

\*American Community Survey



# A Letter from Our Executive Director

Dear Friends,

As we look back on the year, and then even further back on the past 17 years, it's amazing to see all that has been accomplished here in the East End. The seeds of love, community, and hope that Percy & Angie Strickland planted have borne incredible fruit in over 500 kids and young adults who have **incredible value** and are made in the **image of God**.

In these pages, you'll read about all the ways **your partnership is having real impact right now** in our four key programs. Every day we're encouraged by the ways we see our students and alumni living out their full potential at school and work, in their homes, and across the community – in spite of all the challenges of poverty that threatened to hold them back.

As the prophet Isaiah foretold, *"They will be called oaks of righteousness and justice...They will rebuild the ancient ruins and restore the places long devastated"* (Isaiah 61:3-4). So many of you who are reading this have been indispensable in helping them overcome their challenges, in more ways than we could ever retell.

And yet, there's still so much left to do. **Nearly 4,000 youth live under the poverty line in the East End**. The majority of these youth are still not being reached by us or the other nonprofits we partner with here. **We have waiting lists for every single initiative or program** we run – and there are many ways we can still improve the quality of our existing work.

That's why, as this report goes to print, we're in the midst of **finalizing a new strategic plan to meet these pressing challenges**. Some of the details are still being worked out, but the broad outlines are clear:



In 5 years, grow to 400 students, doubling the number of students we serve.



In the next 2 years, lay the foundation for growth by increasing quality in our programs.



Uphold a culture that embodies hospitality, relationship, and community centered on Christ.

As I look at this report and our strategic plan, I'm filled with gratitude at your partnership and support. It's sustaining us today, and our goal is to steward all the time and resources you've invested to yield an even greater return in the lives of our students in the years to come. As we move forward, we'll face great challenges, and also make our share of mistakes. But our hope remains - in the faithfulness of God, in the potential of our students, and in the power of a city coming together. **Thank you for being a part of this journey!**

Stephen Weir  
Executive Director



## After School Program

### ABOUT THE PROGRAM

The **After School Program** is the foundation of CHAT's work, from its humble beginnings on Percy and Angie Strickland's front porch. Today, the program provides a variety of ways to enrich the lives of students. **Mentoring, homework help, and life skills classes** fill 3 days a week during the school year, all made possible by committed volunteers. Our **Summer Day Camp** runs for 6 weeks during the summer, providing educational enrichment and meaningful experiences across the city.

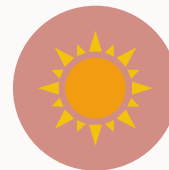
This past year, the After School Program welcomed a new program director, **Willis Weber**, who has nearly 15 years experience mobilizing and developing volunteers and young adults. We had the privilege to serve over 110 students, with the help of 110 volunteers who each gave an average of 170 hours of service. Nearly 60 of our students joined us for our revamped Summer Day Camp, which was run with the help of 7 certified educators.



**110** students served



**18,700** mentoring hours provided by dedicated volunteers



**810** hours of educational instruction during Summer Day Camp



*"I just want to be in his life as long as he and his family want me to be. It's a friendship."*

*George, on his relationship with RJ*

#### **MEET GEORGE, GINNY, RJ, AND KAYLA**

George and Ginny Greene have been mentoring RJ and Kayla through the After School Program for over 3 years now. Back when they first heard about CHAT through members of their church at St. Giles Presbyterian, George and Ginny both felt they were too busy to take on another responsibility. Now George wonders, **"Why don't more people do this?"**

Outside of the weekly mentoring sessions, Ginny takes Kayla out to get her nails done, George takes RJ bowling, and they've enjoyed activities together like going to the zoo. George and Ginny have emphasized building relationships with the families of RJ and Kayla. As mentors, George and Ginny desire to **come alongside parents who are already doing an amazing job.** Both Kelly (Kayla's mom) and Chiquita (RJ's mom) have made sure their children are in schools where they benefit from a small, focused, Christian education. Ginny says, **"These moms are on it to really fight to try and keep their kids where they feel like they'll get the best assistance."**

During their time mentoring, both George and Ginny have seen RJ's and Kayla's character

grow and personalities flourish. When George first met RJ, he easily got angry and would shut down, responses driven by the toxic stress of poverty. But over time, George has seen RJ communicate better and learn how to handle his emotions. RJ is a very bright kid, and George is honored to encourage and affirm RJ that **he can accomplish whatever he sets his mind to.**

For all the time they've given to the kids, George and Ginny feel like they've gotten so much more in return. As they've built relationships with these families in the East End, they've seen their ideas and impressions of cultural differences challenged. Ginny has noticed how her perceptions have changed: **"I'll walk down the street, and I'll look at someone totally different than I would have five years ago."**

They've both learned what it means to build trust across cultural barriers. Being a part of RJ's and Kayla's lives has motivated them to want to do more. George believes it was not an accident that the Lord put him and Ginny with these two young people.





## Church Hill Academy

### ABOUT THE PROGRAM

Opened in 2008, **Church Hill Academy** is an independent Christian high school preparing students for lifelong success through **academics, character, and community**. At the Academy, students benefit from an academic focus, career preparation, Christian spiritual formation, and most of all, a faculty and staff that believes in the potential of every single student. Through a partnership with Elk Hill, students receive trauma-informed therapy and counseling to overcome the challenges of childhood poverty and succeed in the

classroom. Students at the Academy are involved at all of CHAT's other programs, including at Tiny Tykes as guest readers.

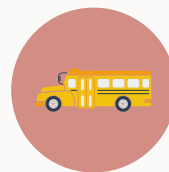
This year, Head of School **Gina Maio** stepped down after 9 incredible years of service and passed the baton to **Libby Germer**, an educator with 14 years of experience in Richmond public and independent schools. Seven seniors graduated this year and each one of them has transitioned into ongoing education or to the workforce.



**38** students served



**240** mock interviews conducted at Marketplace Days



**94.5%** attendance rate



*"Church Hill Academy is a great school. They definitely prepare you for the future and it's very family-oriented."*

*Ayanna, Church Hill Academy student*

**MEET AYANNA** Ayanna joined the Academy in September 2017. Both Ayanna and her mother wanted a small Christian school as an alternative to public school. Once they were sure the Academy was the right fit, they worked together with Gina Maio to find a way for Ayanna and her brother to use a bus route to get to the Academy each day.

That was over a year ago, and today Ayanna is thriving as a Senior and making an incredible impact at the Academy. Mallory Hansen, the Academy's School Counselor, gushes about all the ways Ayanna helps create a positive school culture: **"She helps her friends become stronger leaders. She's more encouraging, and she's set apart, because she sets an example... She knows she has a great opportunity here and she taps into that."**

One of the ways Ayanna has modeled this is through her leadership with the praise dance team. Last year Ayanna and another student, Da'Kaila, realized they needed a way to process difficult and overwhelming challenges in their lives. They found an outlet through praise dance. The team has become a place where students can process their emotions and

circumstances through worship and prayer. **Now the manager of the team**, Ayanna has learned how to communicate with people who are different than her and how to handle group dynamics with understanding and grace.

**Academically, Ayanna has thrived** - she is on track to graduate with an Advanced Diploma. She is already applying to colleges and is looking to pursue a bachelor's degree in communications or journalism, interests the Academy has already given her a chance to cultivate. Last year while serving with Student Government, Ayanna and one of her teachers, Chandra Wright, put together a radio show that broadcast school announcements to the student body.

Ms. Wright's impact in her life has also extended beyond the classroom. Ayanna recognized the need for an **African-American woman mentor**, and Ms. Wright offered to meet regularly with her. From discussing what it means to respect yourself to exploring new restaurants to attending community events, their mentoring and discipling relationship has been a pivotal part of Ayanna's experience at the Academy.





## Work Leadership Institute

### ABOUT THE PROGRAM

CHAT's **Work Leadership Institute** prepares teens and young adults for long term success in stable careers by providing training and work experience. In 2008 we launched **Nehemiah's Workshop**, where students develop custom woodworking skills to build everything from trophies to picnic tables, and even home renovation projects. 2013 saw the start of **On-Point Prints**, where youth learn to screen-print unique t-shirts and handbags. And this past October, we opened up the **Front Porch Cafe**, where teens and young adults serve delicious food and coffee in a space they're co-creating for the entire community.

Across all of our small businesses, youth and young adults build relationships with mentors who equip and encourage them for lifelong work. Regular Bible devotions and prayer prepare each student to take on new challenges with purpose and integrity.

In the 2017-2018 year, CHAT's Work Leadership Institute has grown to employ 26 youth, including 6 new teens and young adult alumni at the Front Porch Cafe, where we serve over 70 customers each day. Nehemiah's Workshop built over 30 cafeteria tables for 2 local hospitals, and 4 youth acquired key certifications to launch them further into culinary and construction careers.



**26** youth and young adults employed in one of CHAT's small businesses



**7,005** hours direct work experience gained by youth and young adults



**18,275** customers served at CHAT's Front Porch Cafe





*"Our goal here is to make sure people feel at home, they feel safe, they feel secure, they feel comfortable. And they can also get good quality food."*

*Jonathan, from the Front Porch Cafe*

**MEET JONATHAN** During the day you can find Jonathan attending Church Hill Academy as a senior, but once the final bell rings, you'll find him building his culinary skills as an associate at the Front Porch Cafe. In the afternoon and during summers, Jonathan is serving up coffee, sandwiches, salads, and smoothies to customers at our Front Porch Cafe. **Jonathan is one of three teens who have been working for the Front Porch Café since before it opened last Fall.**

Once he graduates from the Academy in May 2019, Jonathan has plans to go to culinary school, with long term dreams to open his own restaurant. Working at the Cafe has been pivotal to Jonathan's future goals and skill development. **"I want to go to culinary school and become a chef, so I feel like working at the Cafe, interacting with people - that's good for me to know good customer service. And also it's given me a little more taste of what it's actually like to work in a kitchen."**

With a love for meeting and serving new people, the Cafe has given Jonathan an even deeper appreciation for customer service. He's learned that retaining customers means

meeting their expectations in a timely way - and in order to meet those expectations, everyone on the staff team needs to work hard, communicate well and have clear responsibilities.

Jonathan had to learn some of these lessons the hard way. He recalls when the Cafe had first started serving pizza and lots of customers were eager to try the latest menu item. Jonathan and the team struggled to keep up with demand, and they didn't yet have a system to move orders along.

Through that experience, he learned how vital it is to have rock solid systems to process orders, as well as the importance of communication and trust with your coworkers. Jonathan and his teammates had the chance to problem solve and improve together, which helped build their confidence and relationships. For Jonathan, **"Teamwork is the key to making this Cafe successful and any place really!"**

If you haven't had a chance to check out the Front Porch Cafe, we hope to see you soon! When you come in Jonathan recommends you try our **Roast Beef Sandwich and a Tropical Smoothie.**



## Tiny Tykes Preschool

### ABOUT THE PROGRAM

**Tiny Tykes** is our independent, Christian preschool serving our youngest students, from 2 to pre-K. Affordable early childhood education is one of the greatest needs in the East End. At Tiny Tykes, students go through some of their most formative years in a caring environment where they can grow **socially, emotionally, academically, and spiritually**. Parents and families are deeply engaged at Tiny Tykes, working closely with staff and volunteers to ensure that every child has a chance to flourish.

In 2017-2018, we expanded our focus on **parental involvement** to include home visits and volunteer opportunities at numerous special events. **Over 2/3 of our students at Tiny Tykes receive full or partial scholarships**. Home visits with each student serve to solidify the relationship with families and students. All this led to 9 students graduating to kindergarten and 100% parent attendance at our end-of-year graduation.



**39** students served



**25** full and partial scholarships awarded



**1,500** works of art created





*"My kids have gotten a lot from CHAT, so I feel like you should at least give a little back."*

*Danielle, mother of Tiny Tykes student*

### **MEET DANIELLE, LONDON, AND LANDON**

Tiny Tykes has been working hard this year to increase parent involvement on site. Becca Granger, Director of Tiny Tykes, has seen how on-site volunteer opportunities help build relationships with parents and make it possible for scholarship families to give back.

Danielle is the perfect example. Her oldest daughters, now 15 and 12, grew up in CHAT's After School Program. This past year, her 3-year old twins, London and Landon attended Tiny Tykes, and during that time, Danielle has planned events, coordinated teacher appreciation gifts, and volunteered for Vacation Bible School. One particularly memorable event was the Valentine's Day party, where Danielle worked with two other moms to plan crafts, a storytime, and cookie decorating for the preschoolers, **going above and beyond anyone's expectations for that special celebration.**

Tiny Tykes has been foundational in London and Landon's early growth, development, and spiritual formation. Over the past few months Danielle has seen the twins come out of their shell, learn to communicate, and become more social with their friends. They have also become

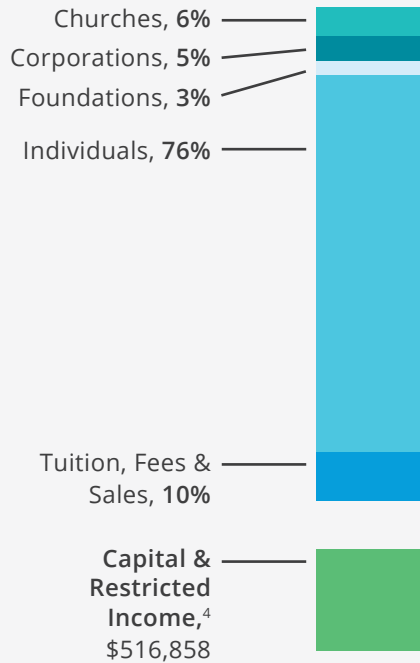
more comfortable with structured schedules and following instructions.

Home visits from the staff at Tiny Tykes, an initiative that began this past year, helped foster confidence for London and Landon and enhanced communication with parents. Lauren Withrow, a lead teacher at Tiny Tykes, had the opportunity to meet London and Landon's dad and see the supportive environment they are growing up in throughout the year. The twins were so excited to have their teacher in their home, and the visit increased their readiness to go to school. Danielle says, **"They love Tiny Tykes. They used to get up every morning and they would go sit on the porch and wait for the bus and look to see for the bus to come down the street."**

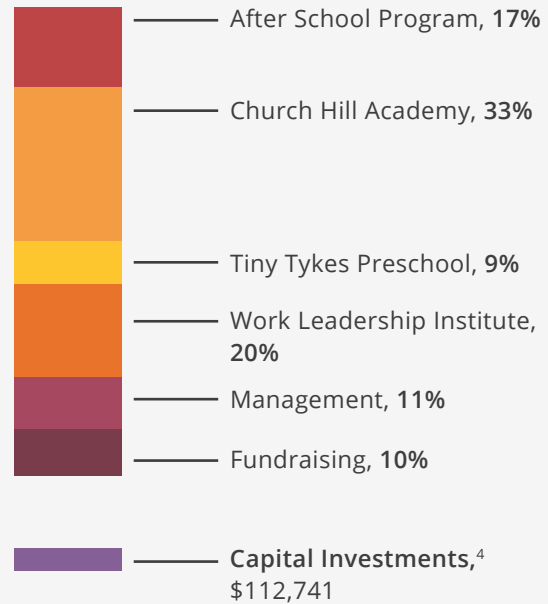
Tiny Tykes is filled with many parents like Danielle who care a lot about their kids' development and are eager to get involved on site. Becca notes that Tiny Tykes serves, **"lots of really great parents with really challenging situations."** We're striving to continually deepen our quality and expand our hours and options so that we can continue to serve these really great parents and strengthen our community together.

# 2017-2018 FINANCIALS<sup>1</sup>

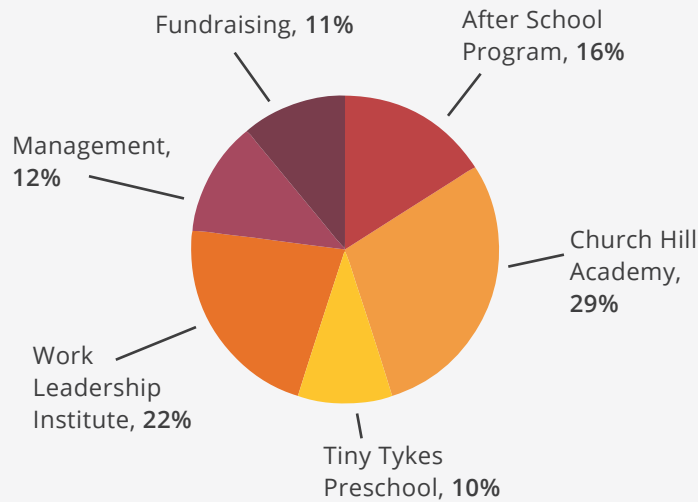
**OPERATING INCOME<sup>2</sup> \$2,570,009**



**OPERATING EXPENSES<sup>3</sup> \$2,449,726**



## 2018-2019 EXPENSE BUDGET \$2,615,005



### NOTES

<sup>1</sup> 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.

<sup>2</sup> Ending Net Assets for FY 17-18 were approximately \$2,560,438. This includes CHAT owned buildings, land, vehicles, and cash on hand.

<sup>3</sup> Our program spending breakdown is as follows: After School Program - \$422,826, Church Hill Academy - \$816,540, Tiny Tykes - \$208,742, Work Leadership Institute - \$485,978, Management - \$258,856, and Fundraising - \$256,784

<sup>4</sup> Capital funds were primarily allocated toward building and equipment improvements. The restricted income is made up of funds restricted for use in the 18-19 fiscal year.





## Donors and Partners

*We're 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's a blessing and a privilege to be partners in serving and equipping youth in the East End of Richmond. Thank you for your commitment to making a meaningful impact in our community through your investment in CHAT during this fiscal year (September 1, 2017 - August 31, 2018).

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