



# CHAT

Church Hill Activities & Tutoring

## Annual Report

2018-2019



## OUR MISSION

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





# A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dear friends,

It's an incredible privilege to sit down for the first time and write the Executive Director's letter for our annual report. But the truth is, it feels a bit disingenuous for me to be the one writing this. The stories and accomplishments in this report occurred mostly during the leadership of my predecessor, Stephen Weir, who ably led CHAT for nearly five years after serving as a volunteer for the previous decade.

I had the privilege to see Stephen in action during my years as a volunteer, and then a staff member. Stephen embodied humble service—always willing to show up and do whatever the day's challenge required, whether that was building a financial model, driving a bus, coaching a staff member, or just sitting quietly with a student who needed some time and space to unpack the ways systems of poverty and injustice are designed to limit his potential. As I step into this role, it's my prayer I can continue to embody that kind of Christ-like service.

My name is at the bottom of this letter, but everything you'll read in the pages that follow is only possible through the work of the entire CHAT community: our amazing staff, our committed volunteers, and our generous donors. Each one of you has chosen to be a part of this community and make an investment in our most precious resource—the intrinsic value of every CHAT student as a child made in God's image.

Even more, we honor our students and their families who choose every single day to press forward and accomplish the incredible, despite all the odds stacked against them. It's our privilege to support them as they achieve far more than our world can imagine. And it's our responsibility to ensure our students, and ultimately every student in the East End, have the best possible opportunity to grow and flourish as God intended.

That's why, as a part of our five-year strategic plan, we're focusing on excellence in all of our programs and laying the groundwork to double the number of students we serve. As you turn the page, you'll see just a few of the ways we're striving to meet higher standards in our work, standards that translate into meaningful growth for our students that will have lifelong impact.

It's an honor and a privilege to be a small part of this incredible work alongside each one of you. While Percy and Angie founded our work, Stephen continued it, and now I'm stepping up to the plate, ultimately it's Jesus who is the Author and Perfector of all that we do here. Through His grace, I'm excited for what the years to come will bring to CHAT and our entire East End community.

Sincerely,

Jonathan Chan,  
Executive Director



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# WE'RE COMMITTED TO EXCELLENCE



Tiny Tykes earned a **Level 2** award from **Virginia's Quality Rating and Improvement System (QRIS)** for childcare and preschool programs.



The After School Program successfully completed the **Youth Program Quality Intervention (YPQI)** process, a best-practice model for continuous improvement in youth programs.



Church Hill Academy completed the first stage of accreditation in May 2019 through the Virginia Association of Independent Schools (VAIS) and **is working to achieve full accreditation by spring 2020.**



CHAT became the **first nonprofit in Central Virginia** to earn the highest rating from all four of these prominent nonprofit and ministry evaluators:

- Charity Navigator 4-star rating
- Guidestar Platinum Seal of Transparency
- Better Business Bureau accreditation
- Evangelical Council for Financial Accountability's Standards of Responsible Stewardship accreditation







# WORKFORCE DEVELOPMENT

Workforce Development provides opportunities for teens and young adults (ages 16–24) to develop professional skills to prepare them for long-term success in the workforce. Students work in one of four small businesses that provide training, work experience, and mentoring. **Nehemiah’s Workshop** teaches woodworking skills to students, who produce and sell custom-made items. In our screenprinting studio, **On Point Prints**, students design and print apparel, bags, and other cloth products. **Front Porch Cafe** provides work experience to young adults and offers a hospitable gathering place. And through our **Urban Farming** business, young adults learn about gardening and horticulture as they cultivate community gardens.

This year, after 11 years of dedicated work at CHAT, **Chris Whiting** stepped down as the Director of Workforce Development. He helped us lay the groundwork to launch students into meaningful education and employment opportunities leading to stable and productive careers. As this report goes to print, we’re interviewing some amazing candidates to lead this work forward!

## James & Kewann

Working on a multi-seasonal, urban farm has changed the ways **Kewann Davis** and **James Lowery** approach their relationships with God’s creation and their neighbors.

Kewann, one of Urban Farming’s founding members, has worked in the garden for more than five years. James joined the team about one year ago. Their experience has equipped them to overcome a variety of challenges, from dealing with cucumber-eating Harlequin bugs to adapting to Virginia’s wide range of weather. **And it’s helped them care more deeply for the community.**

Urban Farming’s cultivation of green space has a two-fold mission. It offers opportunities to invite the neighborhood to share the land and its produce. And it supplies Front Porch Cafe and Church Hill Academy with a steady flow of staples and legacy foods for dishes celebrating African American culinary heritage. **Drawing people together**

**around the garden and table are acts of hospitality the team takes seriously.**

Kewann asks neighbors what food they’d like to have available and educates them about different plants. **“It’s made me more conscious of the neighborhood and think about what community members would enjoy,”** he says. James makes sure to greet everyone he sees and find a way to make them smile. “Even just saying hi or waving could mean a lot to someone having a bad day,” he relates. “Being a farmer makes your neighbors more comfortable with you.”

In the future, James dreams of a beautifully landscaped space where people can come and “take a load off.” Kewann hopes the garden will provide even more produce through the cafe and local markets. **As they steward God’s gift of creation, they’re helping our community thrive, too.**



10,181 HOURS  
WORKED BY TEENS  
AND YOUNG  
ADULTS



28 TEENS AND  
YOUNG ADULTS  
EMPLOYED



\$206,306 IN TOTAL  
SALES FROM SMALL  
BUSINESSES





# CHURCH HILL ACADEMY

Church Hill Academy (CHA), the East End's only private Christian high school, equips students for lifelong success through **academics, character development, and service to their community**. Students thrive on individualized instruction and academic focus in the classroom, college and career preparation, spiritual formation, and a nurturing environment. As they progress through grade levels, students are given opportunities to grow as leaders and become young adults of accountability and authenticity.

We've seen a growth trend in the number of applications we receive, and we enrolled a higher number of new than returning students for the 2019–2020 school year. CHA was recently approved by the **NCAA**, which means student athletes can matriculate into D1 and D2 colleges. **We also anticipate a successful accreditation visit from the Virginia Association of Independent Schools (VAIS) in late October 2019.** All seniors now take a college and career advisory course, and our current 11 seniors have received college acceptances and offers of financial aid in excess of a combined total of **\$900,000!** Our students are poised for even greater outcomes than ever after graduation.

## Hezakiah

Like many high school seniors, **Hezakiah Smith** ("Hez") is thinking about what's next. His dream career is to be a musician or rapper, or more practically, he adds with a smile, an advertisement manager or marketing psychologist. Regardless of where his path leads, **Hez thanks Academy teachers like Brittany Andrews for helping to mold and solidify his ambition for the future.**

Brittany, the College & Career Advisor, hooks students early on when it comes to planning for life after high school. Hezakiah was no exception. **In April 2019, Brittany invited Academy students on an out-of-state college tour to visit HBCUs (Historically Black Colleges and Universities) across the south during spring break.**

"I just put it out there...thinking that someone might bite, and Hez bit," says Brittany. "I'm glad he did because I was able to say we had student representation from Richmond with our group of Atlanta students." The only student from Virginia,

Hezakiah adapted to his new environment and made lasting friendships. **He even had the opportunity to cultivate leadership skills as he was appointed to be the young men's group leader.**

**"I've been told I have leadership qualities, but I didn't really believe people when they said that until I came on the trip,"** Hez shares. Brittany attests to his tremendous growth and maturity he displayed throughout the entire trip. **With the dedication of passionate teachers and the commitment of motivated students, the Academy is able to offer valuable experiences like these for the enrichment of its students.**

After graduation, Hezakiah plans to continue his education—hopefully at Howard University, VCU, or Reynolds. He's looking forward to a peaceful senior year full of more academic success and personal milestones.



94.12%  
ATTENDANCE RATE  
FOR THE 2018–2019  
SCHOOL YEAR



14 GRADUATES IN  
THE CLASS OF 2019  
(LARGEST IN CHA'S  
HISTORY)



3,394 MERITS GIVEN  
(10:1 POSITIVE  
TO NEGATIVE  
BEHAVIORS)





# AFTER SCHOOL PROGRAM

What began on Percy and Angie Strickland's front porch 18 years ago has grown into a thriving, multifaceted program designed to help students develop their identity, resiliency, and agency. Our After School Program, staffed primarily by a team of **committed volunteers**, serves students through **mentoring, homework help, recreation, and spiritual instruction** two days a week during the school year. **Summer Day Camp** provides educational enrichment and activities across the city for two weeks during the summer.

Over the past year, we retooled the After School Program to have greater **individual and collective impact**. We centralized our programming from three sites to one to meet the highest standards for safety, increase the efficiency of our transportation and logistics, and ensure a consistent experience for every student. Our successful participation through surveys, assessment, and strategic planning in the nationally recognized **Youth Program Quality Intervention (YPQI)** process is another way we pursued our goal of providing more equitable access to increasingly excellent programming.

## Alex & Mykalia

In the After School Program, **Alex Taylor** and **Mykalia Fields** found a place to grow academically, socially, and spiritually. Both connected with CHAT during middle school, but it took some time before the girls' bond began to grow. "It was rocky at first," says Alex, "But once we started sharing life situations, we got closer."

When former CHAT staff member, **Becca Pryor**, began a discipleship group in the spring of 2018, the girls started to connect on a deeper level. Their small group and regular one-on-one time with Becca was an important source of support during their 8th-grade year.

Becca saw the girls develop personally and socially. **"They became more sure of themselves and are learning how to use their skills and talents to impact the world. I watched them mature, navigate conflict, and serve as role models."**

Providing a place for students to experience a sense of belonging and better understand themselves

is why the After School Program exists. Through meaningful opportunities to build healthy social-emotional skills, grow in friendship with others, and respond to the Gospel, students like **Alex and Mykalia are discovering who God is forming them to be.**

Now freshmen, the girls say the After School Program helped prepare them for high school. **"Tutoring taught me not to give up easily like I used to,"** Alex relates. **"I know how to speak up for myself and ask for help."** Mykalia, enrolled at Church Hill Academy, is excited for new opportunities and motivated to succeed. **"I can express if I don't understand something, and I have space to be myself,"** she says. **She's also returned to the After School Program as a volunteer to invest in younger students.**

Wherever their paths take them in the future, we're confident the good work God began in Alex and Mykalia will continue to flourish.



90 STUDENTS  
PARTICIPATED IN  
MENTORING



130+ STUDENTS  
SERVED



6,500+ HOURS  
OF MENTORING  
BY DEDICATED  
VOLUNTEERS



LI Mm Nn Oo Pp  
Xx Yy Zz

EKK EKK  
Elbow to elbow  
knee to knee  
If read to you  
and you read to me  
Elbow to elbow  
knee to knee  
book in the mid  
so we both can

Ency Weency Spider  
The eency weency spider  
Went up the water spout.  
Down came the rain  
and washed the spider out.  
Up came the sun  
and dried up all the rain.  
The eency weency spider  
came back again.

in Pumpkin  
Titherington

GROWING  
PUMPKINS





# TINY TYKES PRESCHOOL

Tiny Tykes is an independent, Christian preschool serving our youngest students (age 2.5 to pre-K). This program provides affordable early childhood education in a **safe, nurturing, and socio-economically diverse environment** designed to help little ones thrive. Through interactive play and caring instruction, Tiny Tykes invests in students' social, emotional, academic, and spiritual development. **Parents and families are integral partners** with our staff and volunteers as they work together to give each child the opportunity to reach his or her potential.

This year, we've focused deeply on program excellence. In addition to maintaining our full licensure as a Child Day Center, we also earned a **Level 2 award from Virginia Quality**, the state's voluntary improvement program for preschools seeking to meet the highest standards. This focus sets our students up for success in kindergarten and beyond, and we're proud that local kindergarten teachers regularly report Tiny Tykes graduates are consistently well prepared with the skills to succeed in the classroom.

## The Clarke Family

Back in 2015, **DarShee Clarke** was looking for a safe place for her daughter, **LeeShee**, to attend preschool. LeeShee had suffered a traumatic experience a few months prior, and DarShee wanted to ensure she'd be cared for and receive personalized attention.

She enrolled LeeShee in Tiny Tykes after being drawn to the Christian curriculum and kindness of the teachers. LeeShee had a positive experience as a Tiny Tykes student, and she was **well prepared academically and emotionally for kindergarten** at St. Andrews School. More importantly, **DarShee knew she'd found a place she could trust to nurture, educate, and walk alongside her youngest children.**

Her son, **Lester**, now attends Tiny Tykes, where he's experienced dramatic success. Inside the classroom, he's grown from being shy and reserved to participating in activities and engaging with classmates. **Lester loves learning and has benefited from individualized attention from**

**his teachers**, who give him opportunities to practice his letters and numbers with special games and activities during free playtime.

Tiny Tykes' personalized approach is benefiting Lester outside the classroom as well. After working with Lester for a few months, the Tiny Tykes staff and DarShee requested a Richmond Public Schools speech therapy evaluation through the Maymont Preschool Center. Upon completion of the referral and assessment process, **Lester was approved and connected with a speech therapist who works one-on-one with him each week to support his language development.**

**DarShee and his teachers have seen Lester's articulation improve and confidence soar.** This school year, Lester will continue to work with a speech therapist and benefit from more time at Tiny Tykes through its new **Extended Day Program, which serves students into the afternoon to better support working families in the neighborhood.**



36 STUDENTS  
SERVED

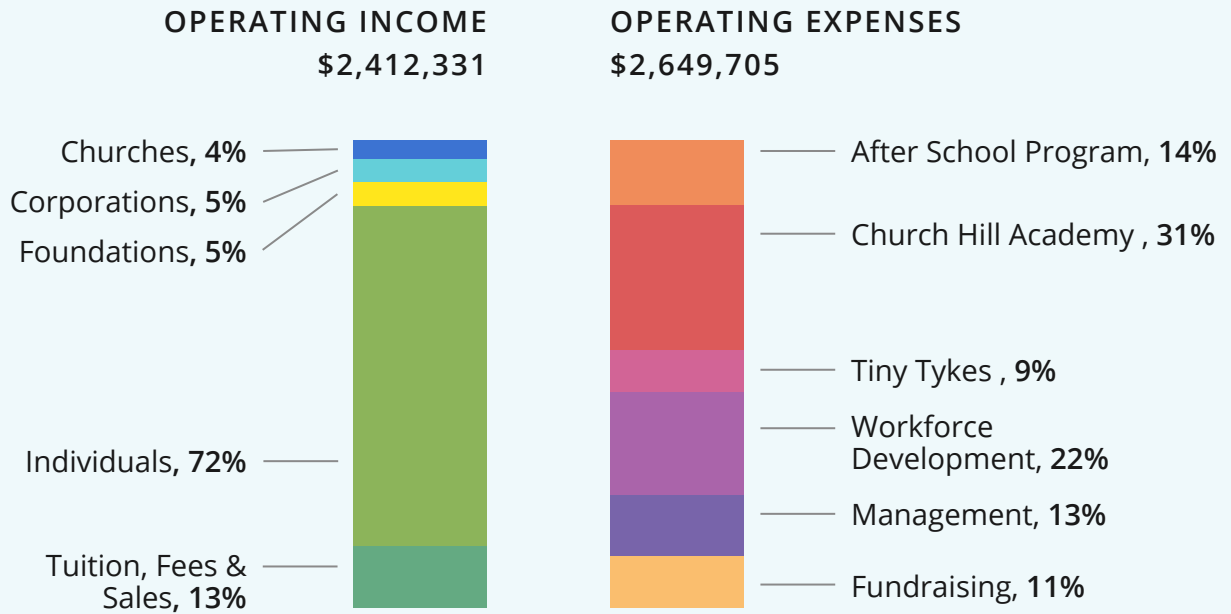


24 FULL OR  
PARTIAL  
SCHOLARSHIPS  
PROVIDED

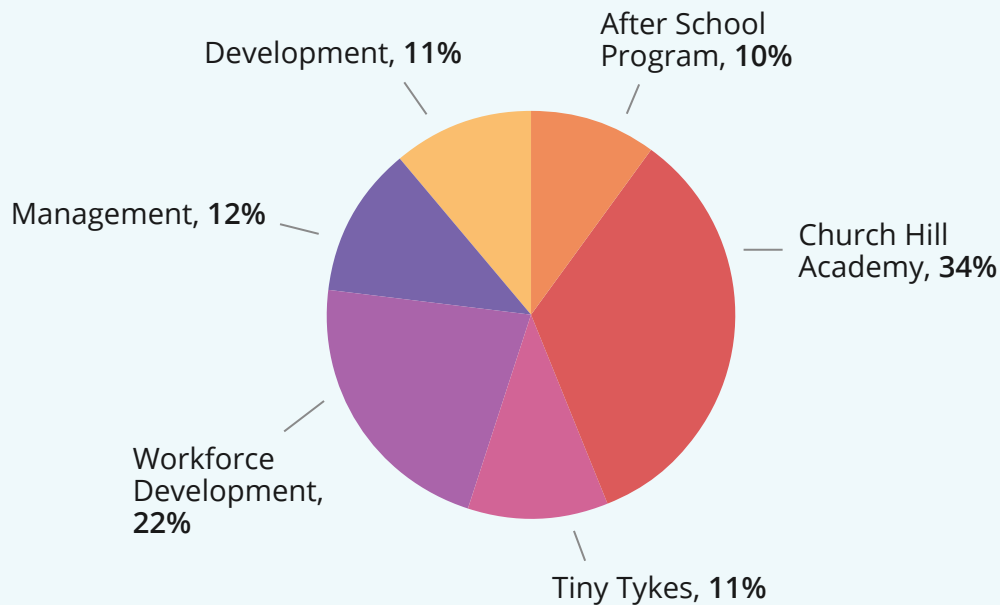


100% OF PARENTS  
OR GUARDIANS  
PARTICIPATED IN  
AT LEAST ONE  
SCHOOL EVENT

# 2018-2019 FINANCIALS



# 2019-2020 EXPENSE BUDGET



**NOTES**

1. The numbers presented here are unaudited cash-based numbers. Our annual audit, which is still ongoing at the time of this report's publication, will present accrual-based numbers. You can find audited financial statements from previous years on our website. Statements from this year will be posted as soon as they are available.

2. Ending Net Assets for FY 18-19 were approximately \$1,952,964. This includes CHAT owned buildings, land, vehicles, and cash on hand.

3. Our program spending breakdown is as follows: After School Program - \$367,922, Church Hill Academy - \$827,297, Tiny Tykes - \$237,345, Workforce Development - \$587,005, Management - \$348,508, and Fundraising - \$281,628.



# Gratitude

We're grateful for the generosity of our donors and community partners who make the work you read about in this report possible. Your support is a blessing to students and families throughout Richmond's East End. Thank you for your commitment to CHAT and for making a meaningful impact on our community through your gifts during this fiscal year (September 1, 2018–August 31, 2019).

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Chinese Baptist Church of Richmond  
City Church of Richmond  
Crestwood Presbyterian Church  
East End Fellowship  
First Presbyterian Church  
Grace Chinese Baptist Church Of Richmond  
Grace Covenant Presbyterian Church  
Harvest Renewal Church  
Hope Evangelical Presbyterian Church  
Mechanicsville Christian Center  
Peace Hill Christian Fellowship  
Second Baptist Church  
Sixth Baptist Church  
St. Matthew's Episcopal Church Endowment Fund, Inc.  
St. Giles' Presbyterian Church  
St. Matthew's Episcopal Church  
Swift Creek Presbyterian Church  
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## 1 Pray

Commit to pray for the flourishing of our students and community each week

## 2 Volunteer

Learn about volunteer opportunities in our programs: [chatrichmond.org/volunteers](http://chatrichmond.org/volunteers)

## 3 Give

Invest in the Kingdom work you've read about in this report: [chatrichmond.org/donate](http://chatrichmond.org/donate)



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