



A YEAR IN THE LIFE OF A CIS SITE COORDINATOR

School Year Report 2017



2017 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 2017 school year, **19,253 students** were connected to resources and **2,892** students received intensive case-managed services. Among the group receiving intensive services, we tracked their ABC's:

- 50%** of CIS students improved ATTENDANCE
- 74%** of CIS students improved BEHAVIOR
- 68%** of CIS students improved COURSE PERFORMANCE
- 87%** of CIS students were promoted to the next grade

2,000 volunteers shared time with K-12 students; **370 partners** supported Richmond and Henrico students; **88** students graduated from Performance Learning Centers; **43** CIS Site Coordinators worked inside **39** 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.

Letter from President and CEO

Dear CIS of Richmond Friends and Advocates:

At Communities In Schools of Richmond we ask a lot from our Site Coordinators. Across a network of 40 local Richmond and Henrico schools, they comprise a unique team of solution-focused individuals that cement a foundation for successful student interventions.

In our 2017 annual report, we walk through a *Year in the Life of a CIS Site Coordinator*. By stepping through the mechanics of a School Support Plan, we offer our regional community insight into both the planning and the evaluation activities that sandwich the programs delivered during the school year.

This process is one of the reasons that the CIS Model of Integrated Student Support is recognized as *best practice* for wrap-around services across the country. But for me, the real magic takes place when all the relationships nurtured by the CIS Site Coordinator come together to support the success of a student. They are many things to many people:

To **Principals** a Site Coordinator is a strategist, a solution seeker, a collaborator.

To **Teachers** a Site Coordinator is a first responder, a sounding board, a link to the community, and provider of classroom needs.

To **Volunteers** a Site Coordinator truly is a coordinator, a communicator and a match-maker.

To **Parents** a Site Coordinator is an advocate, an ally, a connector, a navigator and above all a partner.

To **Students** they are a safe place, a listener, a believer, a champion.

Because at the end of the day programs don't change lives, relationships do. When strategic relationships align, kids win.

Harold Fitrer
President and CEO

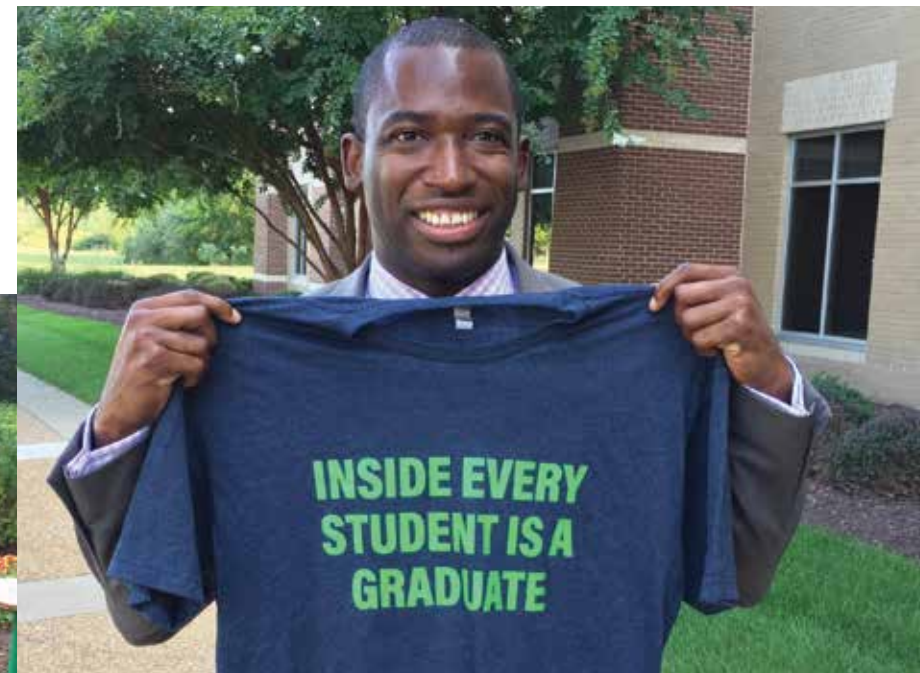


Pictured on this page, clockwise from top right: Dr. Danny Avula, Richmond City Health District; Principal Regina Farr, Bellevue Elementary; Matt Perry, Riverside Outfitters.

Champions for CIS: Inside Every Student is a Graduate

CIS Site Coordinators are joined by hundreds of Champions across the Richmond region to celebrate and support students. Some of these Champions are working right alongside students and others are working boldly as advocates to realize the vision that Inside Every Student is a Graduate:

Pictured on this page, clockwise from top left: Mayor Levar Stoney, City of Richmond; Nutsy, Richmond Flying Squirrels; John Murden, Kendra Murden and Lee Gregory, The Roosevelt; Coach Mike Rhoades, VCU Men's Basketball; Candace Smith, NBC12.



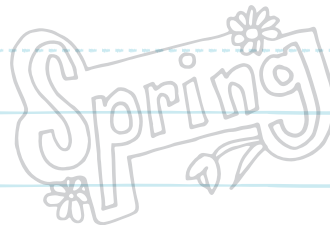
Spring: Needs Assessment

Understanding the needs of a school community is the first step to building a bank of resources and services for students and families. Every spring, CIS collects information from students, teachers, administrators and school staff. We ask parents and partners and people in the community about how they feel about school.

Questions like:

- I feel safe at school. In my neighborhood. On my bus.
- I have an adult in my life that I can talk to and help me when needed.
- My parent came to my school this year.
- I have a close family member who is in jail.
- I have enough food to eat.
- I have missed school due to family responsibilities.
- I have attended more than one school this year.
- I like coming to school and look forward to graduating.

The annual needs assessment is a tool for CIS to collect information anonymously that will paint a picture of the community and identify gaps that CIS can address in the new school year.



Summer: Planning

As students pack up for summer break, site coordinators stay behind to plan for the new school year. Using the needs assessment results and school data, coordinators develop a School Support Plan or CIS Road Map for the upcoming year. We:

- meet with partners and providers to populate the plan
- train as a team to review best practices
- bring in subject-matter experts who help inform our work
- practice self-care to get ready for a new year
- prepare to greet our students and welcome them back to school

Site coordinators also keep a close eye on students across our network. Some students may need to continue work with CIS from year to year. Other students may have experienced trauma or changes in circumstance and will need support from a Site Coordinator on the very first day of school.



Fall: Integrated Student Support

Back-to-School! September offers a time for Site Coordinators to reunite or meet new students and parents. We welcome volunteers and partners into schools and unpack the logistics of delivering Integrated Student Support (ISS).

School-wide services can include:

- clothing, food and school supplies closets
- attendance incentive programs and awareness campaigns
- kindergarten preparation programming
- programs focused on healthy relationships



Programs for targeted groups of students may look like:

- Redirection, impulse control and modeling positive behaviors
- Grief, self-esteem, LGBTQ, substance abuse, anger management, leadership, pro-social skills, and gender specific group work
- Physical activity like run clubs, cycling, dance, stepping and drumming

Individualized student support takes the shape of:

- Connecting with a mentor
- Daily check-ins
- Developing agreed upon attendance, behavior or academic goals
- Outreach to parents by phone, face-to-face school meetings, home visits
- Eliminating attendance barriers to include access to food, clothing, transportation
- Acting as a liaison/advocate among school administration, teachers, social work

These three tiers of support allow site coordinators to serve the most students in a school while focusing attention on targeted students that have significant needs.



Winter: Engage, Monitor and Adjust

CIS programming is in full swing!

The Site Coordinator, together with students and family, identifies strengths and assets as well as needs and gaps to build a plan of support. Each student sets a unique goal to work toward during the school year.

By setting goals with individual students and the school as a whole, Site Coordinators are able to monitor progress and adjust support accordingly. If they find out the plan isn't working as well as it could, they bring the right people back to the drawing board to adjust and create a plan that does.



Spring: Student Outcomes

At the end of the school year, Site Coordinators measure school and student progress against their established goals. We also understand that building relationships and altering behaviors takes time. CIS targets improvement rates for students working through attendance, behavior and course performance challenges.

These outcomes show that Communities In Schools, both in Richmond and across the nation, increases graduation rates, decreases dropout rates and improves student attendance, leading to brighter futures for students.



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 North – Richmond Technical Center
PLC South – George Wythe High School

Henrico County Public Schools

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

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.

| | |
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| 100 Black Men | Foundation |
| 2nd Presbyterian Church | Capital City Lodge #107 |
| 31st Street Baptist Church | Capital One |
| 5th Street Baptist Church | Capital One African American Network |
| 7th Street Christian Church | Capital One Coding |
| Alcin and The Royal Team | CARITAS |
| All God's Children Camp | CarMax |
| Alpha Phi Alpha Fraternity (Beta Gamma Lambda) | Caron |
| Altria | CarPool Car Wash |
| Americorps | Carverponics |
| AMP! Metro Richmond | Cathedral of the Sacred Heart |
| Anthem | Cedar Street Baptist Church |
| Anthem Healthkeepers Plus | CelebrateRVA |
| Antioch Baptist Church | Center Church RVA |
| Art180 | Centura College |
| Asbury United Methodist | Challenge Discovery |
| Assisting Families of Inmates | Chick-Fil-A |
| Astoria PALS | Chickahominy YMCA |
| Astoria Wives Club | Child Care Resources |
| BB&T | Child Fund |
| BCWH Architecture | Children Inc. |
| Bellemeade Civic Association | Children's Hospital of Richmond |
| Bethany Christian Church | ChildSavers |
| Beulah Baptist Church | Chippenham Hospital (CJW) |
| Big Brothers Big Sisters | Christ Church Episcopal |
| Bikram YOGA Richmond | Church Hill Activities and Tutoring (CHAT) |
| Bizport | CITGO |
| Blue Sky Fund | City of Richmond |
| Bon Air Baptist Church | City of Richmond: Parks, Recreation and Community Facilities |
| Bon Air Christian Church | City of Richmond: Fire Department |
| Bon Air Presbyterian Church | City of Richmond: Health Department |
| Bon Secours | City of Richmond: Police Department |
| Boy Scouts of America | City of Richmond: Public Works |
| Boys and Girls Club of Metro Richmond | City of Richmond: Social Services |
| Broad Rock Baptist Church | City of Richmond: Coaches in the Classroom |
| Broad Rock Library | City of Richmond: Collegiate 100 |
| Brookland Park Association | City of Richmond: Commonwealth of Virginia |
| Buffalo Wild Wings | City of Richmond: Department of Health |
| Buz & Neds | City of Richmond: Department of Labor |
| Cadence Theater Company | City of Richmond: Employment Commission |
| Cameron K. Gallagher | City of Richmond: Employees Association |
| | City of Richmond: Juvenile Justice |
| | City of Richmond: Community Ideas |
| | City of Richmond: Station: WCVE, PBS |

Community of Caring
compare.com
Congregation Orami
Continental Links
Continental Societies, Inc. Richmond Chapter
COSTCO
Coventry Gardens Neighborhood Network
Crossover Ministries
Cub Scout Pack #799
Cummins Atlantic
Dancing Classrooms
Davenport & Company
Dee's Barber Shop
Destined Male Mentor
DLA Aviation and Defense Supply Center Richmond
Dodson Properties/Atlas Realty Group
Dominion Due Diligence Group
Dominion Energy
Dominion Hola
Dress for Success Central Virginia
Dudley's Beauty School
Dunkin Donuts
East End #79 Order of the Eastern Stars
Prince Hall Affiliations
Eastern Henrico Business Association
Ebenezer Baptist Church
Elks Lodge #45
Emerging Young Leaders
Emmanuel Worship Center
Epiphany
Ernst & Young
Estes Express
Eta Phi Beta Sorority, Inc.
Richmond Public Schools FACE (Family and Community Engagement)
Faith Community Baptist
Faith Landmarks
Family Dental
Family Dentist
Fan District Association
Fan Women's Club
Farm Fresh
Fathom Realty
Federal Highway Admin.
Federal Reserve Bank of Richmond
Feed More
Fifth Baptist Church
Finney Foundation
First Baptist Monument
First Baptist South Richmond
First Presbyterian Church

First Things First
First Unitarian Universalist
Focused Outreach Richmond
Food Lion
The Food Nook
Fountain For Youth Foundation
Fourth Baptist
Fraiche on the Avenues
Friends of Ginter Park
Frontier Project
Full Circle Grief Center
Gamma Delta Chapter
General Electric
Genworth
Ginter Park Baptist Church
Ginter Park Presbyterian
Girl Scouts of the USA
Glen Allen High School
Goals for Girls
Good Neighbor Community Services
Good Shepherd Baptist
Goodwill of Central and Coastal Virginia
GRASP
Gravel Hill Baptist
Greater Fulton Neighborhood Resource Center (NRC)
Greater Richmond Fit4Kids
GroundworkRVA
Hands on RVA
Heart of America
Henrico Education Foundation
Henrico High School
Hickory Hill
Higher Achievement
Highland Springs High School
Highland Springs United Methodist Church
Hindu Center of Virginia
Hope Church
Housing Families First
Imani Christian Ministries
Iota Phi Lambda Sorority, Inc.
Jahnke Road Baptist
Jenkins Funeral Home
Jesse Davis
JLARC
Johnson Inc.
Jump Starz
Junior Achievement of Central Virginia
Junior League of Richmond
Just Drew It
KaBOOM!
KaKy-Kollege and Kareer 4 Youth
Keystone
KICDRUM+ARTS
Kroger
Lashonda Dotson
Light Community Church
Literacy Lab
Long and Foster REALTORS, Grove Avenue Office
Iota Phi Lambda
Lutheran Church of Our Savior

Man Up Initiative
Manchester YMCA
Mango Salon
McDonald's
McKesson Medical-Surgical
Meg Medina
Metropolitan African American Baptist Church
MICA Initiative
Minds In Motion
Moore Street Baptist Church
Mount Olive Baptist Church
Mount Tabor Baptist Church
Mt. Calvary Baptist Church
Mt. Carmel Baptist Church
Mt. Gilead Full Gospel International Ministries
Mt. Olive Baptist Church
Muslim Women Coalition
My Sisters Co. Book Club
Nationwide
New Life Outreach International Church (Toys for Hope)
NextUp RVA
Northside YMCA
Northside Outreach Center
Owens & Minor
Partnerships for Families
Peace Education Center
Pediatric Connection
Peter Paul Development Center
Podium Foundation
Poe's Pub
Ramsey Memorial United Methodist Church
RARE Academy
Raymond Rams Foundation (VCU Basketball)
Read to Them
Relationship Foundation of Virginia
ReNew Richmond
Reveille United Methodist
Reynolds Community College
Richmond Ballet
Richmond Commonwealth Attorney's Office
Richmond Community Church
Richmond Cycling Corps
Richmond Education Association - Retired
Richmond Flying Squirrels
Richmond Hill
Richmond Jewish Coalition for Literacy
Richmond Peace Education Center
Richmond Promise Neighborhood
Richmond Public Schools
Richmond Public Schools Education Foundation
Richmond-Henrico Retired Teaching Association
River City Church
River City Rotary
River Road Baptist Church

River Road Presbyterian
River Road United Methodist
Robinson Theater
Royall and Company
RVA \$100 for 100
RVA Futures
Salisbury Garden Club
Sauer's Garden
Science Museum of Virginia
Second Baptist Church (Southside)
Second Baptist Church (West End)
Sharon Baptist Church
Shoes That Fit
Sixth Baptist Church
Sixth Mount Zion Baptist
SMART Relationship Foundation of Virginia
Southside Church of the Nazarene
SPARC
SpeakGLAMHer
Speaking Spirit Ministries
Special Olympics
Spinal Correction Center of Richmond
Sports Backers
St. Bridget School
St. Bridget's Catholic Church
St. Christopher's School
St. Edwards Catholic Church
St. Elizabeth's
St. James Church
St. John's Church
St. Joseph's Villa
St. Michael's Catholic Church
St. Michael's Episcopal
St. Paul's Episcopal Church
St. Peter's Catholic Church
St. Stephen's Episcopal
Starbucks
Steward School
Stop Child Abuse Now SCAN
SunTrust
SunTrust Hispanic Network
SunTrust Mortgage
Swansboro Baptist Church
Sweet Frog
TGIFriday's
The Life Church
Theatre IV (Hugs & Kisses)
Three Chopt Church of Christ
TJ Viking Fund
Trinity 44 Mason Lodge
Trinity Lutheran
Trinity United Methodist
Trio VUU Talent Search
Tuckahoe Presbyterian
Ukrop's Threads
United Church
University of Richmond
Bonner Center for Civic Engagement
Partners in the Arts
UPS Freight

Upsilon Chapter of Alpha Kappa Alpha Inc
Urban Farmhouse
US Department of Labor
The Valentine Museum
VCU
Arts
Aspire
Community Engagement
Dental
Health Sciences Diversity
ExCELL
Forensic Science
Forensic Science Club
Police Department
Psychology Department
School of Nursing
School of Social Work
Trio
VCU Health Systems
Verizon Wireless
Victory Tabernacle Church
Virginia Alliance for the Chesapeake Bay
Virginia Bar Association Young Lawyers Division
Virginia Credit Union
Virginia Food Collaborative
Virginia Health Center
Virginia Heroes
Virginia Hispanic Chamber of Commerce
Virginia League of Planned Parenthood
Virginia Lottery
Virginia Mentoring Partnership
Virginia Museum of Fine Arts
Virginia State Police
Virginia State University
VUU School of Social Work
VUU (The Royal Team)
VUU School of Social Work
Visual Arts Center
Watch Dog Dads
Wells Fargo
Westover Hills Merchants Association
West Richmond Breakfast Lions Club
Westover Hills Neighborhood Association
Westover Hills United Methodist Church
WestRock
Westwood Baptist Church
Wilder Middle School PTA
Williams Mullen
Wolfpack, LLC
Woodville Presbyterian Church
YMCA of Greater Richmond
Young Life
Young Lives
Youth Life
YWCA

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
Commonwealth of Virginia
Henrico County
NextUp
Richmond Public Schools
Robins Foundation
The Community Foundation Serving Richmond & Central Virginia (TCF)
United Way of Greater Richmond & Petersburg

School Sustainer Gifts \$20,00-99,000

Brookfield Foundation
Mrs. Rudolph H. Bunzl Capital One
CarMax Foundation
Dominion Energy
Genworth Foundation
Jackson Foundation
Anthony and Susan Markel Fund of TCF
Martin's Grocery Stores Memorial Foundation For Children
Mary Morton Parsons Foundation
Beth and Dan Phipps R.E.B. Foundation
Andrea and William Reed
Richard S. Reynolds Foundation
Bob and Anna Lou Schaberg Fund at VNHC
Dawn and Stuart Siegel
Wallace and Mary Gray Stettinius Family
Kelly and Kirk Tattersall
Mr. and Mrs. Fred T. Tattersall
Marcia and Harry Thalhimier
James E. and Barbara B. Ukrop
WTR Fund of TCF

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

Marland Bucker and Melody Barnes
Marguerite Casey Foundation
David and Christine Cottrell Family Fund of TCF
Peter Diatelevi
Donahue Family Foundation
Estes Express Lines
Farrell Family Charitable Trust
Patricia and Gary Fenchuk
William Goodwin
Thomas Gottwald
Bruce B. Gray Fund of TCF
Jane and Jim Hartough
Emily S. and Coleman A. Hunter Trust
Hunton Foundation
Mr. and Mrs. Lindsley LeGary
Enrique Mayor-Mora
Herbert H. McDade
McGuireWoods
Charlotte and Gil Minor
NewMarket Foundation
Owens & Minor
Patient First
Mr. and Mrs. James A. Phipps
Powell Fund of TCF
Mollie and James Reinhart
Richmond Association of Realtors of TCF
St. Stephen's Episcopal Church
Swedish Match
TowneBank
Ukrop's Endowment Fund of TCF
Jayne and Bobby Ukrop
Wassmer Family Fund
Weinstein Properties
Wells Fargo Foundation
WestRock Foundation

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

Bank of America
Charitable Foundation
Karen Berson
Diana and David Beran
Jack Berry for Mayor Campaign
Ann and Roger Boeve
Charles M. Caravati Family Foundation
Chamber RVA
Communities In Schools of Virginia
compare.com
Heidi Crapol
Aggie and Richard Cullen
Carol and Earl Dickinson
Doherty Family Fund of TCF
Joni and Mark Dray
Margarete and Siegfried Eckhaus Charitable Trust
Roger Ferguson
First Tennessee Bank
Freeman Family Fund of TCF
Helen and Rob Froehlich
Donald Garber
Thomas Garner
William Garner
Kirsti and Matthew Goodwin
Kunkel Family Foundation Fund of TCF
La Difference
Loucks Family Foundation
Main Street Realty
Barton Malow
Robert Marchant
Katherine and Steven Markel
Sue Ann Messmer
Dena and Chris Moore
Catie Neimoller
Brian Newman
Remo Family Charitable Fund of TCF
Richmond Christmas Mother Fund
Matthew Rigby
Gilbert M. Rosenthal
Sledd Family Charitable Fund of TCF
St. Edward Catholic Church
Barbara J. Thalhimier & William B. Thalhimier, Jr. Family Fund of TCF
Alice and Richard Tighman
Nicole and Jeff Ukrop Community Fund
Katie and Ted Ukrop
Union Bank & Trust
Valentine Family Fund

Anne Marie Whittemore
Brian White
Spencer Williamson
Amy and Steve Williams
Jack Woodfin
Michael Woodard

ABC's Club Gifts Up to \$999

Danny Avula
Sally Bagley
Sharon Barcalow
John Barr
BCWH Inc.
Sara Beauchamp
Elizabeth Betz
Christine and Robert Bingham, Jr.
Ed Blair
Tre Britton
Margaret and J. Alfred Broadus, Jr.
Brockenbrough Family Fund of TCF
Mollie Brooks
Shamana Burnett
Tina Butler-Cason
Robert Comet
Laurence and Barbara Connors Charitable Fund
Kathleen Costello
Don Cowles
Thomas Cox
Miriam Davidow
Joy Davis
Barbara Dickinson
Susan Ellett
Loretta and Benjamin English
Experity
First Presbyterian Church
Ian Flatt
Cyndi Fleming
Caitlin Frieberthausner
Scott Garka
Garrett Foundation
Kelley Gerow
Kym Grinnage
Mary and Vaughn Groves
Kristin Hamlin
Harris Williams
Siena Hart
Page Hayes
Jane V. Helfrich
Michael Herring
Adam Hill
Jean P. Holman
Dazia Hughes
Mary Kay and Phil Huss
Dr. Deborah Jonas
Koval Family Fund of TCF
Beverly and Al Lacy
Breona Lacy
Derek Lewis

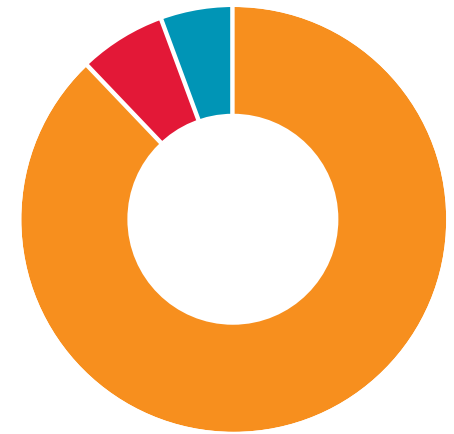
Lipman Foundation
Jeff Maurer
Johnathan Mayo
Demetrius McBride
Tatiana Mercado
Maggie L. Walker
Governor's School Foundation
Sara and Robert Mooney
Mount Calvary Baptist
Thomas Cox and Penny Nash
Mary Nimaga
Susan Northrop
Lizzie Oliver
David Owen
Patricia Plaisted
Ann Reavey and Peter Gilbert
Katharine C. Reef
Chrisana Reveley
Sally and Dario Ribeiro
Malcolm Ritsch
William L. Roberts, Jr.
Heather Noelle Rockwood
Savannah Salter
Michael Schlosser
Keshia Scott
Buford Scott
Laurie Shadders
Mary Jo Sheeley
Sherman Family Fund of TCF
Sixth Mount Zion Baptist Church
Laura Skarie
William Skeen
Wendy Sprout
Strategic Staffing Solutions
Elaine Summerfield
Jill Swinger
Sandra Treadway
United Way of Roanoke Valley
US Raceworks, LLC
United Way of Greater Atlanta
UWNCA
Margaret and E. Massie Valentine, Jr.
Mark Van Wormer
Virginia Credit Union
John Votta
Scott Warren
Elizabeth B. Weiss
Georgia and Daniel Williams
Courtney and Zach Winters
Mark Van Wormer
Jonathan Zur

2017 Revenue



| | |
|-------------------------|------------------|
| Direct Public Support | 2,276,763 |
| Local and State Funding | 1,093,726 |
| United Way | 100,000 |
| In-Kind Support | 150,605 |
| Total Revenue | 3,621,094 |

2017 Expenses



| | |
|------------------------|------------------|
| Program Services | 2,945,481 |
| Management and General | 226,555 |
| Fundraising | 178,442 |
| Total Expenses | 3,350,478 |

Review CIS of Richmond 2017 audited financials at www.giverichmond.org



2017 Board of Directors

Brian White, Chair
Main Street Realty

Michael Woodard, Secretary
McGuire Woods

Robert Comet, Treasurer
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Thomas Cox
Community Volunteer

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Sixth Mount Zion Baptist Church
Henrico County Board of Supervisors

Dawn Siegel
Community Volunteer

James E. Ukrop
New Richmond Ventures

William Webber
Community Volunteer

Spencer Williamson
kaléo

Leadership Team

Harold Fitrer, Ed.D.
President and CEO

Suzanne Keeley
Vice President, Development

Dearsley Vernon
Vice President, Operations

Save the Date!
May 21, 2018 for

moving on 



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Richmond, Virginia 23230

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