



# CHAT

Church Hill Activities & Tutoring



2020-2021  
Annual Report

## OUR MISSION

*We serve the youth of Richmond's East End and equip them to make life-transforming decisions.*

The young people of Richmond's East End deserve every possible chance to flourish, empowered with the tools and opportunities to succeed. Through our work, we have the honor of walking with families in our community, together ensuring their students have room to thrive and discover their God-given potential.

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# A MESSAGE FROM OUR EXECUTIVE DIRECTOR

I have to confess that when I look back over this past year, the phenomenon of “pandemic time” is very real for me. Nine months ago feels like just last week, and last week also feels like nine months ago. There are weeks, even months, that are just a blur of juggling Zoom meetings, emails, spreadsheets, half-drunk mugs of coffee, and family responsibilities.

But despite the haziness of my memory, God’s grace and faithfulness to our community stand out clearly, particularly in three key ways:

## Resourcefulness

Everyone here at CHAT had to creatively adapt to meet the challenges of this season. Our staff and volunteers took everything they already knew how to do and adapted it for our COVID-19 reality: toggling between virtual and in-person learning, putting new safety protocols in place, and so much more. Students and families were right there alongside us, helping protect each other and adjusting to new learning methods and routines. As we press forward into the 2021–2022 school year, we’ll continue to draw on the ingenuity of our community to find new ways of growing together.

## Resilience

The challenges of operating during another pandemic year came on top of other obstacles our students and families already face, including educational inequality, lack of affordable housing, and the impacts of trauma and violence on our community. But a resilient hope drives our students and families to get up every day and fight for more, for themselves and their loved ones. You’ll read more about our courageous students in the pages to come, and we’re excited to see all the ways they’ll continue to grow and achieve their goals in the year ahead.

## Commitment

Everyone’s ironclad commitment to our COVID-19 safety protocols, from our youngest students to our oldest staff members, allowed much of our programming to remain in-person for the majority of last school year. This commitment was borne from a deep belief in the importance of being together as much as was safely possible. That resolve is essential as we work now to address the learning loss and trauma of the past 18 months, even in the face of the Delta variant.

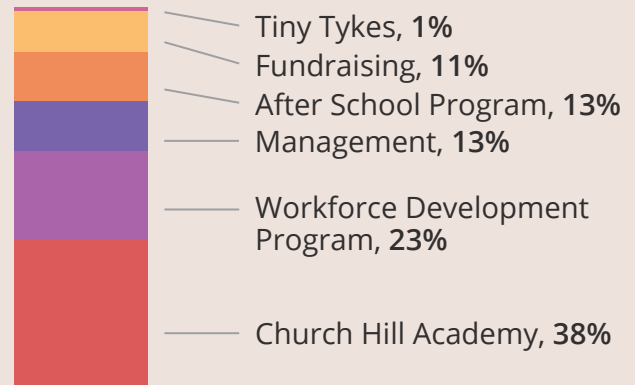
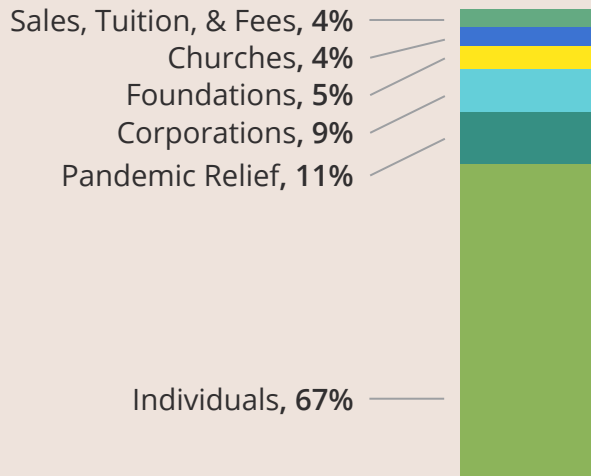
We’ve now entered our third school year impacted by COVID-19. While many challenges still lie ahead, we know God’s grace will continue to sustain us in ways we can’t even imagine today. Thank you for being a vital member of this community as we work together to ensure East End students have every opportunity to shine.

JONATHAN CHAN, EXECUTIVE DIRECTOR

# 2020–2021 FINANCIALS

**OPERATING INCOME**  
\$2,338,274

**OPERATING EXPENSES**  
\$1,893,746



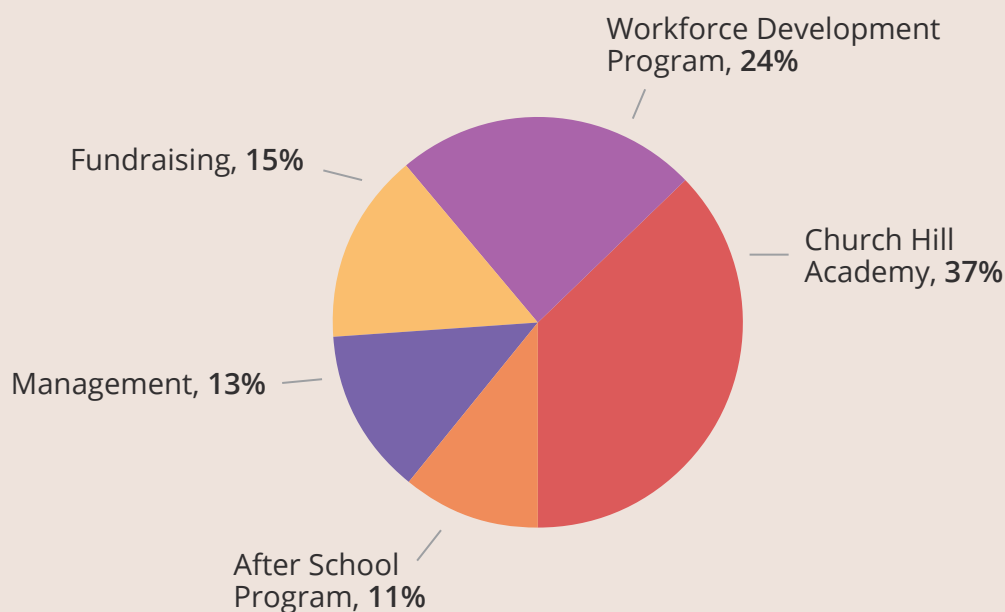
## NOTES

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, which will differ from this report. 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.
2. Ending Net Assets for FY 2020–2021 were approximately \$2,155,000. This includes CHAT-owned buildings, land, vehicles, and cash on hand.
3. Our 2020–2021 program spending breakdown is as follows: Tiny Tykes—\$12,606; After School Program—\$241,294; Workforce Development Program—\$443,583; Church Hill Academy—\$728,980.
4. The pandemic relief income presented here includes \$1,542 in Cares Act reimbursements for eligible PPE purchases and Employee Retention Tax Credit Payments for Calendar Q1 and Q2 2021 totaling \$247,449.
5. Our operating income includes \$57,479 designated specifically for Imago Dei Neighborhood School. Imago Dei is participating in the Education Improvement Scholarship Tax Credit Program, and CHAT is serving as their scholarship foundation. In 2021–2022, CHAT will use this funding to provide scholarships to eligible low-income students to attend Imago Dei Neighborhood School.
6. In 2020, we closed our early childhood program, Tiny Tykes. We committed to providing financial assistance to all low-income families to attend alternate high-quality programs for the 2020–2021 year, which resulted in \$12,606 in programming costs. There are no anticipated costs for this program moving forward.
7. In 2021, CHAT received a second Payroll Protection Program Loan in the amount of \$345,105. At the time of this report's publication, we have not applied for forgiveness, so the amount is not reflected in these financials.



# 2021-2022 OPERATING EXPENSE BUDGET

\$2,648,617



## FROM THE EXECUTIVE COMMITTEE

CHAT was extraordinarily blessed in our 2020-2021 fiscal year, and we're grateful for God's provision for us during this challenging period. Our strong year-end financial position is due to the continued generosity of our donors, as well as unanticipated funding from pandemic relief programs. And while much of our programming still took place in person (as you'll read in this report), we also spent less than we normally would due to the constraints of COVID-19.

While CHAT remains mindful of the ongoing challenges of the pandemic, we're working to thoughtfully invest the funds with which we've been blessed back into the community. With additional safeguards in place, we're expanding enrollment and in-person programming wherever possible.

To enable this growth, our 2021-2022 operating budget is an increase of 40% over last year's spending. To put this in context, however, this total budget is essentially identical to our 2018-2019 operating budget, which was the last fiscal year unaffected by COVID-19. We're grateful for the continuing partnership of our donors and the staff's sound management of additional pandemic relief funding in making this growth possible.

David Skove (*Treasurer*), Nicole Unice (*Chair*), Tommy Blanchard (*Vice Chair*), & Don Coleman (*Past Chair*)

**CHAT BOARD OF DIRECTORS EXECUTIVE COMMITTEE**



# AFTER SCHOOL PROGRAM

Over the course of an uncertain academic year, the After School Program provided vital in-person connection. After spending school days online, 45 K-8th students arrived for off-screen recreation, relationship building, and spiritual development.

Our community of families, volunteers, partners, and staff stepped up to keep one another as safe as possible, with thankfully zero cases of COVID-19. We deepened our investment in the emotional and physical health of students and families and began new initiatives to help them stay connected. We discovered creative alternatives to limitations, remaining flexible while holding steady to our values. We also earned full fidelity to the Youth Program Quality Intervention (YPQI) process

for our third consecutive year, underscoring our commitment to constantly raise the bar of programmatic excellence.

This school year, we're thrilled to increase programming from three to four days and extend our hours, effectively doubling our time with students. We're also making room for an additional 30 to join us. Despite the challenges the pandemic has thrown our way, we're continuing to offer a safe environment for play, rest, and learning.

We're more grateful than ever for the privilege of championing and celebrating these students as they grow in their sense of self and begin to understand how loved they are by God.

## Meet Mecca + Iman

In the After School Program, Mecca Hall has served students and families and found a valuable support system for her own. After she and her daughter, Iman, moved to Richmond in 2019, Mecca wanted to find a way to give back to their community. She joined the program as a volunteer, and Iman started attending once she began kindergarten.

Navigating Iman's kindergarten year during a pandemic while also working remotely full time was a struggle, but Mecca was committed to making their home a safe, enriching space. "My birth parents didn't instill in me the value of education at Iman's age. I missed a lot of my kindergarten class year, which caused me to be retained," she says. **"I wanted better for Iman. It's really important to me now to take it as seriously as possible. I definitely put forth my best effort to ensure Iman could have the best virtual learning experience and be present daily."**

Mecca came to depend on the After School Program during this challenging year and also kept volunteering once a week. "We live in Richmond by ourselves, so it was the only additional support

our family had," she shares. **"When Iman got on the bus, I always felt she was going to be in safe hands."** She appreciates the program's foundation in Christian faith and says it was meaningful to watch Iman grow through her experiences. **"I've enjoyed seeing her come out of her shell and meet new friends and be a friend."** Iman quickly names what she enjoys most: **"Seeing my friends, playing with them, going outside a lot, and having popsicles."** Program rhythms also inspired them to connect at home as they prioritized having dinner together and continued conversations from chapel.

With Iman's first grade year underway, Mecca is expectant for what lies ahead. **"I hope for her to become more aware of who she is and gravitate toward things that interest her."** She's at an age when she's ready to explore more of the world." The After School Program has provided an environment where Mecca is confident her daughter can continue to discover more about herself. **"It feels good to know there's support out here for a single mother trying her best to raise children of her own."**





# CHURCH HILL ACADEMY



The 2020–2021 school year stretched us beyond what we thought possible, yet we came through it together by God’s grace.

Our hybrid schedule combined synchronous and asynchronous instruction. Twice weekly, half our student body at a time came to campus, and at several points we shifted to fully virtual learning. Teachers pulled off the seemingly impossible: reimaging methods and simultaneously teaching in-person and virtually (in some cases while homeschooling their own children).

On June 18th, we gathered to celebrate the 11 members of our Class of 2021, who overcame a truly formidable senior year. These graduates persevered through so much to reach this milestone, facing personal and academic impacts

of COVID-19 as they prepared to step into higher education and the workforce. Six earned advanced diplomas, and collectively the class was accepted into 27 post-secondary institutions and earned \$560,000 in scholarship and grant offers.

Many challenges still lie ahead as we continue to navigate the pandemic and address learning losses of the previous 18 months. But we’re also celebrating wins: we increased enrollment to 50 students, welcomed new staff, and returned to a traditional, well-rounded schedule with opportunities for students to explore and succeed. It’s a privilege to walk with them as they grow into young adults ready to make their mark on the world.

## Meet Hope

Hope Braxton never planned to find herself at Church Hill Academy. While her family was already connected with CHAT and Head of School Libby Germer, Hope was resistant to the idea of transferring from public school to the Academy. But by the end of sophomore year, she realized she wasn’t thriving. **“I wanted a change,”** she says. **“My transition to CHA was a step forward.”**

Contrasted with the outgoing, self-assured young woman she is now, it’s hard to imagine Hope at the start of junior year. She’d decided to “keep a low profile” and wasn’t really engaged until joining the Student Government Association. **“And then it was just uphill from there,”** she relates. That involvement led to new relationships and experiences, and she began growing spiritually, too. “When I was in public school, my faith was not as strong,” she shares. **“Knowing that CHA is a Christian school was a positive factor for me and my family. Chapel was my time of the week to just talk to God.”**

When it came time to make her college choice, Hope’s decision was easy. “Longwood was one of the top schools I’ve always wanted to go to, like I just belonged there,” she says. She’s the first in her family to move away from home for college, but she’s recognizing her ability to be independent. She quickly affirms that CHA prepared her for higher education. “Mrs. Armstrong Baz is one of the greatest teachers I’ve had. She helped us get ready for what college is like.” She also describes Dr. Maris-Wolf as one of the most influential people on her journey and someone she could always go to for guidance.

A freshman at Longwood, Hope is beginning to explore early childhood education as a career goal. She also hopes to eventually pursue her real estate license and realize a years-long dream of buying her parents a home. One of her highest priorities is to give back to her community. **“Church Hill Academy taught me you can always be the best person you can be,”** she says. **“Thanks to the teachers, staff, and everybody there, they inspired me to be this beautiful young lady I am today.”**



**FAST & FURIOUS**



# WORKFORCE DEVELOPMENT

It was a joy to witness 15 young people grow and demonstrate attendance, presence, and communication skills as they worked in our program's small businesses.

Legacy Farm continued to manage several sites throughout Church Hill, started a chicken coop, and was a recurring vendor at local farmer's markets. The team also hosted community learning events and produced an original cookbook drawn from their personal and collective sources of inspiration. On Point Prints and Nehemiah's Workshop launched internships, fine-tuned training, and practiced cross-disciplinary learning to strengthen their work. Students mastered advanced techniques, created original designs, and gained skills in customer service and merchandise sales. And after a pandemic hiatus, Front Porch Cafe reopened in June with an all-new staff and menu and reinvigorated

vision to train students and welcome community members to our space.

Over the summer, we celebrated the graduation of eight program participants. Six students (including Armstrong High School's valedictorian) are continuing their education at Virginia Tech, Radford University, Ursinus College, Christopher Newport University, and Virginia Union University. Two others transitioned into full-time work in the hospitality industry. After a successful internship pilot, we're excited to build upon this program component in the coming year.

If it wasn't evident before, the challenges of COVID-19 revealed just how capable our students are. We have no doubt they'll continue to meet new opportunities with the same creativity and determination that has brought them this far.

## Meet India

For college sophomore India Williams, working at Front Porch Cafe offered an opportunity to develop new skills while also investing in her community. Her initial connection with CHAT goes back to elementary school, when she was a part of what would later become the After School Program. This summer when she was home from college, the newly reopened Front Porch Cafe was a perfect place to land. **"It was on my bucket list to be a barista one day,"** she says.

**"I would describe myself as the glue for the team,"** India says smiling. "If you need help, I'm the first person to jump in. I'd come in early, stay late." While she's naturally assertive, the learning curve of the job helped her get over the discomfort of not knowing how to do something—like learning the drink menu. **"I asked questions to get it right. And I'm just not afraid to ask questions any more."**

One of the most meaningful aspects of her job was the open dialogue she had with coworkers. "I never got to have conversations at work before

about topics like race, socioeconomic issues, or had people [from different backgrounds] willing to see things from my point of view. **Here I get to share my perspective as a young person from the East End."**

An English major at James Madison University, India says she's focused on school and overcoming educational disadvantages she's faced to compete academically with peers. Long term, she hopes to become a Richmond Public Schools teacher in the East End and possibly write curriculum or serve as a principal. She's also interested in becoming a lawyer. Ultimately, she wants to help shape the minds of young people who can think and speak for themselves.

This fall, India is back on campus (although you'll still catch her occasionally at the cafe on Saturdays). As she steps into new experiences this academic year, she's building upon a strong foundation of confidence and ambition for whatever comes next.

# Gratitude

We're so grateful for the many friends and partners across Richmond and beyond who stood with us this year as we all faced many new challenges. Your financial gifts, prayer, service, and advocacy sustained vital support for students and their families and made a lasting impact on our community. Thank you for your generous investment over the past fiscal year (September 1, 2020–August 31, 2021).

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