

# CULTIVATING HOPE STEP BY STEP



School Year Report 2016



Communities  
In Schools

Richmond



## 2016 Report Card

One day at a time and over the course of a school year, Communities In Schools of Richmond keeps students in school and on track for graduation.

### The ABC's of Outcome Measurement:

The CIS Model for delivering services to students is based on student outcomes for **Attendance, Behavior and Course Performance** goals. CIS implements a data-driven identification process combined with referrals to target students who show warning signs for straying off the graduation path. The process captures students more at risk and offers a proactive pathway for staying on course. It includes:

- Identification of students who are underserved
- Interventions targeted to students' immediate and long-term needs
- Daily and weekly monitoring of the impact of each intervention
- Modification of interventions
- Shared learning from outcomes

### Real Results

During the 2016 school year, **18,238 students** were connected to resources and **2,882 students** received intensive case-managed services. Among the group receiving intensive services, we tracked their ABC's:

**63%** of CIS students improved ATTENDANCE

**78%** of CIS students improved BEHAVIOR

**74%** of CIS students improved COURSE PERFORMANCE

**87%** of CIS students were promoted to the next grade

**1,200 volunteers** shared time with K-12 students; **134 partners** supported Richmond and Henrico students; **125 students** graduated from Performance Learning Centers; **44 CIS Site Coordinators** worked inside K-12 schools.



Communities In Schools of Richmond surrounds students with a community of support, empowering them to stay in school and achieve in life.





# What You Can Expect at a CIS School Site

At every school in the CIS of Richmond network you will find:

- 1. Attendance Initiatives:** CIS Site Coordinators work alongside schools to promote strong attendance.
- 2. School Readiness:** Ensuring that a student's basic needs are met is fundamental to a student's ability to learn each day. CIS addresses basic needs like food, clothing and school supplies.
- 3. Transition:** We help students manage smooth transitions at kindergarten, sixth grade and ninth grade — or during a move to a new school in our network.
- 4. Mentors:** CIS matches students with mentors across our sites in one-on-one relationships as well as group mentoring activities.
- 5. Parent Engagement:** CIS Site Coordinators work daily to build relationships with parents and encourage strong home-school engagement.
- 6. Literacy Support:** CIS celebrates Read Across America Day, One-School, One-Book events, grade-level book clubs and specialized reading outreach.
- 7. Enrichment:** In addition to school events like career fairs and guest speakers, CIS connects hundreds of students to out-of-school time programming and access to summer camps and summer camp scholarships.
- 8. Life Skills Building:** Speakers, summits and workshops range from topics like prejudice awareness, financial literacy, self-advocacy, to leadership.

## Letter from President

Hope is a positive emotion about the future. That positivity is a key ingredient for the work of Communities In Schools of Richmond. It becomes the foundation that allows CIS Site Coordinators to help kids conceptualize goals and develop specific strategies to reach those goals.

At CIS, we start with small steps. A student may begin by setting a goal to arrive on-time for school on a Monday morning. And on a Tuesday. And build throughout the week. The work is incremental with celebrations and setbacks along the way, but the important thing is that the goal has value to our students and the pathway is clear to them.

While the goals are set by students, CIS is responsible for delivering meaningful strategies—the Integrated Student Support (ISS) model—to every student at the school. CIS Site Coordinators work with volunteers, partners and the local community to provide students with the tools they need to reach their goals inside and outside the classroom.

We provide these supports in three different tiers. By differentiating our supports, we are able to serve the greatest number of students while also maintaining capacity to focus intensively on targeted students with significant needs.

- Tier 1:** School-wide services
- Tier 2:** Targeted programs
- Tier 3:** Individualized support

In our 2016 School Year Report, we unpack the ISS model in some of our school sites. By offering specific examples of the how each Tier supports a school community, I hope you will gain some insight into both the complex needs of our students and the engaged Richmond community that come together to offer hope.

**Harold Fitrer**  
President and CEO





## WOODVILLE ELEMENTARY Tier One School-Wide Support

What may seem like a small obstacle can easily lead a student off track. A student cannot focus in the classroom if he or she is hungry, cold or tired, or cannot see the board. Woodville Site Coordinator Jonti Simmons manages a wide network of groups and individuals, addressing gaps to support students and families.

The CIS commitment to schools takes a holistic approach—delivering a balance of basic needs for our students and also offering enrichment activities. Many of our kids have a limited frame of reference, so an important part of our job is making them aware of possibilities and encouraging them to dream big.

- **Richmond Community Church** kicks-off the school year with a school supplies drive and rings in the holidays with holiday assistance.
- **FeedMore** delivers 90 backpacks every Friday with six weekend meals for students identified with chronic food needs.
- Over 100 volunteers from **MICAH** work as mentors and classroom assistants. They can also be found running book clubs and acting as chess club facilitators.
- **St. Paul's Episcopal Church** summer outreach connects 200 campers with a summer experience. Their Scholar Role field trips occur every quarter for 3rd and 5th grade students and Kindergarten Welcome includes home visits and first day of school supplies and photos.
- **Virginia Bar Association** sponsors monthly behavior programs with guest speakers and field trips for the winners of the Woodville Paw Award, the best-behaved class.
- **PBS Kids and WCVE** host 4 book distributions for kids and 5 parent workshops a year. They support Woodville's social-emotional growth, literacy, and school attendance goals and feature some of our families on PBS Kids!
- **Junior League of Richmond** hosts monthly family nights for 3rd and 4th grades.







## MARTIN LUTHER KING MIDDLE Tier Two Collaborative Group Support

Many of our students face and overcome difficult obstacles in their lives. However, their survival skills aren't always effective in the classroom. Group programs offer students positive ways to cope with anger and impulse control so they can focus on school. From coaching, to guest speakers and role-playing exercises, a hands-on approach helps students recognize patterns of behavior, break those cycles and see tangible improvements.

At MLK Middle, Site Coordinators Tameka DePreist and LaShaun Greene offer a range of **Tier Two behavioral interventions** for an identified group of students and they track their progress.

- **Mirror Me** is a partnership with the Richmond Police Department. Twenty-five officers and civilian staff pair up with targeted MLK students each week for enrichment activities that range from games, kickboxing, karate, cupcake decorating to oil changes.
- **KICDRUM+ARTS** works with a group of students every Monday morning for African Drumming. Kids use drums to explore topics like bullying, harmony, self-esteem, leadership and teamwork.
- **First Things First** facilitates a girls group that deals with relationships – from friends to family to classmates. They explore topics in a safe space and help young women identify positive, asset building relationships that emphasize self-worth and respect.
- **Rights of Passage** is a facilitated conversation among young men who may not have a positive male role model. They discuss how best to present themselves as young men and how to make constructive decisions and choices.
- **Boys and Girls Club of Metro Richmond** is an after-school program that takes place five days a week and also provides dinner and transportation. Over 100 students attend daily and gain access to all the positive youth development activities offered by the Boys and Girl Club.





## ARMSTRONG HIGH

# Tier Three One-to-One Support

While CIS support largely focuses on the non-academic needs of students, school performance is the most significant measurement of ultimate school success and often the first indicator that there may be non-academic challenges impacting student performance. Tier Three support is squarely focused on an intensive, case-managed relationship that will help propel a student over a single or multiple hurdles and ultimately meet goals to guide them toward success in school.

Cezar Caravales is the Site Coordinator at Armstrong High School. Over the course of the 2016 school year, Cezar and CIS partners worked individually with 97 students to develop relationships – built on a deep level of trust, stability and responsiveness – to rebuild the stability missing in many young people's lives. CIS engages in a holistic student review to identify barriers and determine available resources that include:

- Developing agreed upon attendance, behavior and course performance goals
- Daily student check-ins and check-outs
- Outreach to parents by phone, face-to-face school meetings, home visits
- Problem-solving with students and parents
- Eliminating barriers to attendance that may include access to food, clothing, transportation and developing attendance incentives
- Acting as an advocate among school administration, teachers, social workers
- Small group engagement
- Redirection, impulse control and modeling positive behaviors
- Grief, self-esteem, LGBTQ, substance abuse, anger management, leadership, pro-social skills, and gender specific group work
- Mentoring matches
- Physical activity like run clubs, cycling, dance, stepping and drumming
- Connecting with a mentor
- Connecting to Out-of-School-Time programming
- Offering organizational skills building





# School Sites

## Richmond Public Schools

### Elementary Schools

Bellevue  
J.H. Blackwell  
Broad Rock  
George Washington Carver  
Chimborazo  
Fairfield Court  
J.L. Francis  
George Mason  
Ginter Park  
E.S.H. Greene  
Miles Jones  
Oak Grove  
Overby Sheppard  
Elizabeth Redd  
G.H. Reid  
J.E.B. Stuart  
Swansboro  
Westover Hills  
Woodville

### Middle Schools

Albert Hill  
Binford  
Lucille Brown  
T.C. Boushall  
Elkhardt - Thompson  
T.H. Henderson  
Martin Luther King, Jr.

### High Schools

Armstrong  
Huguenot  
Thomas Jefferson  
John Marshall  
George Wythe

### Performance Learning Centers

PLC I – Richmond Technical Center  
PLC II – Adult Career Development Center  
PLC III – Armstrong High School

## Henrico County Public Schools

Highland Springs Elementary  
Fairfield Middle  
John Rolfe Middle  
Wilder Middle  
Highland Springs High  
Performance Learning Center IV

# Partners

The CIS Model depends on the commitment of partners to deliver the very best for students. Our thanks and recognition to all the people working in CIS partner organizations helping students reach their potential.

#86 Order of the Eastern Star  
100 Black Men  
2nd Presbyterian Church  
31st Street Baptist Church  
4-H  
5th Street Baptist  
AFGE Local 2280  
African American Metropolitan Baptist Church  
All God's Children Camp  
Alpha Phi Alpha Fraternity (Beta Gamma Lambda)  
Altria  
AmeriCorps  
AMP! Metro Richmond  
Anthem  
Antioch Baptist Church  
Art 180  
Art Institute  
Asbury United Methodist  
Assisting Families of Inmates  
Astoria PALS  
Backyard Farmers  
Bank of America  
BB&T  
BCWH  
Become New School/  
Dudley's Beauty School  
Bethany Christian Church  
Big Brothers Big Sisters  
Bikram YOGA Richmond  
Bizport  
Blue Sky Fund  
Bon Air Christian Church  
Bon Air Presbyterian Church  
Bon Secours  
Bon Secours (Movin' Mania)  
Bon Secours Class a Roll  
Boyhood to Manhood  
Boys and Girls Club of Metro Richmond  
Boys and Girls Scouts of America  
Broad Rock Baptist Church  
Broad Rock Library  
Bryant and Stratton  
Buffalo Wild Wings  
Buz & Neds  
Capital City Lodge #107  
Capital One  
Capital One African American Network  
Capital One Coders

Capital Region Airport Commission  
CapTech  
CarMax  
CarMax Foundation  
Carverponics  
Cathedral of the Sacred Heart  
Cedar Creek Baptist Church  
CelebrateRVA  
Centura College  
Challenge Discovery Projects  
Change the World RVA  
Charles W. Hackett Fund  
Chick-Fil-A  
Chickahominy YMCA  
Child Fund  
Children Incorporated  
Children's Hospital Foundation  
and Bike Safety Campaign  
Children's Hospital of Richmond at VCU  
Chippenham Hospital (CJW)  
Christ Church Episcopal Church Hill Activities and Tutoring (CHAT)  
CIS of Virginia  
CITGO  
City of Richmond  
City of Richmond Fire Dept.  
City of Richmond Police  
Coaches in the Classroom  
Collegiate 100  
Commonwealth Chapel  
VA Dept. of Juvenile Justice  
Community Ideas Station  
Community of Caring  
Concerned Black Men  
Congregation Orami  
Continental Societies, Richmond  
Costco  
Coventry Gardens Neighborhood Network  
Dancing Classrooms  
Davenport and Company  
Delta Sigma Theta Sorority, Richmond  
Department of Housing and Urban Development

Dodson Properties/Atlas Realty Group  
Dominion  
DonorsChoose.org  
Dream Team  
Duck Donuts  
Dunkin Donuts  
East District Family Resource Center  
Easter Stars Prince Hall Affiliations, East End #79  
East End Family Resource Center  
East End Fellowship  
Eastern Henrico Business Association  
Eastern Henrico Ruritans  
Ebenezer Baptist Church  
ECPI University  
Elephant Insurance  
Elks Lodge #45  
Emerging Young Leaders  
Emmanuel Worship Center  
Empire Beauty School  
Epiphany  
Ernst & Young  
Estes Express  
Eta Phi Beta Sorority, Inc.  
Children's Hospital Brook Rd.  
Everlasting Spirit Ministries  
Faith Community Baptist  
Faith Landmarks  
Family Dental  
Fan District Association  
Fan Women's Club  
Farm Fresh  
Federal Highway Admin.  
Federal Reserve Bank of Richmond  
FeedMore  
Fifth Baptist Church  
First Baptist Church Decatur  
First Baptist Monument  
First Baptist South Richmond  
First Bethel Baptist Church  
First Presbyterian Church  
First Tee  
First Things First  
First Unitarian Universalist  
Focused Outreach Richmond  
Food Lion  
Fourth Baptist

Fraiche Home Store  
Framme Law Firm  
Friends of John Marshall High Alumni Association  
Full Circle Grief Center  
General Electric  
Genworth  
Ginter Park Baptist  
Ginter Park Presbyterian  
Girls for a Change  
Glen Allen High School  
God's Morning Foundation  
Good Neighbor Community Services  
Good Shepherd Baptist  
Gravel Hill Baptist  
GRASP  
Greater Richmond Chamber  
Greater Richmond Fit4Kids  
GroundworkRVA  
Hands On Greater Richmond  
Henrico Business Council  
Henrico Public Schools  
Henrico East Rotary  
Henrico Education Foundation  
Henrico High School  
Higher Achievement  
Highland Springs High School  
Highland Springs United Methodist Church  
Hindu Center of Virginia  
Housing Opportunities Made Equal  
ITT Tech  
Jahnke Road Baptist  
James River Air  
Jason's Deli  
JCCE 21st Century Program  
JCPenney  
Jenkins Funeral Home  
Jesse Davis  
JLARC  
Joe Massie Law Firm  
Joe's Inn  
Johnson Inc.  
JoS. A. Bank  
Jsymmetric, Inc.  
Jump Starz  
Junior Achievement of Central Virginia  
Junior League of Richmond  
KaBOOM!  
KaKy-Kollege and Kareer 4 Youth  
KICDRUM+ARTS  
Kiwanis Club of Richmond  
Kroger  
Lashonda Dotson  
Latin Ballet  
Learning RX  
Light Community Church  
Links, Inc. Commonwealth Chapter

Long and Foster REALTORS, Grove Avenue Office  
Lowe's  
Lutheran Church of Our Savior  
Maggie L. Walker Governor's School  
Main Street Realty  
Mama J's Restaurant  
Man Up Initiative  
Manchester YMCA  
Mango Salon  
McDonald's  
Micah Initiative  
Michael Lee Motivational Speaker  
Milk & Cookies  
Minds In Motion  
Mise En Place Culinary School  
Moody Middle School  
Moore Street Baptist  
Mount Olive Bell's Road  
Mount Tabor Baptist  
Mt. Calvary Baptist  
Mt. Carmel Baptist  
Mt. Gilead Full Gospel International Ministries  
My Sisters Co. Book Club  
National Delicados Incorporated, Richmond  
National Watch Dog Program  
NBC 12  
Neighborhood Network Center  
New Covenant Apostolic  
New Millennium Auto Sales  
NextUp RVA  
Northside Family YMCA  
Northside Outreach Center  
Northwestern Mutual  
Owens & Minor  
Partnerships for Families  
Paws for Cause  
Peace Education Center  
Pediatric Connection  
Pediatric Medical Group  
Peter Paul Development Center  
Planned Parenthood  
Podium Foundation  
Poe's Pub  
Ramsey Memorial Methodist  
RE-Use Thrift and Consignment Center  
Read to Them  
Red Cross  
Refuge Temple  
ReNew Richmond  
Reveille United Methodist Church  
Reynolds Community College  
Richmond Animal League  
Richmond Ballet

Richmond Behavioral Health Authority  
Richmond Chess Initiative  
Richmond Children's Hospital  
Richmond City Social Services  
Richmond City Health District  
Richmond City Police  
Richmond Community Church  
Richmond Community Hospital  
Richmond Cycling Corps  
Richmond Dept. of Utilities  
Richmond Fire Station 6  
Richmond Flying Squirrels  
Richmond Hill  
Richmond Jewish Coalition for Literacy  
Richmond Marriott  
Richmond Parks and Recreation  
Richmond Promise Neighborhood  
Richmond Public Library  
Richmond Public Schools  
RPS Education Foundation  
Richmond Redevelopment Housing Authority  
Richmond 2015  
River City Church  
River City Rotary  
River Road Baptist  
River Road Presbyterian  
River Road United Methodist  
Riverview Baptist Church  
ROSMY  
RVA Futures  
Salisbury Garden Club  
Sandston Rotary Club  
Save-A-Lot  
Science Museum of Virginia  
Second Baptist Church  
Second Baptist (Southside)  
Second Baptist (West End)  
Shamin Hotels  
Sharon Baptist Church  
Shoes That Fit  
Smiles for Children  
SPARC  
Speaking Spirit Ministries  
Spinal Correction Center of Richmond  
Sports Backers  
St. Benedicts  
St. Bridget School  
St. Bridget's Catholic Church  
St. Catherine's School  
St. Christopher's School  
St. Christopher's School (Saturday Academy)  
St. Edward's Catholic Church  
St. Elizabeth's Catholic Church

St. James Episcopal Church  
St. John's Church  
St. Joseph's Villa  
St. Michael's Catholic Church  
St. Michael's Episcopal Church  
St. Mithias  
St. Paul's Baptist Church  
St. Paul's Episcopal Church  
St. Peter's Catholic Church  
St. Stephen's Episcopal  
Starbucks  
Station 22 Fire Department  
Steward School  
Stop Child Abuse Now (SCAN)  
Sunday School Union of Chesterfield  
SunTrust  
Swansboro Baptist Church  
Sweet Frog  
The Church (Women With Purpose)  
Richmond City Council  
The Life Church  
The Robinson Theater  
Theatre IV (Hugs & Kisses)  
Three Chopt Church of Christ  
Trinity 44 Mason Lodge  
Trinity Episcopal School  
Trinity Family Life Center  
Trinity Lutheran  
Trinity United Methodist Church  
Tuckahoe Presbyterian  
Ukrop's Dress Express  
United Support Services VA  
United Way of Greater Richmond and Petersburg  
University of Richmond  
UR Bonner Center for Civic Engagement  
UR Partners in the Arts  
UPS Freight  
Urban Farmhouse  
Urban Financial Services Coalition  
US Department of Labor  
USA Cycling Team  
VCU Arts  
VCU Aspire  
VCU Dental  
VCU ExCELL  
VCU Forensic Science Department  
VCU Health Systems (MCV)  
VCU Police Department  
VCU Psychology Department  
VCU School of Nursing  
VCU School of Social Work

VCU Writing Center  
Veteran's Hospital  
Victory Tabernacle Church  
Virginia Alliance for the Chesapeake Bay  
Virginia Bar Association  
Young Lawyers Division  
Virginia Cooperative Extension  
Virginia Credit Union  
Virginia Department of Health  
Virginia Department of Labor  
Virginia Employment Commission  
Employees Association  
Virginia Family Dentistry  
Virginia Food Collaborative  
Virginia Heroes  
Virginia Hispanic Chamber of Commerce  
Virginia League of Planned Parenthood  
Virginia Lottery  
Virginia Mentoring Partnership  
Virginia State Police  
Virginia State University  
Virginia Union University  
VUU School of Social Work  
Visual Art Center of Richmond  
VSU – Ed. Opportunity Center  
Walmart  
Wavy Kickz  
WCVE Community Idea Stations  
Wells Fargo  
Wells Fargo/FLY Program  
Westover Hills Merchants Association  
West Richmond Breakfast Lions Club  
Westover Hills Neighborhood Association  
Westover Hills United Methodist Church  
WestRock  
Wilder Middle School PTA  
Will Wade Basketball Camp  
Williams Mullen  
Wise Enterprise  
Wolfpack, LLC  
Woodville Presbyterian  
WTVR Channel 6  
YMCA Downtown Richmond  
YMCA of Greater Richmond  
Young Life  
Zeta Phi Beta

# Giving

Our many thanks to all the individuals, foundations, corporations and organizations that generously support Communities In Schools of Richmond. Your continued investment ensures that urban youth have the tools they need to engage at school and graduate with a diploma and a plan for the future.

## Community Hero Gifts \$100,000 and Up

Altria Group  
City of Richmond  
Henrico County  
Anthony F. and Susan M. Markel Fund of TCF  
NextUp RVA  
Richard S. Reynolds Foundation  
Richmond Public Schools  
Robins Foundation  
The Community Foundation Serving Richmond and Central Virginia (TCF)

## School Sustainer Gifts \$20,000-99,999

Altria Companies Employee Community Fund  
Anonymous  
Capital One  
CarMax Foundation  
Dominion Resources  
Genworth Foundation  
Jackson Foundation  
Martin's Food Markets  
NewMarket Foundation  
Beth and Daniel Phipps  
James A. Phipps  
R.E.B. Foundation  
Andrea and William Reed  
The Scott Foundation  
Mr. and Mrs. Fred F. Tattersall  
Kelly and Kirk Tattersall  
Marcia and Harry Thalimer  
Barbara B. and James E. Ukrop  
Bob and Anna Lou Schaberg Fund at the Virginia Nonprofit Housing Coalition  
Wallace and Mary Gray Stettinius Family  
Wells Fargo  
WestRock Foundation  
WTR Fund of TCF

## Student Advocate Gifts \$5,000-19,999

Bank of America  
Melody Barnes and Marland Buckner  
The Branching  
Christy and Dave Cottrell  
Peter Diatelevi  
Carol and Earl Dickinson  
Donahue Family Fund  
Margaret & Siegfried Eckhaus Charitable Trust  
Estes Express Lines  
Farrell Family Charitable Trust  
Helen and Rob Froehlich  
Mr. and Mrs. Thomas E. Gottwald  
Mr. Bruce B. Gray  
Jane and Jim Hartough  
Wilbur Havens Charitable Fund  
Emily S. and Coleman A. Hunter Trust  
Enrique Mayor-Mora  
Judith Mills  
Charlotte and Gil Minor  
McGuireWoods  
Sara J. and J. Robert Mooney  
Owens & Minor  
Moses D. Nunnally, Jr. Charitable Trust  
Patient First  
Mr. & Mrs. E. Bryson Powell  
Stuart C. Siegel Fund of TCF  
Mark B. and Susan B. Sisisky Fund of TCF  
St. Stephen's Episcopal Church  
Swedish Match  
Ukrop's Endowment Fund of TCF  
Andrea and Michael Wassmer  
William F. Weber  
Weinstein Properties  
Jean and David White

## Backpack Team Gifts \$1,000-4,999

Heather J. Barrett  
BCWH Architects  
Ann and Roger Boeve  
Dr. and Mrs. Charles M. Caravati, Jr.  
Helen and Robert Comet compare.com  
Heidi Crapol  
Agnes and Richard Cullen  
Doherty Family Fund at TCF  
Erin Dunlap  
Freeman Family Fund at TCF  
Fourth Baptist Church  
Dr. and Mrs. William V. Garner  
Mr. and Mrs. Thomas F. Garner, Jr.  
Kirsti and Matthew Goodwin  
Gail and William Hefty  
Historic Housing LLC  
First Presbyterian Church  
Mr. & Mrs. Frank Kendall  
Kunkel Family Foundation Fund of TCF  
The Loucks Family Foundation  
Mr. & Mrs. Robert Marchant  
M&T Bank  
Kathie and Steve Markel  
Sue Ann Messmer  
Dena and Chris Moore  
Mr. & Mrs. Brian Newman  
Partnership for Nonprofit Excellence  
St. Edward Catholic Church  
St. Mary's Episcopal Church  
Tesco Foundation  
Barbara J. and William B. Thalimer, Jr. Family Fund of TCF  
Tilghman Family Fund of TCF  
Katie and Ted Ukrop  
Nicole and Jeff Ukrop  
Community Fund of The Virginia Baptist Foundation  
Brian White  
Anne Marie Whittemore  
Amy and Steven Williams  
Eleanor and T. Spencer Williamson, IV  
Michael Woodard  
Jack Woodfin

## ABC's Club Gifts Up to \$999

Anonymous  
Brad Armstrong  
Dagmara A. Austin

Mrs. Philip J. Bagley, III  
Mr. & Mrs. John Barr  
Christine Bingham  
Quentin Brown  
Roberta Burris  
Tina Butler-Cason  
Betsy Carr  
Christ Church Episcopal  
Christine Case  
Saundra Chubb  
Jeffrey Clark  
Verenda K. Cobbs  
Jennifer Collins  
Donald Cowles  
Barbara and Laurence Connors  
Covington Family Fund of TCF  
Davenport & Company, LLC  
Miriam Davidow  
Mr. & Mrs. George Davis  
Liz Doerr  
Joni and Mark Dray  
Jane Fain  
Martha Fazio  
First Presbyterian Church  
DeLando Gales  
Scott Garka  
Mr. & Mrs. Waddy Garrett  
Girls For A Change  
L. Michael Gracik  
Kyle and Kym Grinnage  
Mary and Vaughn Groves  
Terrell Harrigan  
Audrey Harris  
Greta Harris  
Chris Harris-Lipford  
Page Hayes  
Michael Herring  
Adam Hill  
Donna Holder  
Jean Holman  
Eppa Hunton  
Damon Jiggetts  
Deborah Jonas  
Suzanne Keeley  
Sarah and Steve Kim  
Mr. and Mrs. Al Lacy  
Marianne LeSeuer  
Derek Lewis  
The Life Church, Inc.  
Mr. & Mrs. Alexander Macaulay  
Stan Maupin  
Johnathan Mayo  
Mount Calvary Baptist Church  
John Mountcastle  
Jo Murphy  
Taryn and Jeff Nelson  
Tyrone Nelson  
Yolanda Newbille  
Darcy Oman  
W. Baxter Perkinson, Jr. DDS

Charles Pond  
Stephen Powelson  
Refuge Temple Assembly  
Delores Remo  
Sally and Dario Ribeiro  
Mr. and Mrs. Malcolm E. Ritsch, Jr.  
River Road Baptist Church  
Gale and Bill Roberts  
James Roberts  
Maryam Sayyeda  
Keshia J. Scott  
Michael Schlosser  
Lindsey Simerson  
Sherman Family Fund of TCF  
Showalter Family Fund of TCF  
Sixth Mount Zion Baptist Church  
Anne Smedley  
Wendy Sprout  
Strategic Staffing Solutions  
St. Elizabeth Church  
Amy Swartz  
Jill Swinger  
Deborah Thompson  
Anne E. Van Divender  
Mark Van Wormer  
Mr. and Mrs. Massie Valentine  
Mr. and Mrs. Ned Valentine  
Dearsley Vernon  
John Votta  
Judith Waldron  
Women of St. Stephen's  
John and Ingrid Whaley  
Sarah Whiting  
Courtney Winters  
Lawrence Woodson  
Jonathan Zur

## Moving On Partners

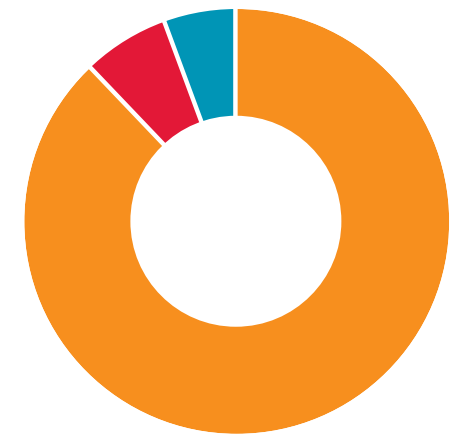
Altria  
BCWH Architects  
The Branching  
Capital One  
CarMax Foundation  
Carol and Earl Dickinson compare.com  
Heidi Crapol  
Genworth Financial  
Main Street Realty  
McGuireWoods  
St. Paul's Episcopal Church  
TowneBank  
Barbara B. and James E. Ukrop  
Union Bank and Trust  
University of Richmond  
Wells Fargo

# 2016 Revenue



Direct Public Support	2,226,501
Local and State Funding	1,102,199
United Way	75,000
In-Kind Support	164,217
<b>Total Revenue</b>	<b>3,567,917</b>

# 2016 Expenses



Program Services	3,134,370
Management and General	231,144
Fundraising	186,328
<b>Total Expenses</b>	<b>3,551,842</b>

Review CIS of Richmond 2016 audited financials at [www.giverichmond.org](http://www.giverichmond.org)



GIVERICHMOND.ORG

## 2016 Board of Directors

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Community Volunteer

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**Dana Bedden, Ed.D.**  
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Avail Marketing

**Sue A. Messmer, Vice Chairperson**  
Richmond's Future

**Charlotte Minor**  
Community Volunteer

**Dawn Siegel**  
Community Volunteer

**James E. Ukrop**  
New Richmond Ventures

**William Webber**  
Community Volunteer

**Brian White**  
Main Street Realty

**T. Spencer Williamson, IV**  
kaléo

## Leadership Team

**Harold Fitrer, Ed.D.**  
President and CEO

**Suzanne Keeley**  
Vice President, Development

**Dearsley Vernon**  
Vice President, Operations



Save the Date!  
May 31, 2017 for

# moving on

