



Communities
In Schools

Richmond

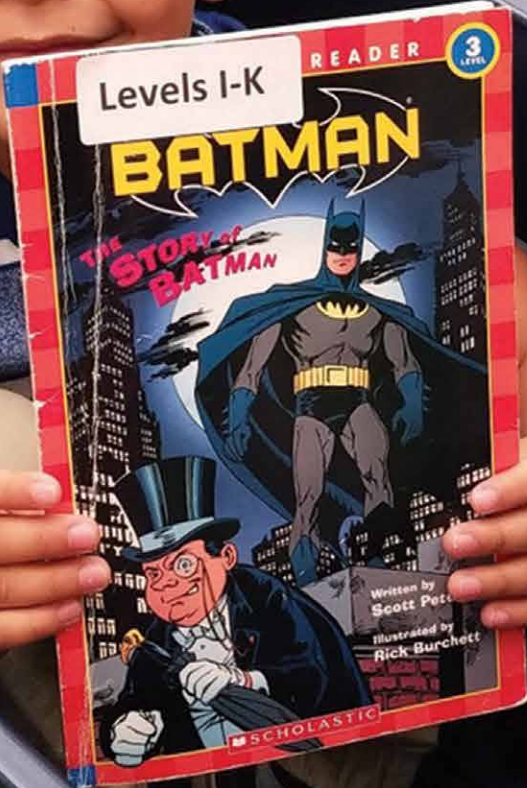
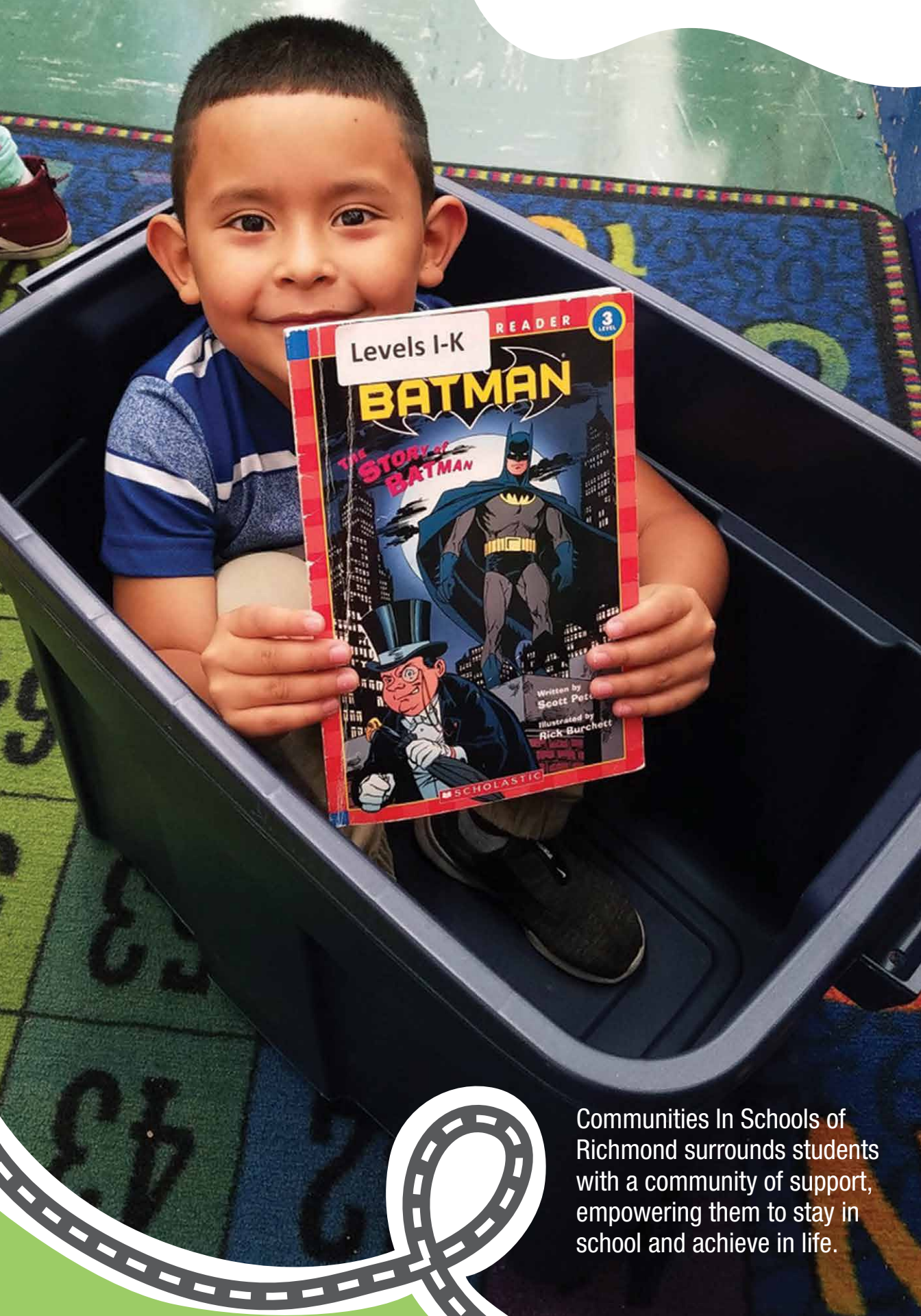
School Year Report 2020



What It Takes to Graduate

Staying on Track K-12





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

2020 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

Together with partners and volunteers, CIS offers three tiers of support to 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

Results (September – March)*

During the abbreviated 2020 school year, **21,941 students** were connected to resources and **2,002 students** received intensive case-managed services. When classes paused, the following totals reflect the number of students working with CIS toward ABC goals:

699 CIS students worked toward ATTENDANCE goals

1,321 CIS students worked toward school BEHAVIOR goals

516 CIS students worked toward COURSE PERFORMANCE goals

126 of 127 CIS Seniors graduated in June with their peers

726 recurring volunteers shared time with K-12 students each week; **800 additional volunteers** engaged to support events and projects; **389 partners** supported Richmond and Henrico students; **45** CIS Site Coordinators worked inside **39 K-12 schools**.

*Additional outputs for March-June are reported on page nine





Letter from President and CEO

Dear CIS of Richmond Friends and Advocates:

This was not the year that anyone could have anticipated. I began my teaching career in 1974 and just celebrated 46 years in service to the education of young people. If you had told me in March of 2020 that schools would be closed on a Thursday and open to an indefinite virtual platform a few weeks later, “surprised” would not be an adequate descriptor.

None of this work has been easy or without consequence. Richmond and Henrico school leadership (from superintendents to teachers to bus drivers) have made herculean efforts and sacrifices to make sure that students have what they need to be ready to learn and stay on track in school—from hardware to internet service to access to food. The pandemic has highlighted the equity disparities for students across our region and they are extreme and undeniable. Advocacy for minority school systems in this nation has to be bolder and engage better policy in order to change the systemic racism that has real and lasting impacts on students.

In addition to managing a pandemic, our students are also struggling with the waves of protests resulting from deaths of Black Americans at the hands of police. For far too long, our communities of color have experienced racism, economic inequality, and discrimination. These forces can show up in ways that result in the violent deaths of innocent people. Other times, they become embedded into the institutions our students rely on—law enforcement, justice system, education, housing, health care, employment practices—and cause generational harm.

Right now we are asking our young people to set aside their self-doubt and continue to believe in their

unlimited potential. We tell them that if they work hard and graduate, a world of possibilities awaits them. But we cannot allow racism to be among the possibilities. We must work together toward a day when black and brown children live in a country where they are celebrated for their diversity and treated fairly, not as a privilege but as a right.

So here we are. This is the current space where Communities In Schools comes alongside our schools to work with students. We all know that Attendance, Behavior, and Course Performance are the key indicators for success in school. We know that all kids need access to basic services like food and housing – services that are especially strained while COVID-19 remains present in our communities. We know that the social and emotional health and development of kids is critical to address but very difficult to deliver.

This annual report offers a glimpse into the marriage of data, strategy, and engagement that we employ at CIS to identify and support kids who are falling off course. While the environment may have changed, the fact remains that the number one predictor for high school graduation is staying on track with your peers. We have a lot of challenges but we also have an opportunity to redefine how we engage deeply with parents and students to help them stay on track.

Harold Fitrer
President and CEO

Books that Look Like Me

A CIS of Richmond recommended reading list

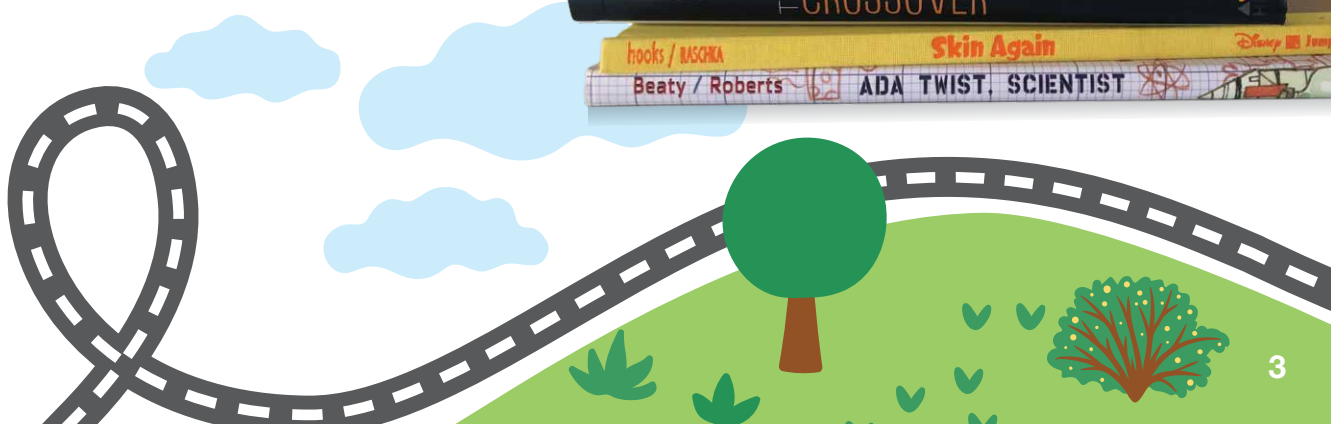
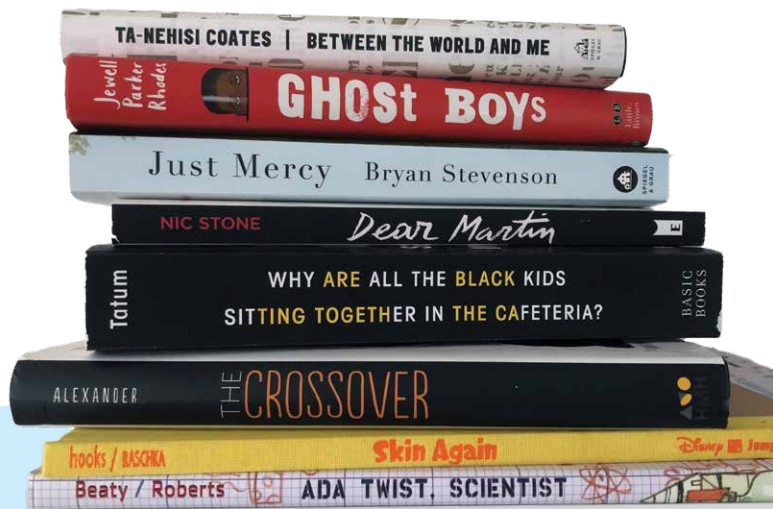
Kids respond to stories. They especially respond to stories that reflect their realities, their struggles, their questions—and that do so in a compelling way. Stories offer every reader the chance to fully immerse in the inner life of someone else, better understand them, and ultimately provide opportunities to better understand our own emotions. These are books recommended by the CIS Site Team that celebrate, star, and unpack complex questions for students of color.

Elementary School Readers

- *Ada Twist, Scientist* by Andrea Beaty
- *Antiracist Baby* by Ibram X. Kendi
- *Grace for President* by Kelly DiPucchio
- *Hair Love* by Matthew A Cherry
- *I Am Enough* by Grace Byers
- *Julian Is a Mermaid* by Jessica Love
- *M is for Melanin: A Celebration of the Black Child* by Tiffany Rose
- *Ruby Finds a Worry* by Tom Percival
- *Saturday* by Oge Mora
- *Skin Again* by bell hooks and Chris Raschka
- *Sulwe* by Lupita Nyong'o
- *The Day You Begin* by Jacqueline Woodson
- *Whoosh! Lonnie Johnson's Super-Soaking Stream of Inventions* by Chris Barton

Middle and High School Readers

- *Between the World and Me* by Ta-Nehisi Coates
- *Blended* by Sharon Draper
- *Brown Girl Dreaming* by Jacqueline Woodson
- *Dear Black Boy* by Martellus Bennett
- *Dear Martin* by Nic Stone
- *Ghost Boys* by Jewell Parker Rhodes
- *Just Mercy* by Bryan Stevenson
- *Long Way Down* by Jason Reynolds
- *The Crossover* by Kwame Alexander
- *The Poet X* by Elizabeth Acevedo
- *Why Are All the Black Kids Sitting Together in the Cafeteria?* by Beverly Tatum



Using Data to Keep Kids On Track

Students who come to school every day, manage behaviors, and get good grades graduate in high numbers. Middle school students who miss five days or less, maintain a B average, and have no behavior infractions, graduate in relatively large numbers—regardless of attending schools with large concentrations of students living in poverty.

A student's decision to drop out of high school is not a sudden act, but a slow process of disengagement over a period of years. Warning signs are apparent well before students actually leave school—for some as early as elementary or middle school. Research also shows that most students at risk of falling off track could graduate if they were provided with the appropriate supports early enough and those supports were sustained.

At the beginning of a school year there are many ways that CIS Site Coordinators build a case load of 50 students. Students can be referred to CIS by a teacher, counselor, school leadership, school community member, parent, or the student them self. In recent years we have increased our capacity to use data to identify students who are falling behind far enough in advance to provide appropriate interventions.

Our goal is to use “near real time” data to identify students who are off track, so that through a team effort at each school, we can support them in advancing from grade to grade, and eventually in graduating from high school with their class. Here are some of the positive indicators along the way that establish on-track benchmarks:

Elementary School Students

- ✓ quality preschool experience
- ✓ strong school attendance
- ✓ social skills competency
- ✓ reading on grade level by third grade (reading proficiency)
- ✓ navigating the switch from learning-to-read to reading-to-learn
- ✓ mastery of 4th grade math and 5th grade science
- ✓ matriculating each year with peers

Middle School Students

- ✓ strong school attendance
- ✓ mastery of 6th grade reading, 7th grade math and 8th grade science
- ✓ strong classroom participation
- ✓ remaining at the same school (limited school transitions)
- ✓ social emotional decision-making skills
- ✓ grit
- ✓ matriculating each year with peers

High School Students

- ✓ strong school attendance (fewer than six school absences)
- ✓ no more than one school suspension
- ✓ positive transition from middle school to 9th grade
- ✓ passing 9th grade on time
- ✓ remaining at the same school (limited school transitions)
- ✓ success in progressive math classes
- ✓ maintain a GPA of 2.5 or stronger





As a high school site coordinator, my work with students never involves only them. The texts, phone calls, home visits, and community visits extend to meet the needs of the entire family.

Throughout the pandemic, I delivered appliances and furniture to families and matched families with community partners to provide basic items like detergent, clean clothes, and groceries. While many families were losing paychecks to COVID-19, I worked with students to set up google phone numbers that function through wi-fi. Other students could only be reached through postcards, emailing or texting.

We pushed through, completing online assignments, making check-ins daily, offering affirmation to the entire family, monitoring virtual classes, and motivating kids through the disappointments of canceled prom and graduation rituals. Helping students to process the bigger picture paid off in the end when 100% of the seniors on my caseload walked across that outdoor stage to receive their diploma.

Cheryl Corbin, CIS Site Coordinator Thomas Jefferson High School



Social-Emotional Learning (SEL) is the Foundation for School Success

When kids show up for school, they need to be secure in the belief that they are more than just their trauma. They need to be encouraged to explore all of the ways they can dream, imagine, hope, and grow. It is no different in a virtual classroom.

Our students are anxious. They miss their friends and their teachers. They feel disconnected from the school community and the out-of-school-time activities that filled their afternoons. These same students are struggling with economic changes in their homes—many experiencing homelessness and food insecurity. They have lost loved-ones during the pandemic and they are engaged in public protest over racial injustice.

That's a lot.

Managing a successful school day either in-person or virtually has to start with managing emotions. The Collaborative for Academic, Social, and Emotional Learning (CASEL), defines SEL as how children and adults learn to understand and manage emotions, set goals, show empathy for others, establish positive relationships, and make responsible decisions.

Creating safe spaces for students to react, reflect, cope, and grow is baked into the formula at Communities In Schools of Richmond. During the spring semester, CIS continued to show up. Here's the foundation for the relationships between students and Site Coordinators:

- Express empathy
- Check-in regularly
- Reinforce mindfulness and coping activities
- Listen without judgement
- Establish goals and demand accountability
- Acknowledge that adults do not have all the answers
- Recognize potential
- Celebrate strengths

Our value will always come from the depth of our relationships with students, school partners, fellow school and CIS staff, and the community at large. Site Coordinators are experts in relationships, attuned to the needs of our schools and our students, empowering them to succeed at school, and recently at home.

With the quick pivot demanded by COVID-19, all engagement required the flexibility and ingenuity that is often required of a Site Coordinator. I saw my colleagues going above and beyond to stay connected to our students. Whether it was on weekly Zoom calls, home visits, care packages or consistent phone calls—each Site Coordinator continued to nurture those important relationships.

Alexa Zafarana, CIS Site Coordinator Westover Hills Elementary



COVID-19 Report Card

The COVID-19 pandemic has disrupted education across the country. It has led to a loss of in-person instruction and this disruption has affected low-income families and communities of color disproportionately. By utilizing evidence-based models such as integrated student supports, toxic stress and the added stressors of the pandemic can be mitigated, giving students the supports they need to be ready to learn.

With the news that schools across Richmond City and Henrico County would close for the remainder of the school year, the CIS scope of work focused around the following :

- Knowledge of needs in our school neighborhoods
- Maintaining a real-time referral network to support students and families
- Mental engagement for kids with regular contact and check-ins
- Basic needs and emergency food assistance for families in crisis
- Response to specific requests of school systems as needed

CIS Site Coordinators engaged with students and families virtually and through personal check-ins at homes. Families received a range of support and referrals to help them navigate challenges specific to their needs including clothing, household items, food, rent assistance, securing technology and broadband, transportation, and computer and book distributions.

We learned in real time that CIS has the capacity to adapt and serve children where they are. We affirmed

that we are a trusted resource in the community and in many cases a first responder for both physical and mental health concerns. We engaged with families to break down situations into smaller pieces, and assisted city-wide leadership in their capacity to understand the trends and needs of Richmond and Henrico families with school-aged children.

From March 16 through June 22, the CIS Team accomplished the following:

- 2,246** students received case-managed support (244 new kids were added in mid-March)
- 13,467** contacts were logged with CIS students and families
- 5,756** check-ins happened between CIS Site Coordinators and students
- 5,302** services were delivered to our students and families
- 3,509** referrals were made to partner organizations for additional support for families





Reflections from Ms. G on Connecting in a Virtual World

How did you connect with families this year?

For many families that I work with 2020 has been a year of grief, anxiety, financial hardship, and stress. I try to ensure that every interaction I have with students and families is consistent, compassionate, and positive. Students are craving the kind of connection CIS offers and parents have expressed an abundance of gratitude for support while navigating the obstacles of the year. It's so rewarding to go to a porch visit with a student and have a younger sibling run through the house hollering "Ms. G is here! Hi Ms. G! Hey Ms. G!"

What have you learned about the arena of virtual learning?

The biggest challenge has been ensuring each student has access to both technology and school supplies as well as a plan for access to virtual supports and accommodations for students with IEPs. Sixth grade students who are adjusting (virtually) to a new school are struggling—it's tough to make friends through Google Classroom chat boxes.

While a handful of my students say they prefer virtual learning, most say they miss coming to school each day. I have found ways to make myself as accessible as possible: Facebook, Instagram, porch visits, email, FaceTime, and student groups through Zoom. My goal is for students and families to know I'm only a call, text, DM, or email away!

Do you have any success stories during the school year that you'd like to highlight?

Aniyah, a current 8th grade student, and I have been together since 6th grade. Aniyah needed support with learning to express negative feelings and manage

conflicts in productive ways. GEMS (Growth Empowerment Motivation and Sisterhood), our CIS girls' group at Henderson that builds self-esteem and fosters healthy relationships, became her spot.

Over the course of two years, Aniyah has been a big part of GEMS, formed a bond with an adult mentor, and engaged in academic tutoring with CIS volunteers. Shifts have come in the form of tiny wins, like choosing to take a school time-out to write in her journal instead of arguing or fighting — a coping skill she'd worked on in GEMS. Or becoming a mentor to a 6th grade student asking me to tap out with, "I've got this Ms. G."

Before school closure in March, Aniyah made the Henderson Honor Roll in the second quarter. Reading out loud with her CIS tutor, staying out of trouble, and modeling positive behavior for her GEMS girls, she is now a leader. While school is virtual we FaceTime at least twice a week to talk about life. I am so proud to watch as she offers more and more of her personality to the world. Social-Emotional Learning is essential for our students. Skills like conflict resolution and anger management are not inherent, they must be learned. It has been an honor to equip Aniyah with some of the tools she now uses, to watch her thrive, and most importantly—be proud of herself.

Louise Glasgow, CIS Site Coordinator Henderson Middle School

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 Centers

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	Broad Rock Baptist	Connexus/Vision to Learn
2nd & Charles Books	Broad Rock Library	Continental Societies
2nd Presbyterian Church	Brookland Park	Richmond Chapter
31st Street Baptist Church	Area Association	CoStar Group
5th Baptist Church	Building A Better RPS	Crestwood Church
6th Mount Zion Baptist	Burger King	Davenport & Company
7 Leaders, 7 Scholars	Cameron K. Gallagher	DEA
7th Street Christian Church	Foundation	Dept. of Juvenile Justice
Abner Baptist Church	Capital Caring Health	Devine Cuts
of Glen Allen	Capital City Lodge #107	DJ Lowe Maceo
Aetna	Capital One	DMV Sound System
All Souls Episcopal Church	Capital One Card	Dodson Properties/ Atlas Realty Group
Alpha Gamma Chapter	Risk Team	Dominion Energy
of Kappa Alpha Psi	Capital One Coders	Dr. Sapini Financial Literacy
Fraternity	Capital Woman's Club	EAB
Alpha Kappa Alpha Sorority	Capitol Caring	East End Mason
Alpha Phi Alpha Fraternity	CARITAS	Lodge-233
Angel Tree	Caron	Ebenezer Baptist Church
Anna Julia Cooper	Carytown Merchants	Emmanuel Episcopal
Episcopal School	Association	Empire Beauty Center
Anointed New Life Baptist	Cathedral of Sacred Heart	Epiphany
Anthem Health Keepers	Cedar Street Baptist	Erie Insurance - Richmond
Antioch Baptist Church	Church	Essence of Worship (VUU)
Aramark	Celebration Church	EY College Map
Armstrong Center for	Center Church RVA	Faith Community Baptist
Empowerment (ACE)	Challenge Discovery	Fan District Association
Armstrong Leadership	Projects: Say It	Farm to School/Chef Ray
Program (ALP)	With Heart	Fathom Realty
Art 180	Chamber RVA	Federal Reserve Bank
Asbury United Methodist	Charles and Wanda Gill	of Richmond
Assisting Families	Family	FeedMore
of Inmates	Chick-Fil-A	First Baptist Decatur
B.L.A.C.K. at VCU	Chickahominy YMCA	First Baptist Monument
BareSoul Yoga	Child Care Resources	First Baptist of
Battery Park Christian	ChildFund International	South Richmond
Beaver Booster PTA	Children Incorporated	First Presbyterian Church
Bethany Christian Church	Children's Hospital	First Unitarian Universalist
Beulah Baptist Church	of Richmond	Five Guys
Big Brothers Big Sisters	ChildSavers	Friends of Ginter Park
Black Men Read	Chippenham Hospital	From The Heart
Blessings in a Backpack	Christ Church Episcopal	Full Circle Grief Center
Blue Sky Fund	Church Hill Activities	Gamma Chapter of Alpha
Bob Argabright	and Tutoring (CHAT)	Phi Alpha Fraternity
Bon Air Baptist Church	Church Hill Association	(VUU)
Bon Air Christian Church	Circles of Friends	Georgia's Hair Salon
Bon Air Presbyterian	Circles RVA	Ginter Park Baptist
Church	CITGO	Ginter Park Garden Club
Bon Secours - Richmond	City of Richmond	Ginter Park Presbyterian
Community Hospital	Coaches in the Classroom	Girl Scouts
Box Tops for Education	Cobb Technologies	Girls for A Change
Boyhood to Manhood	Community 50/50	Girls Who Code
Boys and Girls Club	Community of Caring	Glean Cleaning
Metro Richmond	Comprehensive Counseling	
Brewer's Cafe	Solutions	

Glen Allen High School	Mount Olive Baptist	Richmond Parks and Recreation	St. Paul's Episcopal	VCU Health Hub @ 25th
Glen, LLC	Mount Tabor Baptist	Richmond Social Services	St. Peter's Catholic	VCU Latinx Student Association
Good Shepherd Baptist	Mrs. Emilie Rabke	Richmond Fire & EMS	St. Philip's Episcopal	VCU Mentors
Goodwill Employment Center	Mt. Calvary Baptist	Richmond Hill	St. Stephen's Episcopal	VCU Police Department
Greater Richmond Area Scholarship Program	Mt. Gilead Full Gospel International Ministries	Richmond Jewish Coalition	Stage Write	VCU Psychology Service Learning
Greater Richmond Church of Christ	Mt. Sinai Baptist	Richmond LULAC	StandbyME	VCU Sisters and Stethoscopes
Greater Richmond Fit4Kids	Naila Homes	Richmond Office of Community Wealth Building	StayRVA	VCU Spanish Service Learning
Greater Richmond SCAN	NBC12	Richmond Office of Multicultural Affairs	SunTrust Bank	Virginia Alliance for the Chesapeake Bay
Grooming Young Men	New Bridge Baptist	Richmond Partnership of Churches	SweetFrog	Virginia Bar Association Young Lawyers Division
GRTC	New Life Outreach International Church (Toys for Hope)	Richmond Police Department	Sylvia's Sisters	Virginia Barber School
GSK Consumer Healthcare	NextUp RVA	Richmond Police 2nd Precinct	T-Mobile	Virginia Breast Cancer Foundation
Hands On RVA	Nibble Nook: Food Pantry	Richmond Police 4th Precinct	Temple of Judah Ministries	Virginia Credit Union
HANDUP Resource Center	Northside Outreach Center	Richmond Police Community Cares Unit	The Branching	Virginia Dept. of Health
HCA Healthcare	Northside YMCA	Richmond Portal	The Finney Foundation	Virginia Education Association
Henrico Adult Ed. Center	Oakwood Arts	Richmond Presbyterian Korean Church	The Fresh Anointing Cathedral	Virginia Housing Associates
Henrico County Public Schools	Office of Delegate Jeff Bourne	Richmond Promise Neighborhood	The Frontier Project	Virginia League of Planned Parenthood
Henrico Department of Social Services	Office of Senator Mark Warner	Richmond Public Library - East End Branch	The Market at 25th Street	Virginia Lottery
Henrico Family Engagement	ORBITS - Henrico County Department of Justice	Richmond Redevelopment and Housing Authority	The Martin Agency	Virginia Mentoring Partnership
Henrico Mental Health	Owens & Minor	River Road Baptist	The Richmond Chapter of Chums	Virginia Reparatory Theatre
Heritage Wealth Advisors	Patrick Henry's Pub	River Road Presbyterian	The Valentine Museum	Virginia Retirement System
Highland Springs UMC	PBS Kids/VPM Idea Stations	River Road United Methodist	Thomas Jefferson High School PTA	Virginia State University
Hispanic Chamber of Commerce - Passport to Education	Peaches & Sourcream Children's Foundation	Robinson Theatre	TJ Viking Fund	Virginia Union University
Holy Rosary Catholic	Pediatric Connection	RPS Resiliency Project	Trinity Lutheran Church	VUU Football
Hope Church	Peter Paul Development Center	RVA Future Center	Trinity United Methodist	Visual Arts Center of Richmond
Humankind	Podium Foundation	Safe Routes to School	Tuckahoe Presbyterian	Walmart
Hygienists for Humanity	Poe's Pub	Sauer's Garden Association	Ukrop's Threads	Wanda Cooper
Identity House	Posh Studies	Saving Families	United Church	WCVE
Individual Mentors	Quinn Evans	SCAN	United States Dept. of Labor	We Are The Youth
Isokan Performance Co.	Radio One	Science Museum of Virginia	United Way of Greater Richmond and Petersburg	Wells Fargo FLY Program
Jewel Sanitary Napkins	Ramsey Memorial United Methodist Church	Second Baptist	University of Richmond	Westover Hills Merchants Association
Junior Achievement of Central Virginia	Re:Work	Second Baptist Southside	University of Richmond Alumni Association	West Richmond Breakfast Lions Club
Junior League of Richmond	Real Girlz	Sharon Baptist	Bonner Center for Civic Engagement (UR)	Westover Hills Methodist Neighborhood Association
Just Drew, LLC	Reid Goodwin	Shiloh Association	University of Richmond, Partners in the Arts	Westover Hills United Methodist
Keystone	Relationship Foundation of Virginia	Shoes That Fit	UPS Freight	WestRock
Kiwanis	Reveille United Methodist	Side by Side	US Army	Westwood Baptist
Koinonia Independent Methodist Church	Reynolds Community College	Six Points Innovation Center	Virginia Commonwealth University (VCU)	Wilder Middle School PTA
Kroger	Richmond Police Department	Sixth Baptist	VCU Admissions	Wolf Spydres Motorcycle Club
Liberty National Insurance	Richmond Police Department	Sixth Mount Zion Baptist	VCU Alumni Association	Woodville Presbyterian
Liberty Public House	Richmond and Henrico Retired Teachers	Sky Zone	VCU Aspire	WTVR 6 Shelby Brown
Literacy Lab	Richmond Ambulance Authority	Soles4Souls	VCU Athletics	YMCA of Greater Richmond
Long and Foster REALTORS, Grove Avenue	Richmond Baptist Assoc.	Speaking Spirit Ministries	VCU Chemistry Service Learning Class	Y-Achievers
Lota Phi Lambda	Richmond Behavioral Health Authority	St. Bridget Catholic Church	VCU Community Engagement	Young Life
Love Center of Unity Full Gospel Church	Richmond Chamber of Commerce	St. Bridget School	VCU Dental	Young Lives
Lumber Liquidators	Richmond Children's Hospital	St. Christopher's School	VCU Art Education	Youth Life
Manchester YMCA	Richmond City Health District	St. Edward Catholic Church	VCU Health Behavior and Policy	Youth With a Destiny
Mango Salon	Richmond Community Church	St. Elizabeth Catholic	VCU Developing Men of Color	Zaxby's
Mass Mutual Greater Richmond	Richmond Lead Poisoning Program	St. James Baptist	VCU Epsilon Zeta Chapter of Sigma Gamma Rho Sorority	
McKesson ASPIRE		St. James Episcopal	VCU ExCELL	
Micah Initiative		St. John's Church	VCU Forensic Science	
Milk & Cookies		St. Mark's Church of God	VCU Globe	
Minds In Motion		St. Michael's Episcopal		
Moore Street Baptist				
Mount Carmel Baptist				

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
Community Foundation
for a Greater Richmond
Henrico County Public Schools
NextUp RVA
City of Richmond
Richmond Public Schools

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

Audacious Foundation
Bank of America
Brookfield Foundation
Capital One
CarMax Foundation
ChildFund International
CIS of Virginia / Commonwealth
of Virginia

Community Foundation for
greater Richmond Covid-19
Relief Fund

Dominion Energy
Donahue Family Foundation
Martha Estes Grover / Estes
Foundation

Genworth Foundation
Herndon Foundation
Pocahontas Parkway
REB Fund of CF
Reveille United Methodist Church
Bob and Anna Lou Schaberg
Fund of VNHF

Mary and Wally Stettinius
Mr. and Mrs. Fred Tattersall
Kelly and Kirk Tattersall
Barbara and James Ukrop
United Way of Greater Richmond
and Petersburg

Walmart
Wells Fargo
WestRock Foundation

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

Atlantic Union Bank
Melody Barnes and
Marland Buckner
Jay Baxa and David Miller
Marguerite Casey Foundation
Peter Diatelevi

Jean and Rob Estes / Estes
Express Lines
Farrell Family Charitable Trust
Patricia and Gary Fenchuk
Margaret Freeman
Mr. and Mrs. William H.
Goodwin, Jr.

Thomas E. Gottwald
Bruce Gray Fund of CF
Jane and Jim Hartough

Kroger Co. Foundation
Markel Corporation
McGuire Woods Associate
Campaign

Sheryl and Darren Nolt
Patient First

Beth and Dan Phipps
Powell Fund of CF
Donald T. Regan Charitable
Foundation

Mollie and James Reinhart
Richmond Association of
Realtors

St. Stephen's Episcopal Church
Jill and Andy Stefanovich
Swedish Match

Morris Taylor
Tredegar Corporation
Jayne and Robert Ukrop Fund
of CF

Andrea and Michael Wassmer
Weinstein Properties
WTR Fund of CF

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

Apple Hospitality REIT
Kelly and Tiff Armstrong

Charles M. Caravati Family
Christ Church Episcopal
Christmas Mother Fund of CF

Mr. & Mrs. Robert Comet
Penny Nash and Tom Cox
Agnes and Richard Cullen

Joni and Mark Dray
Margarete and Siegfried
Eckhaus Charitable Trust

Mr. and Mrs. Roger Ferguson
First Presbyterian

Matthew John Fottrell
Fourth Baptist Church

Dr. and Mrs. William V. Garner
Mr. and Mrs. Thomas F.
Garner, Jr.

Don Garber
Kirsti and Matthew Goodwin
Elizabeth Hinchcliffe
Dr. Deborah Jonas
Mr. & Mrs. Johan C. Kroner
Kunkel Family Fund of CF
Mr. & Mrs. Bernard C. LaRoy

Derek Lewis
Loucks Family Foundation
Lumber Liquidators
Robert Marchant

Deirdre and Enrique Mayor-Mora
Sue Ann Messmer
Dena and Chris Moore

Network for Good
Hadar Pethazur
Martha and Mark Raper

Thomas Reedy
Betsy and David Richardson
Gilbert M. Rosenthal

Susan and Mark Sisisky
Fund of CF
Sledd Family Charitable
Fund of CF

St. Edward Catholic School
Suntrust United Way Campaign
Barbara J. Thalhimier & William
B. Thalhimier, Jr. Family Fund

Janet Tope
Nicole and Jeff Ukrop
Mr. and Mrs. Ted Ukrop

Laura and Ned Valentine
Virginia Credit Union
William Weber

Elizabeth Weiss
Brian White
Anne Marie Whitemore

Mr. and Mrs. T. Spencer
Williamson
Michael Woodard

Sam Young

ABC's Club Gifts Up to \$999

Kevin Allison
Alliance Group
Mary Kay and Danny Avula

Sally Bagley
Constance Bak
Barbara Bancroft

Elizabeth Barrie
Gregory Bauer
Jodi Beland

Sara Boehm
Dr. Mary Bonds
Barbara Bowles

Mr. and Mrs. Ronald Brand
Peter Braun
Margaret and Al Broaddus

Juliet Brown
Lissy Bryan
Jayne Bryant

Tracy Cady
Mount Calvary Baptist
Cantor, Stoneburner, Ford,
Grana & Buckner

Mr. and Mrs. David Canavan
Sandra Carle
Frank H. Chlorie, III

Church Hill Association
of RVA Inc
Leanne Clark

Nancy Claywell
Allyson Cloninger
Helen Shutika Conte
Timothy Cook

Annette Cousins
Mr. Ronald Calvin Davis
Miriam Davidow
Joy Davis

Mr. and Mrs. Fred Davis
Colleen Dennis
Mitchell Diles

Dennis Domayer
Hensley Dwight
Paul Edelman

Susan Ellett
Claire Eller
Emmanuel Episcopal

Rachel Eng
Sophia Entzminger
Beth Equi

Catherine Estevez
Brandy Ewell
Lynne Faison

Facebook Gifts
Geraldine Ferguson
Alicia Fife

Lisa Fisher
Ian Flatt
Anne Marie Flynn

Brian Newman
Karen Frohman
Susan and Steve Gaidos

Garrett Foundation
Rosalie Gershon
Kelly Gerow

Martin and Patricia Giles
Fund of CF
GLEAN, LLC

GMK Properties
R. Vann Graves
Amanda Graziano

Mr. and Mrs. John Grohusky
James Gross
Kristen Hager

Carol Lindley Hampton
Erin Hanas
Pamela Harrison

T. Harris Insurance and
Financial Services
Terrell and Elliott Harrigan

Fund of CF
Octavia Harrison-Hall
Colleen Hayes

Pat Heaney
Gail and Bill Hefty
Thar Roewing Heil

John Herbst
Michael Herring
Mary Hoggard

Jean Holman
Joyce and John Hughes
Chris Hull

Mary Kay Huss
Paul Irwin Jr.
Robin Jennings

Cal and George Jennison
Mrs. H. Kevan Johnson
Heather Jones

Abigail Jordan
Sylvia Macon Kastens
Stacie Kelleher

Katie Kemp
Donald King
Helen Shutika Kobayashi
Eleanor Kootsey

Kelsey Kosut
Beverly and Al Lacy
Katherine Lafayette
Christina Lee

Shawn Lewis
Romain Lhéritier
Cyane Lowden

Renise Massenburg
Eugene Matthews
Jeffrey Maurer

Alex Mawyer
Greindora McDowell
Michele McKinnon

Anne Methven
Samantha Mier
Deborah Miller

Sharmaine Mills
Brandy Mintz
Sara and Robert Mooney

Doris Morgan
Deane and Frank Mountcastle
Jill Mountcastle

Mt. Calvary Baptist Church
Matthew Mullett
Jo Murphy

Brian Newman
Network for Good
Susan Northrop

Charlotte Outland
Leslie Parlow
Alejandra Perez

Dr. Stephen Williams Powelson
Mary Powell
Cassie Price and Tom Kazas

Megan Price
Lauren Ramos
Ann Reavey and Peter Gilbert

Elizabeth Page Redpath
Kaye Redford
Richbrau Brewing Company

Richmond Jewish Foundation
Richmond Continentals
River Road Presbyterian

Bernard Robinson, Sr.
Lewis Robinson, Jr.
Chris Roberts

Gale and William Roberts
Karen and Leonard Rogers
Gina Romagnoli

Marilyn Royal
Sabrina Rusli
Cynthia Russo

Emilie and Barry Saunders
Cynthia Schmitz
Michael Schlosser

Brittany Seward
Sherman Family Fund of CF
Katherine Shelah

Juanita Sherman
Helen Shutika
Sixth Mount Zion Baptist

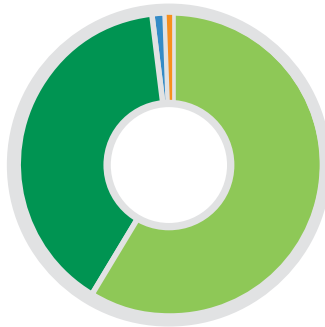
Laura Skarie
Robin Spicer
Shannon Spicer

Lynn Spitzer
Charlotte Spitzer

Robert Sprinkle
 St. Andrews United Methodist Church
 Nancy St. Clair Finch
 Still Deciding LLC
 St. John Holy Church
 Betty T. Strother
 Katherine and Nate Story
 Successful Family Service
 Jessica Summers
 Jill Swinger
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 Chifawn Taylor
 Terri Taylor-Dark
 Dr. J. Theogaraj
 Leslie Thompson
 United Way of South Hampton Roads
 Universal Leaf Foundation
 Virginia Commonwealth University
 Barilas Abdul Wahab
 Kennesha Michell Walker
 Judith Curtis Waldron
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 Linda Wingfield
 Wolf Spyder Motorcycle Club
 Donna Woodburn
 Brittany Woodson
 Cherie Elanda Wyatt
 Mr. and Mrs. Steven Yeakel
 Peggy Zafarana
 Zaxby's

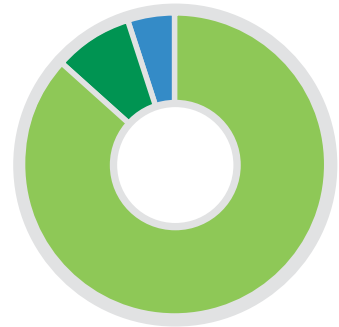
Finances

2020 Revenue



○ Direct Public Support	2,026,887
○ Local and State Funding	1,358,719
○ United Way	50,000
○ Other	12,249
Total Revenue	3,447,885

2020 Expenses



○ Program Services	2,995,657
○ Management and General	294,262
○ Fundraising	166,262
Total Expenses	3,456,181

Review CIS 2020 audited
 financials at connectva.org



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Suzanne Keeley
 Vice President, Development

Dearsley Vernon
 Vice President, Operations



We're moving

Communities In Schools of Richmond, Boys and Girls Club Metro Richmond and The First Tee are co-locating at 100 Everett Street in Manchester. Our leadership and administrative teams are forming a youth-development hub designed to support youth serving organizations. We hope to not only gain efficiencies in economy, but work together as thought partners delivering braided services that improve and enhance the quality of life for young people in our region.

