



CHAT

Church Hill Activities & Tutoring



2021-2022

ANNUAL
REPORT



The young people of our community deserve every chance to flourish, equipped with the tools and opportunities to achieve whatever they set out to do.

Through our work in Richmond's East End, we're creating pathways for students and young adults to discover their God-given potential.

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FROM THE EXECUTIVE DIRECTOR



There's a lot of excitement in my household these days. My wife, Caitie, is expecting our second child in December, and our three-year-old, Isaiah, can't wait for his baby sister to arrive. When we told him the news in July, we tried to communicate that it would be a while—she wouldn't come until Christmas, which was still a long time away. More veteran parents could have foreseen this would only heighten his anticipation and impatience. It seems like every discussion of dates or milestones in our family ends with Isaiah asking why Christmas and his baby sister can't come sooner.

Of course, patience in waiting isn't just a challenge for toddlers. Here at CHAT, **we set ambitious goals in our work to help students and young adults unlock their God-given potential.** We're often striving to accomplish what we've never done before. Sometimes that sets us up for impatience as we work and wait. But this past year, **we've seen our perseverance pay off in exciting ways as our programs attained historic milestones.** For the first time in our history, Church Hill Academy's entire graduating class chose to pursue a college education. The After School Program extended to four days weekly during the school year, achieving a long-held goal. And our Workforce Development Program reached more teens and young adults than ever before through innovative partnerships and offerings.

But it wouldn't be the 2020s if it wasn't also a year filled with unexpected challenges. The Delta and Omicron waves of COVID-19 threatened to derail the school year and put everyone in quarantine. But **we remained nimble and flexible, taking evidence-based steps to protect the most vulnerable among us, while also keeping all of our programs open.** So far as we know, no one caught COVID while at CHAT, and we avoided significant disruptions to our programs.

We entered the new school year primed for continued growth and impact, while also discerning some big questions about our future. As I write this, we're in the process of re-articulating our identity and purpose as an organization, in light of the ways we've grown and our community has changed over the last decade. As we serve more students than ever with expanded programming, we're feeling squeezed in our current facilities—but **our waiting lists continue to fill up.** So we're discerning what some of our long-term options could be to keep expanding enrollment while also finding some space to breathe.

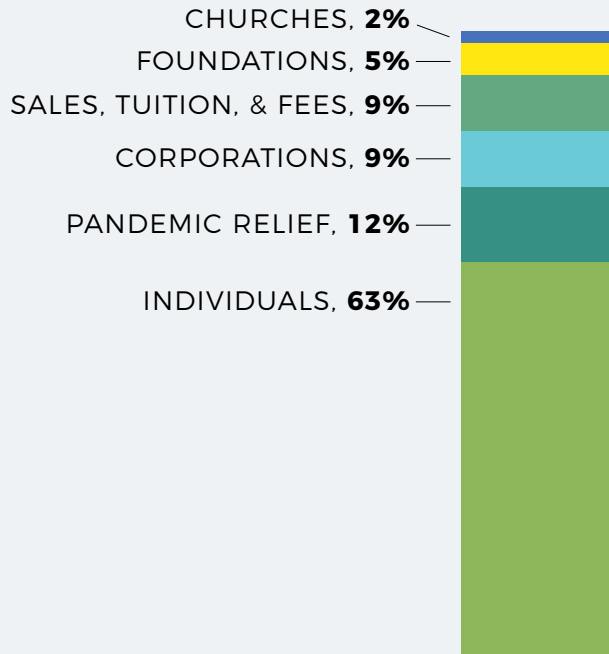
It's a challenging but exciting time. We're not entirely certain where some of the answers to these questions might take us or how the headwinds of inflation and an economic slowdown will affect us. **But we're trusting in the Lord's faithfulness and provision, and we're inspired by the perseverance and creativity of our students and families.** When we look back over all that we've achieved together in the last year, we can't help but have hope for the days to come, patient in the working and waiting.

JONATHAN CHAN, EXECUTIVE DIRECTOR

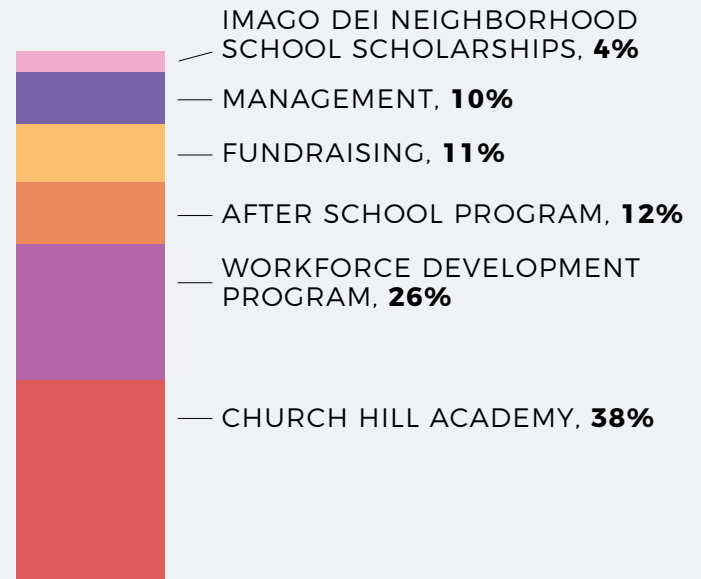


2021-2022 FINANCIALS

OPERATING INCOME
\$3,328,121



OPERATING EXPENSES
\$2,854,066



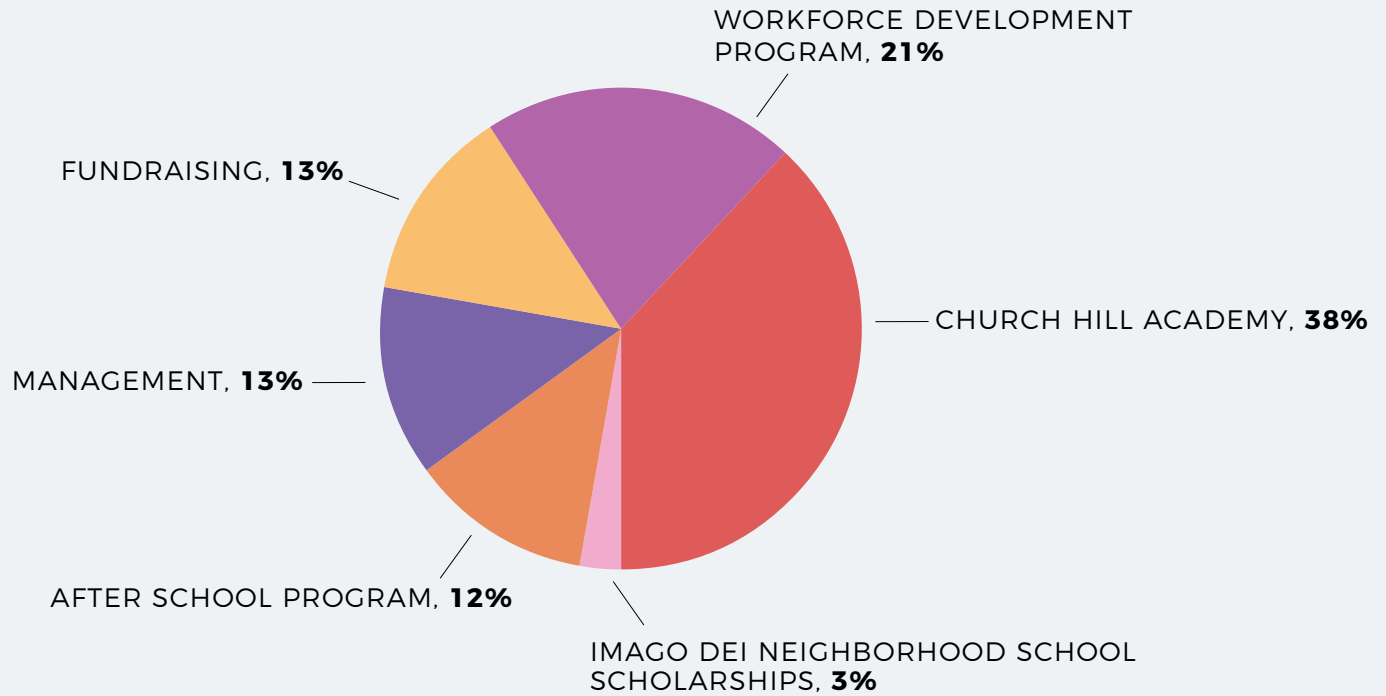
NOTES

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 might 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 fiscal year 2021–2022 were approximately \$2,530,000. This includes CHAT-owned buildings, land, vehicles, and cash on hand.
3. Our program spending breakdown in fiscal year 2021–2022 is as follows: After School Program—\$341,108; Workforce Development Program—\$734,948; Church Hill Academy—\$1,073,796 ; Imago Dei Neighborhood School—\$102,187.
4. The pandemic relief income includes Employee Rention Tax Credit Payments totaling \$287,359 and a RebuildVirginia grant for \$100,000.
5. CHAT serves as the Imago Dei Neighborhood School Virginia Education Improvement Scholarship Tax Credit program partner. In 2021–2022, our operating income and expenses include designated support for eligible low-income student scholarships for this program. Our partnership will continue in the 2022–2023 year.



2022-2023 OPERATING EXPENSE BUDGET

\$3,182,871



FROM THE EXECUTIVE COMMITTEE OF CHAT'S BOARD OF DIRECTORS

God's provision for CHAT in the 2021-2022 fiscal year was abundantly more than we could have asked or imagined! The generosity of our donors, support of our key partners, and the trust of our community allowed us to exceed our pre-pandemic operating levels in each of our programs.

We find ourselves in a strong year-end financial position, and we're planning to strategically invest the funds with which we've been blessed back into the community over the next several years. We're growing our operating budget in the 2022-2023 fiscal year by 15%, with meaningful investments in staff compensation to retain and attract talented team members to serve students and families. In addition, these funds allow us to add five new staff roles and meet the growing needs of the facilities that support our programs.

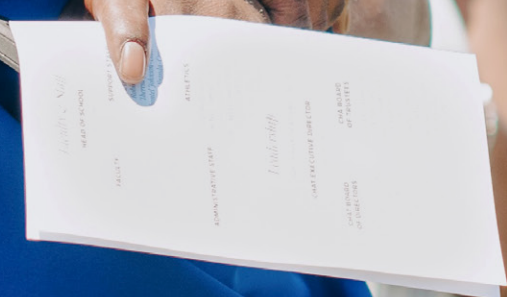
We strive to be excellent stewards of all the resources that are entrusted to us so ultimately, students in the East End have greater access to high-quality learning experiences that cultivate the talents God has given them.

—**DAVID SKOVE** (TREASURER), **REV. NICOLE UNICE** (CHAIR), **TOMMY BLANCHARD** (VICE CHAIR), & **REV. DON COLEMAN** (PAST CHAIR)



ENDURANCE PRODUCES CHARACTER, AND CHARACTER PRODUCES

ES HOPE, AND HOPE DOES NOT DISAPPOINT US. • ROMANS 5:4-5





AFTER SCHOOL PROGRAM

The 2021–2022 school year saw big gains for the After School Program: extended hours, a fourth day added to the schedule, collaboration with new partners, and an expanded staff team. **All of these developments were the result of sustained effort over the past several years to continually elevate the level of program quality,** providing families with excellent out-of-school time for their students.

While navigating COVID-19's lingering uncertainty, we maintained consistent programming for our 65 students. Program Manager Timón King established partnerships with University of Richmond Athletics and East End Public Library and organized field trips and other fun experiences with Legacy Farm, PARK365, Mad Science, and a traveling petting zoo. The staff team, now four members strong, is the most demographically, culturally, and experientially representative of our community that it's ever been.

Building upon this foundation, the program is poised for more growth this school year. We're expanding our service area to welcome more families and have a goal to increase enrollment by 33%. We're stepping up volunteer recruitment from local universities and connecting with other partners who can provide services to families.

Through it all, our students continue to shine. They persevere through long school days, many still adapting from an entirely virtual school year during formative grade levels. They're kind, respectful of others, and love to have fun. **It's a privilege to be another support in their network and watch them grow in their God-given identity, resilience, and agency.**

MEET KY'RIE + KAPRINA

Most families find the After School Program through friends, school administrators, neighbors, or online. For Kaprina Harris, it was her oldest son, Rondell (Church Hill Academy Class of 2022) who recommended the program for his younger brother, Ky'Rie.

Kaprina was grateful for the warm welcome and extra support she found. She'd grown concerned about Ky'Rie during the pandemic because he no longer wanted to play outside or be around other people. Even though his good grades never dropped, he wasn't his old self anymore, and Kaprina knew he needed help making a change. "It took about a month, but he got into the program and somehow, some way, they got him outside playing basketball and having fun," she says. **"Being at CHAT helped him. His teachers and other people started noticing the difference."** **"I made a lot of great friends,"** adds Ky'Rie.

They found new ways to connect with each other, too. After attending the Robinson Theater's fall festival along with the After School Program, Kaprina realized how much they'd missed doing things together. "Ky'Rie had become such a home-bound child, but that event got us out having fun again. All of a sudden he wanted to do something the next weekend, and then the next."

As the year went on, Ky'Rie's confidence continued to grow. **"He's getting back into the groove of things. He's more open and talkative now,"** Kaprina shares. "He's changed a lot—he's helping around the house and wants to do things like movie night." She feels positive about what lies ahead for him in fourth grade. **"Hopefully this school year he'll keep learning new things and getting stronger in other areas. He's aiming for the scholar road."**

Kaprina says the After School Program's proactive communication, positivity, and care for students' wellbeing make it easy for her to recommend the program to other families. "The team is all 'yes' and ready to help. **The environment that's been created there allows students to feel safe and brings out the best in them.**"





MEET JAMEA

At Church Hill Academy, senior Jamea “Mea” Billie found the support she needed to launch her toward personal success. She began attending during her sophomore year after transferring from public school, where she was struggling academically and socially. The new environment had a positive impact on her. **“The biggest area of growth for me has been academically,”** she says. “My grades were slipping in public school, but when I transferred they got so much better. **I surprised myself because I was doing so well.”**

Mea felt more comfortable with the smaller classroom sizes, fewer distractions, and one-on-one help from teachers. She reconnected with students she knew from attending school together previously, and after they graduated, she began making new friends. **“At lunch it’s like nine of us who sit at one table and it’s fun,”** she says.

Outside of school, Mea has worked with On Point Prints for over a year. Without prior experience, she quickly learned the fundamentals of screen printing and gained experience and confidence with merchandising and sales at local farmers markets.

Her artistic abilities go beyond the screen printing studio as well. “On my seventeenth birthday I wrote my first song, and after I put it out, I knew I wanted to go forward with music,” she shares. **“Music runs deep in my family’s blood, so I felt that it was something I wanted to do out of anything else.”** When my cousin, who was big on music, passed away, it was another reason for me to continue, to keep his legacy going.” Collaborating with her twin brother and producer Timond, she regularly writes, records, and performs. Most recently, she won a competition landing her a spot in another show in Atlanta this December.

With graduation on the horizon, Mea is interested in nursing school and plans to continue pursuing music. We’re excited to celebrate wherever her journey takes her in a future that’s already looking bright.



CHURCH HILL ACADEMY

With fortitude and prayer (and approximately 800 on-site COVID-19 screening tests), **Church Hill Academy completed its first full school year of in-person learning since 2019.** Our tenacious, compassionate faculty and staff went above and beyond to cultivate dynamic learning environments, supporting students as they made academic gains after pandemic learning losses.

Alongside a full academic schedule, students nurtured their skills and curiosity in extracurricular activities—ranging from Music Jam to Step to Chess, Anime, Yearbook/Photography, and Book clubs. All of the students who took our new Driver Education course passed, making them eligible for Virginia Learner's Permits. The Phantoms basketball team hustled throughout their season and reached the VISSA quarterfinals for a second year in a row. Ten students participated in a pilot season of track and seven comprised the cheerleading squad. We also began PE partnerships with Gold's Gym and SwimRVA at the Salvation Army Boys & Girls Club. And prom made its comeback for the first time since 2019.

On June 17, we celebrated the graduation of the unforgettable Class of 2022. **Four graduates earned advanced studies diplomas, and all 10 were accepted to over 30 in-state and out-of-state colleges and universities.** Collectively, the class earned \$315,000 in scholarships and institutional grants, including full-ride athletic scholarships.

Time and time again, we've watched our students rise to the challenge and break new ground while accomplishing their goals. We're honored to fan the flame of their God-given talents, propelling them forward as they step into all the possibility that awaits.



WORKFORCE DEVELOPMENT PROGRAM

Over the past year, **51 teens and young adults from Richmond's rising generation of young professionals invested in skills and experience for their next steps in life.**

After Front Porch Cafe's reopening in June 2021, the new team hit the ground running. They revived traditions like the community-funded Pay-It-Forward meal program, relaunched catering, hosted a dinner series, developed food and beverage specials, and collaborated with the Bon Secours Center for Healthy Living Sarah Garland Jones Center. Legacy Farm shared its bounty through community fridge donations, farmers markets, Front Porch Cafe, and on-site events, learning from and honoring the traditions of growers who came before us. On Point Prints expanded its product line, debuted 18 designs, and became an established vendor at the RVA Big Market. In the fall, Nehemiah's Workshop led credit-bearing, work-based learning experiences for Church Hill Academy. In the spring, we paused operations to conduct a workshop assessment and research similar programs for future learning and collaboration.

We developed and deepened partnerships across the city and within CHAT. Babylon Micro-Farms and Dominion Energy selected our program for a hydroponic farming project, training Front Porch Cafe and Legacy Farm staff to manage an indoor farm unit. We also began a partnership with the Boys & Girls Club of Metro Richmond, offering classes through the East End Teen & Community Center. Church Hill Academy students worked in our small businesses, and Legacy Farm hosted an After School Program field trip, giving our youngest students hands-on gardening experience.

We're surrounded by young people whose creativity, care, and aspirations generate good work in our community. God's imprint on them is clear as they put their hands to build and shape their futures.

MEET RICKIA

For high school senior Rickia Branch, Front Porch Cafe is where she's gaining first-job experience to establish herself for long-term professional success. While looking for jobs earlier this year, Rickia came across an opening at Front Porch Cafe. **"I'd always wanted to work in a cafe, and I live five minutes away, so this was perfect,"** she says.

Rickia started out as a cashier, and over time, began taking on other responsibilities like making coffee, packaging to-go orders, and managing more day-to-day tasks. She's especially enjoyed the barista training, and she's grown personally, too. **"I definitely feel that my communication skills are stronger now,"** she says. **"I used to be really shy, and I've come out of my shyness a little bit more and feel more confident."**

The rest of the team has seen her grow as well. **"Rickia set out to build the foundation she needs to get ahead in today's workforce,"** shares Assistant Manager Amanda Morrison. "Over the past eight months, she's absorbed training and developed into an experienced and adaptable employee. She's broadened her skill sets and demonstrated a wealth of qualities that have allowed her to grow both on the job and in planning for her future."

With graduation approaching next year, Rickia's thinking about what's next. **"I really want to go into the medical field,"** she shares. "I'd love to become a labor and delivery nurse. But at the same time, I love doing hair, so I've thought about becoming a hair stylist. But right now I'm leaning more toward nursing."

Wherever her next steps take her, Rickia will be ready to apply what she's learned here to new opportunities on the path to achieving her goals.



WITH GRATITUDE

Friends across Richmond and beyond make our work possible year after year. We're grateful for your faithful financial partnership, prayer, service, and advocacy that have made a lasting impact on our community. The ripple effects of your generosity over the past fiscal year (September 1, 2021–August 31, 2022) will extend far into the future.

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Church Hill Activities & Tutoring

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