



CHAT

Church Hill Activities & Tutoring

Annual Report



LETTER FROM THE EXECUTIVE DIRECTOR

“And I told them of the hand of my God that had been upon me for good, and also of the words that the king had spoken to me. And they said, ‘Let us rise up and build.’ So they strengthened their hands for the good work.” Nehemiah 2:18

This organization has been blessed since its start 15 years ago to serve a myriad students and families. I’m honored and overwhelmed at the privilege of leading CHAT in such a time as this. I started as a volunteer a decade ago never dreaming it would grow into an opportunity to lead the organization forward. However, it was clear to me that this mission was worth time, money, energy, conflict and career changes.

Now, as our executive director, as I’ve always been, I am committed to driving forward our mission to serve the youth of the East End and equip them with the heart, head, and hands to make transformative life decisions.

Last year was marked by highs and lows; highs like watching Sheila, a young lady who has a soft spot in our hearts, graduate high school and thinking back to her first days with us as a spunky young girl. Highs like seeing Mike, a long time program participant, purchase his first car. Lows of seeing kids drop out of school, families fall apart, and the terrible low of attending the funeral of a former CHAT student who left us too soon.

After ten years at CHAT, I’ve learned to expect the highs and the lows. We know that we have an opportunity to be faithful to God’s call in the book of Nehemiah and rebuild a city. We know we have an opportunity to serve the racially-divided former capital of the confederacy. And we know we have the opportunity to serve individual students made in the image of God.

CHAT has a great legacy, which you’ll see in this report with many powerful stories, faces and yes, even data! Our legacy is the strong foundation, and now it’s time to build upon it, to build the walls and fortify the structure that will make it last for years and years. Our goal is not to build a flashy program, or go after the latest fad, rather we are building a program that enables *“a long obedience in the same direction.”*

I’ve challenged our board of directors, our staff and you (yes you!) to strengthen hands for the good work before us. Let’s build on our foundation and set CHAT and its students up for decades of high quality service.

Thanks to each of you for being part of the community that drives this work forward.

*Not our students’ real names





Church Hill Activities & Tutoring

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

Heart: Life-giving Relationships

Head: Healthy Identity & Vision for the Future

Hands: Genuine Skills & Opportunity



OUR NEIGHBORHOOD



CHURCH HILL ACTIVITIES & TUTORING SERVES THE YOUNG PEOPLE OF RICHMOND'S EAST END, HOME TO FOUR OF RICHMOND'S SIX HOUSING PROJECTS, AND ONE OF THE HIGHEST CONCENTRATIONS OF POVERTY IN VIRGINIA.

Community Resources

- Surge of new businesses
- Strong young people and community-development organizations
- Beautiful and historic parks
- Donors and volunteers
- Numerous houses of worship
- Neighborhood hospital
- Neighbors and youth

Community Challenges

- No local grocery store (instead, many corner stores)
- High teacher turnover and student dropout rates
- Poor access to public transportation
- High unemployment rate
- Lower life expectancy

**LEARN MORE ABOUT
THE STORIES OF OUR NEIGHBORHOOD**

CHATRICHMOND.ORG/BLOGS

OUR PROGRAMS



After-School Programs

Our After-School Programs, held during the school year and as an eight-week summer camp, support students' educational and spiritual development through weekly literacy-based tutoring, life skills classes ("Wacky Wednesday"), recreational activities, Bible studies, leadership opportunities and more.



Church Hill Academy

Church Hill Academy is an independent, Christian high school that seeks to prepare students for life after graduation through programs encompassing academic rigor, career preparation, life-skills building, economic literacy and spiritual development.



Tiny Tykes Preschool

Tiny Tykes Preschool, a faith-based, high quality preschool provides learning activities that meets the spiritual, emotional, intellectual, and physical needs of our young students through interactive play and discovery in a safe and nurturing environment.



Work Leadership Institute

Our Work Leadership Institute employs local high school students to practice perseverance, creativity, teamwork and other resume building skills on the site of our small businesses, including woodworking, screen printing, and urban farming.



Service Groups

Volunteers are committed individuals who work with young people in regular programming. Community Project groups dedicate anywhere from one evening to one week to invest in our neighborhood. Summer Immersion Interns join us for one summer, and Year-Long Residents for one year, to work with young people, study urban development and racial reconciliation, and live in the community they serve.

PROGRAM IMPACT

75
students
attending
each week

After-School Programs

Our goal is for each child to achieve at or above grade-level reading. We've found that care, wisdom and building relationships is the key to boosting literacy. In this supportive environment, we teach critical skills and values for living healthy, successful lives. Tutoring has been a lifeline to school success and the prospect for a bright future.

Church Hill Academy

Since the school's inception in 2007, 33 students have graduated and moved on to secondary education or entry-level jobs. This is no small feat -- many are the first in their families to graduate high school. By teaching problem solving and positive behavior skills, along with offering counseling services to ensure emotional and mental health, we equip our students with the necessary tools for healthy, productive lives.

33
graduates
to date

1500
books
read

Tiny Tykes Preschool

Encouraging learning through reading, play, concrete experiences and active exploration defines our approach. Teachers work individually with children to help them develop and grow, while working with parents to instill cognitive problem-solving abilities, social competence and strong basic literacy and language skills.

Work Leadership Institute

The Work Leadership Institute hired 31 students to work in urban farming, screen printing, Nehemiah's Workshop, Tiny Tykes Preschool, and CHAT's Street Leader program. As the proud recipient of the Lora M. and E. Claiborne Robins Community Innovation Grant of \$500,000, we have been able to create more opportunities for students to participate in on-the-job training and job-readiness classes. These efforts foster a deeper understanding of the challenges and fulfillment of the work environment.

31
students
hired

3954
hours
served

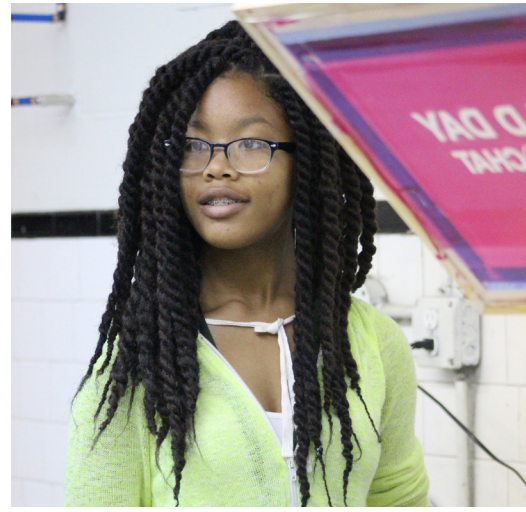
Service Groups

Whether a one-day project or year-long internship experience, volunteers not only leave an impact on the community, but walk away forever changed. We don't want folks to come and "work", but to experience the incredible things that come through serving the community by learning about urban ministry, racial reconciliation and nonprofit management.

Front Porch Cafe


The Front Porch Cafe will open in 2017 in partnership with Bon Secours and with support from the Lora M. and E. Claiborne Robins Community Innovation Grant and a matching gift from the Mary Morton Parsons Foundation. A breakfast, lunch, and coffee cafe in the Church Hill North neighborhood, the Front Porch Cafe will equip young adults from the East End with job skills for personal and professional growth and serve excellent food and drink to foster friendship and community development.

coming
in 2017




STUDENT PERSPECTIVE

Social media allows us to tell the stories of our students. Here we follow Atysheyona as she engages in CHAT programming. From weekly tutoring and Tiny Tykes Summer Camp to Marketplace Day and college visits, Atysheyona and students like her, are able to make transformative decisions that impact their future.

 **Church Hill Activities and Tutoring (CHAT)**
August 1 · 🌐

CHAT has so many branches that sometimes they seem far apart. This week walk through CHAT programs with Atysheyona, and see how close and clearly they connect in this season of her life.

During the school year, Atysheyona has attended the After-School Program's tutoring site for high school students, completing her homework and reading books with a volunteer tutor. (1/4)



 **Church Hill Activities and Tutoring (CHAT)**
August 3 · 🌐

Atysheyona scopes out Old Dominion University's Norfolk campus. This is just one of the stops on Church Hill Academy's College Trip, providing students the opportunity to visualize college life, see college students in action and attend tours of some of the nearby schools they could choose to apply to. (3/4)



 **Church Hill Activities and Tutoring (CHAT)**
August 2 · 🌐

At Church Hill Academy, Atysheyona participates in Marketplace Day, an event at which she practices her interview and networking skills through mock interviews and mingling with local Richmond professionals. (2/4)



 **Church Hill Activities and Tutoring (CHAT)**
August 4 · 🌐

Through The Work Leadership Institute, Atysheyona is one of two high school students working at Tiny Tykes Preschool's summer camp. The preschoolers are overjoyed when she energetically joins them in play.

This is the reality of CHAT programs. We go deep and wide with our students, serving them across programs and according to their needs, season by season. Your incredible generosity and participation make this possible for Atysheyona and students like her.

Join us in providing more of these transformative opportunities for East End youth. Share. Partner. Volunteer. Donate. (4/4)



SEE OUR STUDENTS IN ACTION

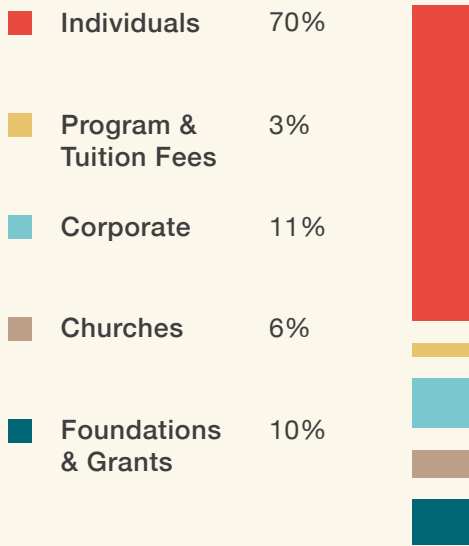
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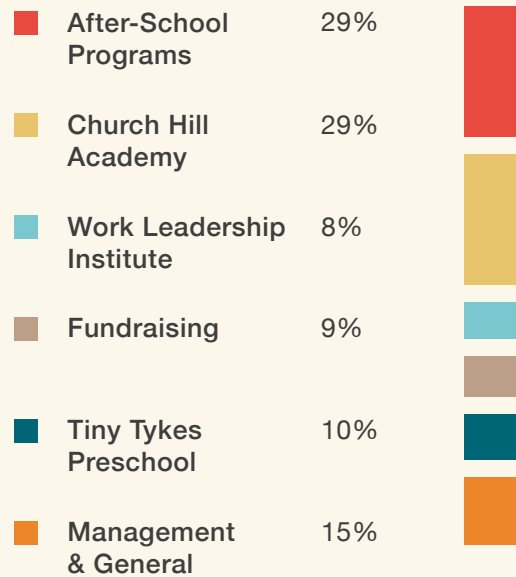
FINANCIALS

2015-2016 INCOME & EXPENSES

INCOME, \$2,005,393



EXPENSES, \$1,909,443



2016-2017 FISCAL YEAR BUDGET



Note 1: In addition to the operating expenses listed above for FY 15-16, CHAT also incurred \$125,892 in capitalized expenses for the renovation of the Resurrection House, paid for using restricted funds raised specifically for that expense.

Note 2: Ending Net Assets for FY 15-16 were \$1,326,976. This includes building, land, vehicles, and foundation grants that have been pledged but not yet received.

Note 3: Our program spending breakdown is as follows: Church Hill Academy - \$559,387. After School Program - \$554,038. Tiny Tikes - \$179,866. Work Leadership Institute - \$115,487. Management & General - \$287,658. Fundraising - \$137,007.



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Sands Anderson Area 10

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HarryCo



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A REFLECTION FROM PERCY

When I sit down with CHAT's annual report year after year (or as many years as we have had one), I am filled with one emotion: amazement. In December of 2001, my wife and I had been living in North Church Hill for about 6 months.

Our porch was already full of young people and our house was becoming crowded with youth who were deeply desirous for authentic and life-giving relationships. They helped as we put up our rickety Christmas tree. It was some second-hand artificial tree that my wife absolutely hated. Four kids came over and helped us decorate our crummy fake tree. They loved it. A young lady who lived across the street privately asked me, "Can that be my Christmas tree too?" I didn't really understand what she meant. She responded by noting that she had never had one in her apartment.

My reply was pretty simple, "This can be your tree, but we are going to get you one too!" We had no money, but we had something better than money... friends. We reached out to some dear folks from Third Church who ended up getting us 5 trees and decorations. As I decorated one of those trees in that young lady's dilapidated apartment just days before Christmas, I was

filled with one emotion: amazement. CHAT wasn't even a non-profit... it didn't exist yet and God was already doing more than we could imagine.

Fast forward two years and you will see a different sight. 40 kids and 30 tutors (full-size adults) gathered in a house on Chimborazo Blvd. There is electricity in the air. This is a poetic way of saying that we were riding the line between total chaos and overwhelming joy. Kids and tutors in every part of the house (even the bathroom!) paired up and reading together. I am running around managing behavior problems and trying to make sure kids have the flash cards and books they need to get things done. I look over to one of the tutors and ask if I can borrow 5 dollars so that we can give a small prize to the kid who showed the most leadership on Money Train Tuesday. As I look out and see my den packed with kids I love and adults who love them, I was filled with one emotion: amazement.

Where did all these folks come from? Next, I find myself on my knees with a basin of water in my hands preparing to wash the feet of 8 teenagers from our community. They are our Street Leaders. This was a program developed to give our students real

work experience. Young people who have grown up in the CHAT and now work to lead the younger generation. I had just finished a Bible study of John 13 where Jesus washes the disciples feet as the ultimate act of love and servant leadership. I have studied that passage with thousands of folks. Just a year later, I will wash one of their feet again as they become a college intern. A little later I will end up washing another Street Leader's feet again as they become a tutoring site leader and a staff member. When CHAT first started, I joked a great deal that one day these students would grow up and take my job. Turns out... that has already happened. Now, we have students screen-printing, growing food, building stuff in Nehemiah's workshop, leading our youth and soon (thanks to a \$500,000 Innovation Grant that we never thought we would get) learning the food industry and customer service in our very own cafe! You probably guessed at the emotion I feel when realizing this, right? Amazement!

Just a couple of years ago, I noticed a post by a parent of several of our CHAT kids. Her child had just started at our local elementary school. She was bragging that her daughter's teacher wondered what she had been doing to





“WHEN CHAT FIRST STARTED, I JOKED A GREAT DEAL THAT ONE DAY THESE STUDENTS WOULD GROW UP AND TAKE MY JOB. TURNS OUT... THAT HAS ALREADY HAPPENED.”

prepare that little one for school. The teacher noted that the student was ready to learn and was well beyond the skill level of the other kids in the class. The parent made a pretty simple statement, “Thanks Tiny Tykes and CHAT!” You see, my daughter had spent her formative time (2-4) at CHAT’s preschool.

She had mastered the skills she was going to need to succeed in any learning environment. Honestly, I can give personal testimony. Two of my children have spent considerable amount of time at what I see as the best pre-school in the East End of Richmond (if not all of Richmond). As I recently enjoyed a Thanksgiving feast in a room filled with parents, grandparents and folks proud to watch their small children dressed as turkeys and singing songs, I wonder how this all happened and I am amazed.

Many of you already know that at the end of 2016, I stepped aside as CEO. It was fitting that my last act as CEO was spent preaching at the final chapel service of the year at Church Hill Academy, our private intervention high school. As I stood in the large sanctuary at Carlisle Avenue Baptist Church surrounded by teachers, students and graduates, my mind wandered to conversations with three young people about to graduate from University of Richmond. They loved the youth of the community and wanted to do more so I flippantly said, “You should start a high school.” Then, they did. They started a school! Ten years later, I take CHA alumni out to eat dinner when I speak at their college. Can you imagine that? Today, students who would have been left behind by a broken system are getting the individual attention that they need to be able to find success in education and employment. Amazing!

From a Biblical perspective, there is a common response to the work of God. Amazement! So, as you look through this annual report, don’t just see some numbers and some nice pictures. Take a moment to understand what all this really means. It means that resources have been leveraged to provide life-giving relationships, authentic opportunities and transformative mindsets for a group of young people that are dearly loved by God even if they have been forgotten by our world. CHAT hasn’t forgotten. Jesus once healed a paralyzed man who was brought by his friends (literally dropped through Jesus’ roof). The text notes that when Jesus saw “their faith” he forgave the man and healed him. Know that I am thankful for your faith. Also know that Jesus has done an astounding work in the East of Richmond. When Jesus does something like this, all we can do is be amazed!

Perry Strickland





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