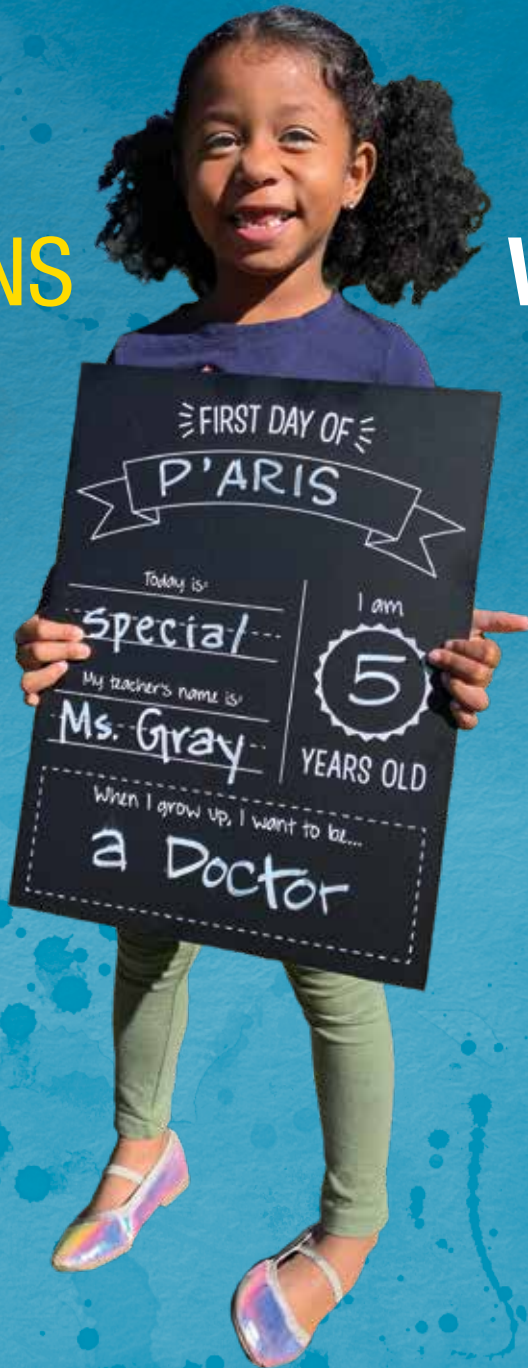


22,000 REASONS

WHY





I am  
loved!



# 2019 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.

## Integrated Student Support

CIS brings the Integrated Student Support model to schools by doing the following:

- Partners with school districts to identify where CIS can have the greatest impact
- Conducts an assessment at the school level to determine annual needs
- Hires, trains and assigns a site coordinator to a school
- Partners with the school districts, local agencies, businesses and foundations to garner support for the organization and its work
- Mobilizes community resources to address nonacademic barriers
- Evaluates work at all levels to ensure progress is made and goals are met

With support from partners and volunteers, CIS offers three tiers of support to the schools, families and individual students:

**Tier 1:** Prevention and Enrichment for whole schools

**Tier 2:** Collaborative Group Work for students with common needs

**Tier 3:** One-to-One Intervention

## Real Results

During the 2019 school year, **21,941 students** were connected to resources and **2,218 students** received intensive case-managed services. Among the group receiving intensive services, we tracked their ABC's:

**62%** of CIS students improved ATTENDANCE

**81%** of CIS students improved BEHAVIOR

**73%** of CIS students improved COURSE PERFORMANCE

**100%** of eligible CIS Seniors graduated with their peers (157 students)

**2,500 volunteers** shared time with K-12 students; **350 partners** supported Richmond and Henrico students; **45 CIS Site Coordinators** worked inside **39 K-12 schools**.



## Letter from President and CEO

Dear CIS of Richmond Friends and Advocates:

Since its founding, Communities In Schools has had strong clarity around the **WHY** of the work we carry out day to day. Founder Bill Milliken is often quoted as saying, “programs don’t change people, relationships do.”

Relationships are the foundation for successful CIS outcomes among our students. Our work is to unpack a range of solutions for the wide range of challenges that our students face in order to achieve success in school. At the heart of every initiative there is a caring adult. For the student struggling with chronic absenteeism, there is an adult who takes the time to find out why, then empowers the student to address their obstacles to attendance.

This approach is encapsulated in a model called the Developmental Framework. Strong academic skills alone are not enough to lead a child to a productive, fulfilling adulthood. The framework offers adults and students pathways to develop **Agency**, shaping the course of one’s life rather than simply reacting to external forces; **Integrated Identity**, a strong sense of self that allows consistent decision making that

align with values and goals; **Competencies**, the abilities to be productive, effective and adaptable in different settings.

In 2019, CIS National adopted tools from the framework and rolled them out across the Network. In many ways it is an affirmation of the work that has gone on in schools through CIS for over 40 years. The model is a 360 approach. To help students shape identity, our team must have a deep understanding of the **WHY** of our model as well as the **WHY** they choose to be the adult in the school building asking kids:

- What are your strengths?
- Where do you add the greatest value?
- What brings you joy?
- How will you measure your life?
- How can I support your goals?

Positive adult relationships can help students unlock the social capital that will propel them toward a lifetime of good decision making.

**Harold Fitrer**  
President and CEO

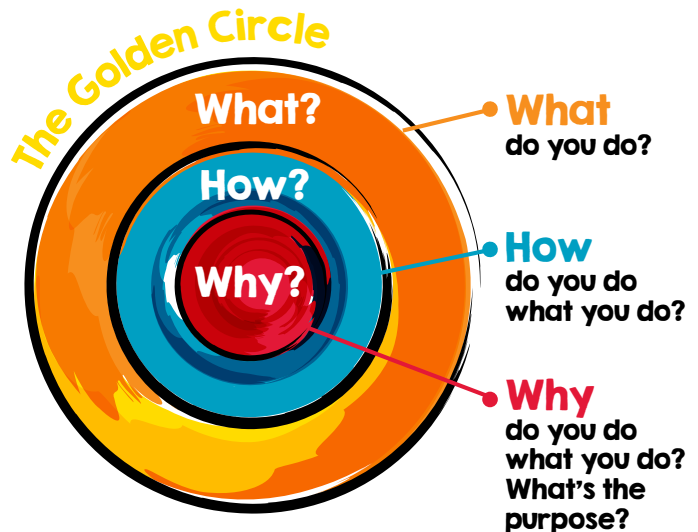
# Who We Are at Our Best

**What?** Mission – surrounding students with a community of support, empowering them to find success.

**How?** Tiered Supports to give students resources along a continuum dependent on individual needs and goals.

**Why?** Because programs don't change kids, relationships do.

Communities In Schools of Richmond is able to operationalize our **WHY** by hiring a team of people who regularly demonstrate the ability to care for and support others. In our schools, we rely on adults to create experiences that lead to healthy development. Research from University of Chicago Consortium on School Research identifies these ACTIVE and REFLECTIVE experience that kids need. Site Coordinators deliver these opportunities one-to-one and in small groups everyday as they walk with kids through this developmental framework.



## Active

**Encounter** novel situations and peers and adults to serve as role models

**Tinker!** test, discover, design, puzzle, build, experiment, create, play and imagine

**Choose** activities, companions, goals and ways of presenting oneself

**Practice** and receive feedback that develops competence

**Contribute** to the world in meaningful ways and have value for others

## Reflective

**Describe and evaluate** their lives, feelings, thoughts and experiences

**Connect** new experiences and ideas to what they already know

**Envision** a future self, seeing positive images of what they want to become

**Integrate** insights, skills or other lessons from an experience into a larger sense of self



## Elizabeth:

E.S.H. Greene Elementary is in the southside of Richmond and is home to a rapidly growing community of Central and South American immigrants. Every day when I walk through our school doors, I don't just see smiling, happy faces, I see myself.

As a first-generation Latinx American—and the oldest—I became our family guinea pig. From a new language to navigating a complicated new educational system, I learned things the hard way. I struggled. I grew up faster than my siblings and peers. I questioned why I had to figure *everything* out on my own.

Despite barriers, I persevered. I graduated high school and pursued higher education. I committed to spending my life helping students to transition into school in the United States with as much ease as possible so that they can spend their time learning, growing, and being kids for as long as life will allow.

Working as a Communities In Schools Site Coordinator allows me to uphold my commitment every day. Our framework allows me to deliver:

- basic needs such as food and clothing,
- volunteers to provide a safe learning environment,
- one-on-one relationship building with these students,
- and reminding students and parents alike that they are not alone.

I offer a reflection for Greene students, to show that here in America you can be what you want to be in life. The students at Greene Elementary are my WHY. I am motivated every day by their resilience and perseverance, working toward success in school AND in America.

# Alexa:

Today a fifth-grade student asked me, “Ms. Z, why do you do this job?” I have been asked this before, but this was the first time that a student wanted more on why I am a Communities In Schools Site Coordinator.

During middle school, my sister was diagnosed with a brain tumor. She endured years in recovery after surgeries and treatment but her tenacity inspired and guided my path. That is my true north but in recounting the story, I remembered the countless teachers, coaches, and adults who supported me and my family during this time.

I can recall all the adults who were with me when things got hard and cheered for me when I needed it. Mr. Dyer welcomed me to his 6 a.m. gym class where I routinely out-paced the boys on work ethic and weights. He checked in often and helped me build confidence. Ms. Poncelow, my school librarian, became

a life coach. She taught me both practical skills and relationship skills that I invoke to this day.

Through adulthood I have found professional and personal mentors—asking the hard questions and expanding my vision. Mentorship has laid the foundation for every good thing in my life. Every morning as I start a new day at Westover Hills Elementary I ask myself, “Can you be the mentor today that you desperately needed?”

My family just celebrated my sister’s wedding. This full circle moment came with an awareness of how important it is for me to be a helpful guide on other people’s journey.





## Delivering Our WHY: the CIS Site Team

“Working at Communities In Schools has afforded me the opportunity to become the person who I needed when I was a teenager. I strive to be a role model, an example of resilience, and a reliable adult that supports students in our schools. I get a chance to show up every day to highlight the strengths of those around me and support our community. It gives me hope that statistics can be changed every day—one student at a time. I am an example that your past does not have to define your future.”

*-Verenda Cobbs, CIS High Schools Program Director*

Many students and their families in our community have a hard time accessing and navigating the maze of public and private services. There may be ample resources, but rarely is there someone on the ground who is able to connect these resources with the schools and students that need them most.

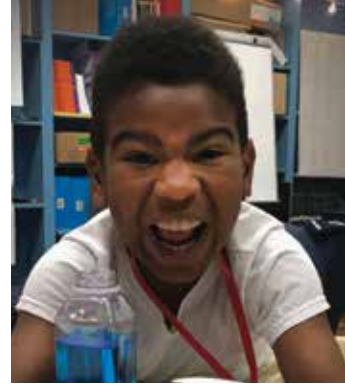
The CIS site coordinator fills a pivotal role as the single point of contact working inside the school coordinating and providing integrated student supports. They work with school leadership and staff to connect students and families with resources that help to address nonacademic needs, allowing students to show up healthy, safe, and prepared to learn.

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.

Every morning, when the buses pull up and the students arrive for school—some ready to learn and some not—the work begins. The success is rooted in the relationships nurtured by the CIS Site Coordinators. After a semester or a year, with some tiny wins and some big ones, students have the opportunity to reach their potential.









## 22,000 Reasons Why

Richmond and Henrico County public schools educate thousands of children every day of the school year.

Many of these students struggle to have their basic needs met in addition to dealing with the complex trauma that comes from growing up in and around poverty. That's 22,000 reasons in the Communities In Schools of Richmond footprint for volunteers and advocates to come alongside kids and support public education. It will take all of us. Here is how you can take action:

**Advocate:** Share the CIS mission with your friends, neighbors, and colleagues

**Volunteer:** Once a week or once a month makes a big difference in the life of a child

**Donate:** Support the work of our Site Teams and invest in positive outcomes for kids

Visit [www.CISofRichmond.org](http://www.CISofRichmond.org) for more information



# 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  
Barack Obama  
Overby Sheppard  
Elizabeth Redd  
G.H. Reid  
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  
PLC North – Richmond Technical Center

## Henrico County Public Schools

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

# Partners

The CIS Model of Integrated Student Support (ISS) 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.

\$100 for 100  
23rd and Main Street  
25th Street Market  
2nd Presbyterian Church  
31st Street Baptist Church  
5th Baptist Church  
6 Pic  
7 Leaders, 7 Scholars  
7th Street Christian Church  
A.C.E Armstrong Center for Empowerment  
A.L.P Armstrong Leadership Program  
Aetna  
All Souls Episcopal Church  
Alpha Gamma Chapter of Kappa Alpha Psi Fraternity Inc  
Alpha Phi Alpha Fraternity, Inc  
AMP! Metro Richmond  
Angel Tree  
Anna Julia Cooper Episcopal School  
Anthem Health Keepers  
Antioch Baptist Church Art180  
Asbury United Methodist Church  
Assisting Families of Inmates  
B.L.A.C.K.  
Baker Unified Fitness  
Battery Park Christian Church  
BB&T  
Beaver Booster PTA  
Bethany Christian Church  
Beulah Baptist Church  
Big Brothers Big Sisters  
Black Men Read  
Blessings in a Backpack  
Blue Sky Fund  
Bob Argabright  
Bon Air Baptist Church  
Bon Air Christian Church  
Bon Air Presbyterian Church  
Bon Secours  
Boy Scouts of America  
Boyhood to Manhood  
Boys and Girls Club of Metro Richmond  
Brewer's Cafe  
Broad Rock Baptist Church  
Broad Rock Library  
Brookland Park Area Association  
Building A Better RPS  
Burger King  
Cameron K. Gallagher Foundation  
Cannon and Draw Brewing Company  
Capital Caring  
Capital City Lodge #107  
Capital City Masons  
Capital One  
Capital One Coders  
CARITAS  
Caron  
Cathedral of Sacred Heart  
Cavalier Chapter of the American Business Women's Association  
Cedar Street Baptist Church of God  
Celebration Church  
Center Church RVA  
Challenge Discovery Projects: Say It With Heart  
Chamber RVA  
Charles and Wanda Gill Family  
Chickahominy YMCA  
Child Care Resources  
ChildFund International  
Children Incorporated  
Children's Hospital of Richmond  
Children's Museum of Richmond  
ChildSavers  
Chippenham Hospital (CJW)  
Christ Church Episcopal  
Church Hill Activities and Tutoring (CHAT)  
Church Hill Association  
Circles RVA  
CITGO  
City of Richmond  
Coaches in the Classroom  
Commonwealth Attorney's Office  
Commonwealth Pediatric Dental  
Community of Caring compare.com  
Comprehensive Counseling Solutions  
Conexus/ Vision to Learn  
Continental Societies, Inc. Richmond Chapter  
Crestwood Presbyterian Church  
Davenport & Company  
DEA  
Department of Juvenile Justice  
Destined Word  
DMVSound System Association  
Dodson Properties/Atlas Realty Group  
Dominion Energy  
Dr. Sapini Financial Literacy  
East End Chapter #79  
Order of the Easter Stars  
Prince Hall Affiliations  
East End Mason Lodge-233  
Ebenezer Baptist Church  
Emmanuel Episcopal Church  
Emmanuel Worship Center  
Epiphany  
Ernst & Young College Map  
Essence of Worship (Virginia Union University)  
Eta Phi Beta Sorority, Inc.  
Faith Community Baptist Church  
Faith Landmarks  
Fan District Association  
Fan Women's Club  
Farm Fresh  
Fathom Realty  
Federal Reserve Bank of Richmond  
FeedMore  
Fifth St. Baptist  
First Baptist Church Decatur  
First Baptist Church Monument  
First Baptist of South Richmond  
First Presbyterian Church  
First Unitarian Universalist  
Five Guys  
Friends of Ginter Park  
From The Heart  
Full Circle Grief Center  
Gamma Chapter of Alpha Phi Alpha Fraternity Inc (Virginia Union University)  
Ginter Park Baptist Church  
Ginter Park Presbyterian Church  
Girl Scouts  
Girls for A Change  
Girls Who Code  
Glen Allen High School

Good Shepherd Baptist Church	New Bridge Baptist Donations	Richmond Promise Neighborhood	The Valentine Museum	Virginia Lottery
Goodwill	New Life Outreach International Church (Toys for Hope)	Richmond Public Schools	TJ Viking Fund	Virginia Mentoring Partnership
Greater Richmond Area Scholarship Program (GRASP)	NextUp RVA	Richmond Redevelopment & Housing Authority	Trinity 44 Mason Lodge	Virginia Reparatory Theatre
Greater Richmond Church of Christ	Nibble Nook: Food Pantry	River City Church	Trinity Lutheran Church	Virginia Retirement System
Greater Richmond Fit4Kids	North Avenue Library	River Road Baptist Church	Trinity United Methodist Church	Virginia State University
Greater Richmond SCAN	Northside Outreach Center	River Road Presbyterian Church	Tuckahoe Presbyterian Church	Virginia State University Department of Social Work
Grooming Young Men (GYM)	Northside YMCA	River Road United Methodist Church	Ukrop's Threads	Virginia Union University
GRTC	ORBITS - Henrico County Department of Justice	Robinson Theatre	United Church	Visual Arts Center of Richmond
HANDUP Resource Center	Owens & Minor	RPS Resiliency Project	United States Department of Labor	Watch Dog Dads
Henrico Adult Education Center	Patrick Henry's Pub	RVA Future Centers	United Way of Greater Richmond and Petersburg	WCVE/Community Idea Stations
Henrico County Public Schools	PBIS	Safe Routes to School	University of Richmond	We Are The Youth Outreach
Henrico Department of Social Services	Pediatric Connection	Samuels Realty Property Management	University of Richmond Alumni Association	Wells Fargo FLY Program
Henrico Family Engagement	Peter Paul Development Center	Sauer's Garden Association	University of Richmond Bonner Center for Civic Engagement	Westover Hills Merchants Association
Henrico Mental Health	Pine Camp Arts Center	Science Museum of Virginia	University of Richmond	West Richmond Breakfast Lions Club
Higher Achievement	Pleasant Grove Baptist Church	Second Baptist Church	University of Richmond, Partners in the Arts	Westover Hills Neighborhood Association
Highland Springs United Methodist Church	Podium Foundation	Second Baptist Church Southside	UPS Freight	Westover Hills United Methodist Church
Hindu Center of Virginia	Poe's Pub	Sharon Baptist Church	UTMOST Co.	WestRock
Hispanic Chamber Commerce	Posh Studies	Shiloh Association	Valentine Museum	Westwood Baptist Church
Holy Rosary Catholic Church	Presbyterian Korean Church	Shoes That Fit	VCU	Wilder Middle School PTA
Hope Church	Quinn Evans	Sigma Gamma Rho, Epsilon Zeta Chapter	VCU Aspire	Woodville Presbyterian Church
Humankind	Ramsey Memorial United Methodist Church	Sixth Baptist Church	VCU Athletics	WPA
Iglesia Puerta del Cielo	Re:Work	Sixth Mount Zion Baptist Church	VCU Chemistry Service Learning Class	Y Achievers
J. Sargeant Reynolds Community College	Relationship Foundation of Virginia	Sky Zone	VCU Community Engagement	YMCA of Greater Richmond
John Marshall High School National Honor Society	Reveille United Methodist Church	SPARC	VCU Dental	YMCA Childcare
Jump Rope Starz	Richmond Ambulance Authority	St. Bridget Catholic Church	VCU Department of Art Education	Young Life
Junior Achievement of Central Virginia	Richmond Baptist Association	St. Bridget School	VCU Department of Forensic Science	Young Lives
Junior League of Richmond	Richmond Behavioral Health Authority	St. Christopher's School	VCU Developing Men of Color	Youth Life Foundation
Just Drew It, LLC	Richmond Children's Initiative	St. Edward Catholic Church	VCU ExCELL	Youth With a Destiny
Keystone	Richmond City Department of Parks, Recreation and Community Facilities	St. Elizabeth Catholic Church	VCU Forensic Science	YWCA Richmond
Kiwanis International	Richmond City Department of Social Services	St. James Baptist Church	VCU Health Shine	
Liberty Public House	Richmond City Health Department	St. James Episcopal Church	VCU Mentors	
Literacy Lab	Richmond City Health District	St. John's Church	VCU Police Department	
Long and Foster REALTORS, Grove Avenue Office	Richmond City Office of Community Wealth Building	St. Mark's Church of God in Christ	VCU Psychology Department	
Lota Phi Lambda	Richmond Commonwealth Attorney's Office	St. Mark's Episcopal Church	VCU Psychology Service Learning	
Manchester YMCA	Richmond Community Church	St. Michael's Episcopal Church	VCU Ram Bikes	
Mango Salon	Richmond Community Hospital	St. Paul's Episcopal Church	VCU Sisters and Stethoscopes	
McKesson Medical-Surgical	Richmond Fire & EMS	St. Peter's Catholic Church	VCU Spanish Service Learning	
Metropolitan African American Baptist Church	Richmond Flying Squirrels	St. Philip's Episcopal Church	VCU Volunteers	
Micah Initiative	Richmond Hill	St. Stephen's Episcopal Church	Victory Tabernacle Church	
Milk & Cookies	Richmond Jewish Coalition	Stage Write	Virginia Alliance for the Chesapeake Bay	
Minds In Motion	Richmond League of United Latin American Citizens	StandbyME	Virginia Bar Association	
Moore Street Baptist Church	Richmond Office of Multicultural Affairs	Stay RVA	Young Lawyers Division	
Mount Olive Baptist Church	Richmond Police Department	Successful Family Services	Virginia Credit Union	
Mount Tabor Baptist Church	Richmond Portal	SunTrust	Virginia Department of Agriculture	
Ms. Emilie Rabke	Richmond Presbyterian Korean Church	SunTrust Hispanic Network	Virginia Department of Health	
Mt. Calvary Baptist Church		SweetFrog	Virginia Employment Commission Employees Association	
Mt. Carmel Baptist Church		Sylvia's Sisters	Virginia Health Center	
Mt. Gilead Full Gospel International Ministries		T-mobile	Virginia Hispanic Chamber of Commerce	
My Sisters Company Book Club		The Branching	Virginia League of Planned Parenthood	
National Organization for the Professional Advancement of Black Chemists and Chemical Engineers		The Continental Societies		
		The Finney Foundation		
		The Fresh Anointing Cathedral		
		The Frontier Project		
		The Life Church		
		The Richmond Chapter of Chums, Inc		
		The Treat Shop		

# Giving

Our 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  
Community Foundation for a Greater Richmond (CF)  
Henrico County Public Schools  
NextUp RVA  
Richmond Public Schools  
Robins Foundation  
United Way of Greater Richmond & Petersburg

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

Audacious Foundation  
Capital One  
CarMax Foundation  
CIS of Virginia / Commonwealth of Virginia  
Dominion Energy  
Genworth Foundation  
Mr. and Mrs. William H. Goodwin, Jr.  
Herndon Foundation  
Stanley and Kim Markel Memorial Fund of CF  
Memorial Foundation For Children  
Owens & Minor  
R.E.B. Fund of CF  
Reveille United Methodist Church  
Bob L. Sasser  
Bob and Anna Lou Schaberg Fund at VNHC  
Wallace and Mary Gray Stettinius Family  
Mr. and Mrs. Fred T. Tattersall  
Kelly and Kirk Tattersall  
Mr. and Mrs. James E. Ukrop  
Walmart  
Andrea and Michael Wassmer  
Wells Fargo  
WestRock Foundation  
WTR Fund of CF

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

Atlantic Union Bank  
Bank of America  
Melody Barnes and Marland Buckner  
Marguerite Casey Foundation  
Mary W. Bowers Charitable Trust  
Christ Church Episcopal Communities In Schools National  
Peter Diatelevi  
Donahue Family Foundation  
Margaret & Siegfried Eckhaus Charitable Trust  
Rob and Jean Estes  
Estes Foundation  
Patricia and Gary Fenchuk  
First Presbyterian Church  
Jim Fraser  
Mr. and Mrs. Thomas E. Gottwald  
Bruce Gray  
Jane and Jim Hartough  
Wilbur Havens Charitable Fund  
McGuire Woods  
Enrique Mayor-Mora  
Patient First  
Mollie and James Reinhart  
Richmond Association of Realtors  
James P. Rose  
George J. & Effie L. Seay Foundation  
Mr. Stuart C. Siegel  
Mark B. and Susan B. Siskys Fund II of CF  
St. Stephen's Episcopal Church  
Jill and Andy Stefanovich  
Suntrust Foundation  
Swedish Match  
Morris Taylor  
TowneBank Richmond  
Tredegar Corporation  
Florence G. Tullidge Charitable Trust  
Bobby and Jayne Ukrop  
VCU Health Systems  
Weinstein Properties

## Backpack Team

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

Kelly and Tiff Armstrong  
Diana and David Beran  
J. Alfred Broadus  
Charles M. Caravati Family  
ChildFund International  
CITGO  
Robert Comet  
Thomas Cox and Penny Nash  
Cullen Family Fund of CF  
Dominion National  
Joni and Mark Dray  
Erin Dunlap  
Roger Ferguson  
Helen and Robert Froehlich  
Mr. and Mrs. Thomas F. Garner, Jr.  
Donald Garber  
Dr. and Mrs. William V. Garner  
Kirsti and Matthew Goodwin  
Margaret Heysel  
Hunton Andrews Kurth  
Kunkel Family Foundation Fund of CF  
Lumber Liquidators  
Main Street Realty  
Robert Marchant  
Markel Corporation  
Sue A. Messmer  
Dena and Chris Moore  
Mark Murphy  
Powell Fund of CF  
Publix Super Markets  
Thomas Reedy  
Richmond Christmas Mother Fund  
Gil Rosenthal  
Mr. and Mrs. Robert C. Sledd  
St. Edward Catholic Church  
Suntrust United Way Campaign  
Ted and Katie Ukrop  
Barbara J. Thalheimer and William B. Thalheimer, Jr. Family Fund of CF  
Tilghman Family Fund of CF  
Nicole and Jeff Ukrop Community Fund  
Valentine Family Fund  
Laura and Ned Valentine  
Michael Vicars  
Virginia Credit Union, Inc.  
Wawa Foundation  
William Weber  
Elizabeth B. Weiss  
Brian White  
Anne Marie Whittemore  
Spencer Williamson  
Michael Woodard

## ABC's Club

### Gifts up to \$999

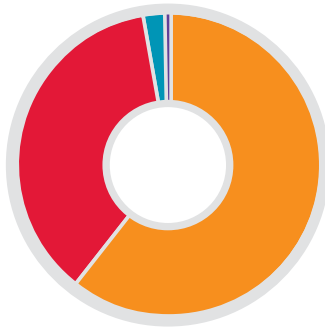
Ellen and Kent Albright  
Kevin Allison  
Mary Kay and Danny Avula  
Sally Bagley  
Barbara Bailey  
William Biedenharn  
BeneFinder  
Benevity Community Impact Fund  
Karen and Jory Berson  
Sanford Berenstein  
Shelby Boltz  
Caitlin Boyd  
Austin Brockenbrough III  
Lisa Margaret Bryan  
Gwen Burroughs  
Kristin Carleton  
Charles Case  
Center Church  
Sohail Chaudhry  
Saundra Chubb  
Allyson Cloninger  
Verenda Cobbs  
Yvette and Anthony Conte  
Rita Cook  
Kathleen Costello  
Annette Cousins  
Donald Cowles  
Marnie Crane  
Gwendolyn Davis  
Davidow Family Donor Advised Fund of the Richmond Jewish Foundation  
James Dement  
Mallory DeWind  
Gwendylon Drayton  
Brianna Earl  
Susan Ellett  
Emmanuel Episcopal Church  
Catherine Estevez  
Geraldine Ferguson  
Alicia Fife  
Five Guys Properties, LLC  
Ian Flatt  
Bonita Flynn  
Evan Flynn  
Harriett Franklin  
Nicole Frost  
Caroline Garrett Hardy  
Kelly Gerow  
Michael Goldman  
Andrew Gould  
Christine Hamlett  
Erin Hanas  
Caroline Hardy  
Terrell Harrigan  
Page Hayes  
Herbert Hargroves  
Mary Hetzel  
Michael Herring  
Adam Hill  
KRM Holman  
Jean Holman  
Jennifer Humberson  
Nannette Hutchens

Keith Johnston  
Deborah Jonas  
Renee Jones  
Robin Keegan  
Suzanne Keeley  
Tracy Kemp Stallings  
Deborah Knighton  
Knights of Saint Philips Men's Fellowship  
Mrs. Patte G. Koval  
Sumit Kumar  
Lauren Larsen  
Anna Lawson  
Nikki Rose Lawson  
Jonathan and Claudette Lewis  
Shawn Lewis  
Romain Lheritier  
Loucks Family Foundation  
LunchHour Investments, LLC  
Thelma A. Mack  
Nicole Mason  
Jeff Maurer  
Alex Mawyer  
Sara and Robert Mooney  
Mt. Calvary Baptist Church  
Jo Murphy  
Taryn and Jeff Nelson  
Network for Good  
New Bridge Baptist Church  
Brian Newman  
Susan and Frank Northrop  
Anne Oglesby  
Charlotte Outland  
Susan Patrick  
Sharon Peck  
Theresa Peoples  
David Perks  
Stephen Powelson  
Cassie Price and Tom Kazas  
Pindipapanahalli Ravindra  
Ann Reavey  
Kaye Redford  
Kathryn Lyn Regan  
Chrisana Reveley  
Carolyn Rewane  
Andacia K. Rhyne  
Malcolm and Nan Ellen Ritsch  
River Road United Methodist Church  
Bernard Robinson  
Erin Rogers  
Karen and Leonard Rogers  
Stefanie Rogers  
Patricia Rooney  
Paula Roop  
Julie Rosson  
Nathan Ruff  
Michael Schlosser  
Katherine Scott  
Keisha Scott  
Susan Bailey and Sidney Buford Scott  
Wanda Sharp  
Mr. and Mrs. John Sherman, Jr.  
Barbara Couto Sipe

Sisters and Stethoscopes  
 Joel Silverman  
 Andrea Singer  
 Viju Singh  
 Sixth Mount Zion Baptist Church  
 Laure Skarie  
 Gail & Russell G. Smith II  
 Charitable Fund  
 St. John Holy Church  
 Claudia and Scott Stallings  
 Tracy Stallings  
 Lindsey Stocks  
 Nathaniel Story  
 Jill Swinger  
 Maria Tabb  
 John M. Taylor  
 Sampson L. Townes III  
 Transamerica Life  
 Insurance Company  
 Miriam Tice  
 Truist  
 United Way of Greater Atlanta  
 United Way of South  
 Hampton Roads  
 E. Massie Valentine  
 Dearsley Vernon  
 Virginia Center for  
 Inclusive Communities  
 Virginia Child Care  
 John Votta  
 Issac Taylor Waggoner  
 Wegmans Food Markets  
 Keith Westbrook  
 Jean and David White  
 Georgia and Daniel Williams  
 Jamelle Wilson  
 Courtney Winters  
 Ethel Wood  
 WTVR CBS6 / Tribune Company  
 Mary Zeugner  
 Jonathan Zur

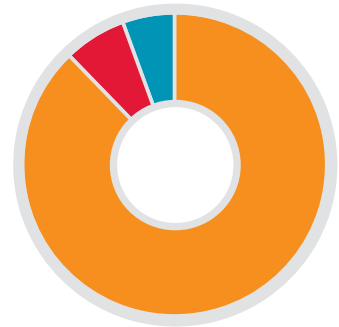
# Finances

## 2019 Revenue



○ Direct Public Support	2,191,686
● Local and State Funding	1,323,074
● In-Kind Support	84,412
● Other	9,235
<b>TOTAL</b>	<b>3,608,407</b>

## 2019 Expenses



○ Program Services	3,086,165
● Management and General	233,244
● Fundraising	191,982
<b>TOTAL</b>	<b>3,511,911</b>

Review CIS 2019 audited  
 financials at [connectva.org](http://connectva.org)



## 2019 Board of Directors

**Michael Woodard, Esq.,  
 Chair**

McGuire Woods

**Brian White, Vice Chair**  
 Main Street Realty

**Enrique Mayor-Mora,  
 Treasurer**  
 CarMax

**Kevin Allison, Ph.D.**  
 Virginia Commonwealth  
 University

**Danny Avula, M.D.**  
 Virginia Dept. of Health

**Marland Buckner**  
 Global Strategic Partners

**Robert Comet**  
 Quinn Evans Architects

**Annette Cousins**  
 Community Foundation

**Thomas Cox, Esq.**  
 Community Volunteer

**Peter Diatelevi**  
 Altria

**Michael Herring**  
 Commonwealth Attorney,  
 Richmond

**Roger Ferguson**  
 Capital One

**Johnathan Mayo**  
 Avail Marketing

**Mollie Reinhart**  
 Community Volunteer

**Dawn Siegel**  
 Community Volunteer

**Janet Tope**  
 Wells Fargo

**Jim Ukrop**  
 New Richmond Ventures

**Andrea Wassmer**  
 Community Volunteer

**Bill Weber**  
 Communities At Work

**Spencer Williamson**  
 kaleo

**Jamelle Wilson, Ed.D.**  
 University of Richmond

## Leadership Team

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

**Suzanne Keeley**  
 Vice President, Development

**Dearsley Vernon**  
 Vice President, Operations

Save the Date!  
May 19, 2020 for



**moving on**

