

## 2022-2023 IMPACT REPORT



30  
*Years*

**Celebrating Our**

**PAST**

**PRESENT**

**FUTURE**

# Our Impact

Our mission is to surround students with a community of support, empowering them to stay in school and achieve in life.

In the 2022-2023 school year, our case managed students experienced the following improvements:



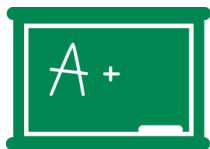
**78%**

Improved Attendance



**78%**

Improved Behavior



**80%**

Improved Academics



**88%**

Improved Social and Emotional Learning



**94%**

Promoted/  
Graduated

During the 2022-2023 school year, CIS provided:

**267** Tier 1 Supports

**1,656** Tier 2 Supports

**1,942** Tier 3 Supports



# Message

## From our Leadership

When you picture a traditional school, you may imagine a red brick building. We like to think of those bricks representing the people and resources surrounding our students - teachers, counselors, volunteers, families, civic groups, businesses, and more. However, there is not always a connection between the "bricks." Our Site Coordinators fill in the gaps at our 13 schools, serving as the mortar that connects students with resources, both in and out of the building. As we celebrate our 30th year serving students, we reflect on what an honor it is to continue the work of so many incredible people: those who built the foundation and laid the first bricks. What began as Burger King Academy in 1993, serving a small group of students, has evolved into a CIS affiliate serving 13 schools, 13,000 students, and growing!

Our journey these past 30 years has been both rewarding and challenging. We're taking this opportunity to celebrate the past, present, and future - to reflect on our accomplishments, uplift our students and staff, and look towards the next 30 years.

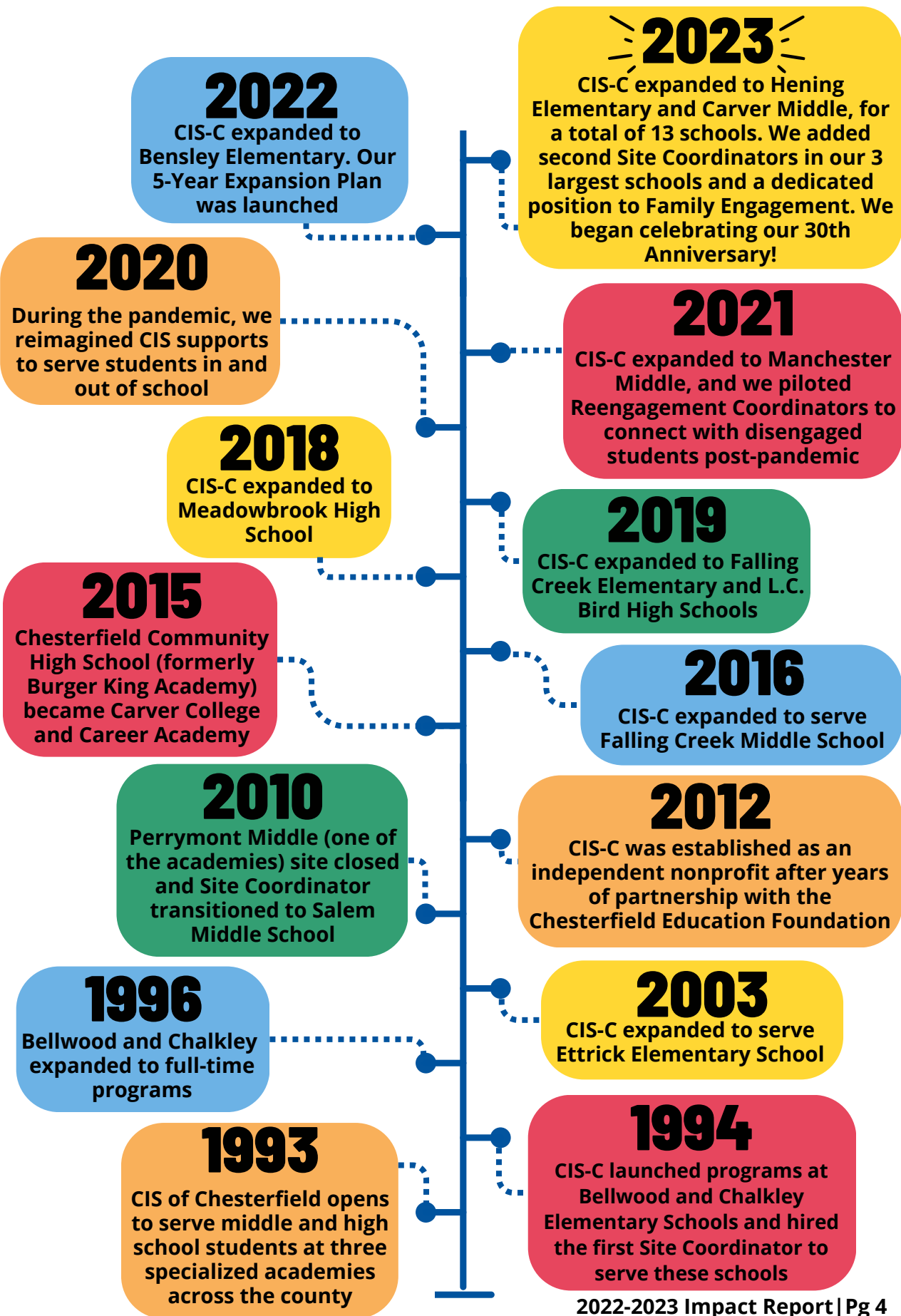
We could not do this work without the thousands of people who were, and continue to be, the community inside our schools. To our supporters - our bricks - thank you! We hope this report serves as an example of what equity in education can look like and what is possible when we build a strong Foundation for our students.



**Eileen Morrissett**  
Board Chair



**Ashley Hall**  
Executive Director



# Who We Serve



In the 22-23 academic year, CIS-C served approximately 11,000 students across 11 K-12 schools, increasing to 13 schools and 13,000 students the following year. CIS-C serves in high poverty schools - our students are often those who live in households under tremendous pressure due to:

- **Low socioeconomic status**
- **Historically marginalized communities**
- **Housing instability**
- **Lack of healthcare access**

Crime, violence, and substance abuse are also often a part of the landscape. As a result, an increasing number of youth experience:

- **Chronic absenteeism**
- **Low achievement**
- **Disengagement from school**
- **Behavior challenges**

These issues, along with a lack of access to community services, language barriers, and high mobility are among the major risk factors for dropping out.

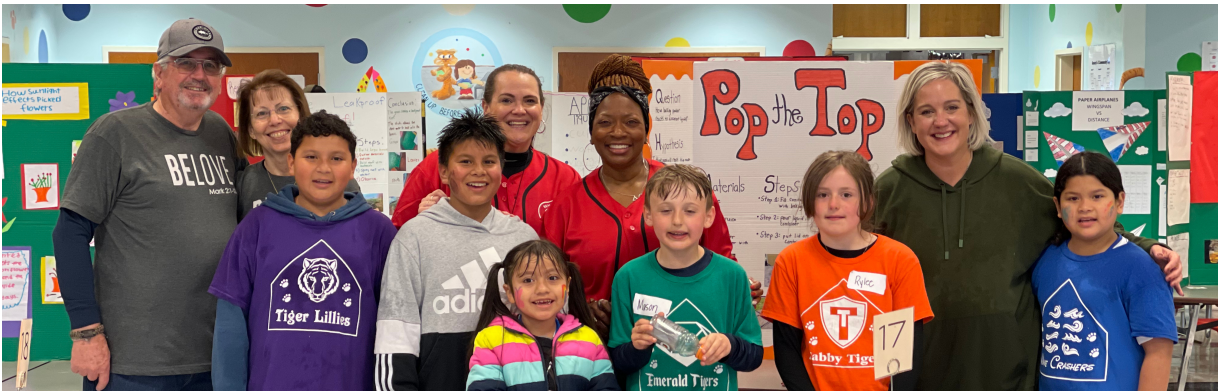


We also know that poverty rates in Chesterfield are growing, making the case for continued and expanded CIS services:

- The number of low-income Chesterfield County Public School (CCPS) students rose by 8,560 between 2010 and 2020
- Now, nearly 40% of CCPS students are low-income, a 5% increase from 2018
- CIS-C supports approximately 44% of these students

In terms of poverty by ethnicity:

- Impoverished Latino Chesterfield residents went from 5% to 20% between 2000 to 2015
- Overall, the Latino population has increased by 234% between 2000 and 2010
- Hispanic households in Chesterfield had the lowest median income at \$46,619, which is 36% lower than the median household income.
- 39% of CIS students come from primarily Spanish speaking households







# What We Do

Through dedicated CIS Site Coordinators, we provide wrap-around services, all designed to mitigate barriers to education. Compared to other youth-serving organizations, our model is unique because our staff is embedded in the schools, and work in tandem with the schools' principals, teachers, and partners to bridge the gaps in real time.

## Our Wrap-Around Services

Mental Health Interventions



Community Partners



Basic Needs



Family Engagement



Academic Support



# The 5 Basics

**Our services look unique in each school. However the common thread is our belief in the Five Basics. These are essentials that every child needs to succeed.**



- 1** A one-on-one relationship with a caring adult
- 2** A safe place to learn and grow
- 3** A healthy start and healthy future
- 4** A marketable skill to use upon graduation
- 5** A chance to give back to peers and community





# Our Team

## Leadership

**Ashley Hall**, *Executive Director*  
**Devan Colley**, *Director of Development & Outreach*  
**Wendy Lively**, *Director of Programming*  
**Carolina Argumedo**, *Finance & Office Manager*  
**Locina Montague**, *Program Coordinator*  
**Hollis Cobb**, *Development & Outreach Coordinator*

## Site Coordinators

**Reny Harris**, *Bellwood Elementary*  
**Elizabeth Stowers**, *Bensley Elementary*  
**Sydney Capito**, *Chalkley Elementary*  
**Jesicka Monroe**, *Ettrick Elementary*  
**Laura Marrow**, *Falling Creek Elementary*

**Amy Gordy**, *Hening Elementary\**  
**Rebecca Hayes**, *Carver Middle\**  
**Carlos Marti**, *Falling Creek Middle*  
**Grey Gondella**, *Falling Creek Middle*  
**Kimberly Reynolds**, *Manchester Middle*  
**Tonika Bryant**, *Salem Church Middle*  
**Talaya Oxendine**, *L.C. Bird High*  
**Stephanie Mardigian**, *L.C. Bird High*  
**Mary Thompson**, *Carver Academy*  
**Cecelia Greenwood**, *Meadowbrook High*  
**Ali Sills**, *Meadowbrook High*

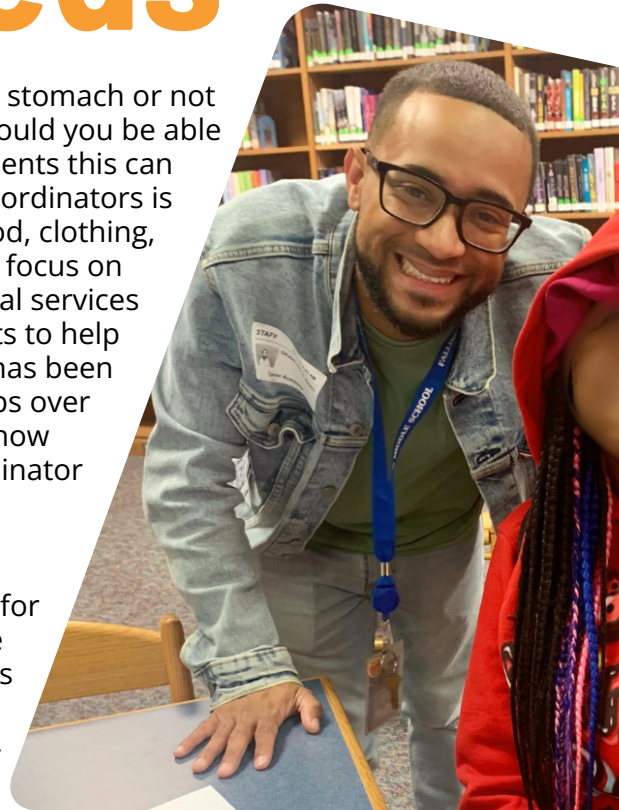
*\*These sites were added at the beginning of the 23-24 school year.*



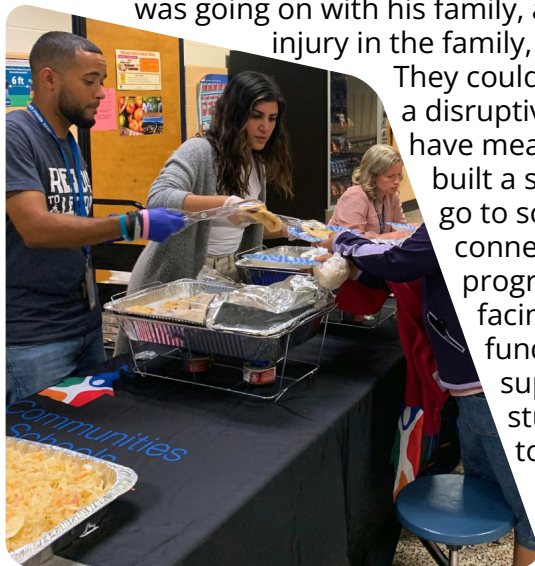
# Basic Needs

Can you imagine coming to school with an empty stomach or not knowing if you had a place to sleep that night? Would you be able to focus on your classwork? For many of our students this can be a daily struggle. One of the roles of CIS Site Coordinators is to help ensure that basic needs, like access to food, clothing, and shelter, are met for our students so they can focus on learning. Since our inception, we've relied on social services partners, faith communities, and fellow nonprofits to help provide wrap around services. One partner that has been instrumental in helping us bridge basic needs gaps over the years is the YWCA Richmond. An example of how they help us make impact comes from Site Coordinator Carlos Marti at Falling Creek Middle.

"One of my roles at Falling Creek is to coordinate the weekend food bag program, a Tier 1 support for any student in the school who needs food to take home over the weekends. Some of these students are ones I know well already, while others I don't yet have a close connection to," Mr. Marti shared.



As Mr. Marti works with these students over time, he gets to know them and their families. In working with one student in particular, Mr. Marti could tell something was going on with his family, and he learned that they were facing eviction. After an injury in the family, their primary income earner was unable to work. They could not pay rent, and were quickly facing relocation - a disruptive change for the whole family, and one that may have meant the student having to change schools. Having built a strong connection with Mr. Marti, the family was able to go to someone they trusted with their challenge. "I was able to connect the family with YWCA Richmond and their rent relief program, which helps families cover housing costs when facing financial hardships." This led to the family receiving funds to cover their rental costs! Through this CIS-brokered support, the family was able to stay in their home, the student remained at Falling Creek Middle, and continues to receive support from CIS and Mr. Marti.



Meeting basic needs is so important for our students. Not only does it provide essential resources, but it helps our Site Coordinators build relationships with students and families that can lead to greater wrap-around support.

Interested in contributing basic needs for our students? Reach out to Wendy at [wendy\\_lively@ccpsnet.net](mailto:wendy_lively@ccpsnet.net)



# Mentoring

Research shows that mentoring is linked to important outcomes like improved attendance, behavior, grades, and graduation rates, as well as fosters resilience, mutual learning, and positive self-image. As a data driven organization, we rely on research to guide our supports to students, and mentorship is an important one!

Meet Ann Graham! Ann began mentoring with CIS more than 18 years ago. Her church, Bon Air United Methodist, had a strong relationship with Chalkey Elementary, which CIS-C began serving in 1994, and connected her with our mentoring program. After a few years of serving Chalkey students, Ann was placed with Quennell, a kindergartener in need of academic support. While many mentors visit with their mentees weekly at school, Ann quickly went above and beyond to support Quennell, attending his band concerts and other school events, and building a relationship with the rest of his family. Quennell's mother often sought advice from Ann, who encouraged Quennell to continually engage with Ann as he got older. Ann mentored Quennell from kindergarten until graduation, and continues to encourage him as he attends Virginia Commonwealth University. They even celebrated Christmas together this year! Ann reflected that mentoring has enriched her life immensely. Building a relationship with Quennell and his family has been a wonderful experience, and she can't wait to watch Quennell continue to grow.



While Quennell had a one-on-one relationship with a caring adult, many of our students don't. There is always a need for new mentors to create bonds with our students.

Consider becoming a mentor today by scanning the QR code or visiting our website at [www.cisofchesterfield.org/volunteer/](http://www.cisofchesterfield.org/volunteer/).



# One-on-One Relationships

Having a one-on-one relationship with a caring adult is one of the Five Basics of the CIS model that we believe is essential to foster in a student's life in order for them to succeed, both in and out of the classroom. For many of our students, a strong relationship with an adult is not a given, and CIS seeks to fill that gap through our Site Coordinators. Cecelia Greenwood, one of our Site Coordinators at Meadowbrook High School, considers the relationships she builds with students to be at the heart of her role and the primary reason students are impacted by her presence at the school. Ms. Greenwood reflected that the CIS model allows for her to focus on building restorative relationships with students that she wasn't able to build during her time as a Dean at the school.

As a result, many students refer themselves to receive CIS services after seeing the work she does with their friends and peers. Her open-door policy allows students to be candid about the questions, concerns, and challenges they are experiencing and helps her identify their true needs and advocate for those students. The one-on-one relationships she builds empower her students to re-write their stories and grow past the disciplinary and academic barriers they've encountered.



# Partner Spotlight

As we celebrate 30 years of service to Chesterfield students, we cannot go without recognizing our partnership with Chesterfield County Public Schools (CCPS). When the Communities In Schools model was first introduced, CCPS recognized the impact and positive change it could bring to the school system, and its high-need students. This forward thinking made them the first school district in the state of Virginia to implement Communities In Schools, an innovative and new way to bridge gaps for low-income children.

At each stage of our growth and development, CCPS has championed the CIS mission and committed to in-kind, financial, and partnership support. Truly, we would not be able to accomplish the breadth and depth of our work without Chesterfield County's buy-in to this critical mission.

— “

We recognize that many of our students come to school with tremendous barriers. CIS has proven to be a steadfast and vital component of our school system's goal to help all students achieve.

” —

-Dr. Merv Daugherty, Superintendent of CCPS

**See our full list of  
partners here:**



# Our Donors

**Beyond the incredible folks listed here, there are hundreds of others who gave anonymously or below \$1,000. Our thanks to everyone who has supported us!**

## CIS Platinum Champions

\$20,000 and above

Bob and Anna Lou Schaberg Foundation  
Capital One Services LLC  
The CarMax Foundation  
Chesterfield Community Development Block Grant  
Communities In Schools of Virginia  
Community Foundation for a Greater Richmond  
R.E.B. Foundation  
United Way of Greater Richmond and Petersburg  
Virginia Department of Education

## CIS Gold Champions

\$5,000 - \$19,999

Abbott Laboratories  
Altria Contributing Together  
James Defreese  
Dominion Energy Charitable Foundation  
Sue Bauserman Fulghum  
Novelis  
Richmond Association of Realtors  
Ralph and Betsy Saunders  
Share Our Strength  
Skanska USA Building Inc.  
TowneBank Chesterfield  
Bobby and Jayne Ukrop  
Virginia Department of Behavioral Health and Developmental Services  
Woodlake United Methodist Church

# CIS Silver Champions

\$1,000- \$4,999

Amy and Richard Bartilotti  
Shelby Bartilotti  
The Brandermill Church  
Kelly Cannon  
Jean Cauble  
DeMond and Karen Chapman  
Jane Conrad  
Lionel DeLoach  
Chesterfield County  
Chris and Emily Dibble  
Clarence Wolf Jr. and Alma B Wolf  
Foundation Inc.  
Dominion Energy Chester Power Station  
Eggs Up Grill  
Enterprise Holdings  
Envestnet  
George and Lisa Fearnow  
Bridget Fitzpatrick  
Martha Frickert and Steve Booth  
Michael Goldman  
Barbara Goodman  
Josh Green  
Gresham Smith  
Ashley Hall and Lincoln Saunders  
Gail Harris

Kristin and Heath Henshaw  
Hunton Andrews Kurth LLP  
Bob and Peggy Innes  
Tim and Lona Korman  
Matt and Wendy Lively  
Angela Matthews  
Eileen and Todd Morrissett  
Lisa Nardell  
Brendan and Jacqueline O'Toole  
Vanessa Patterson  
E K Patterson  
PGA Tour Charities, Inc.  
Charles and Julia Piper  
Gena Reeder  
Kimberly Reynolds  
Diana Rios  
Rotary Club of Brandermill  
The Quaker Thrift Store Inc.  
South Richmond Rotary  
Evan Tucker  
Village Bank  
Virginia Farm Bureau Mutual Insurance Co  
Eileen Yost  
Wegmans  
Westchester Commons Shopping Center



“It is hard for me to believe it's been 30 years since we began Communities In Schools of Chesterfield. I could not have imagined then what the organization has become today. The number of students served, the quality of the work, the evolution of the model, and the infrastructure of the organization and Board are the reasons I have continued to invest in this work for 30 years. It has been an honor to have been a part of the foundation of this impactful organization and to help celebrate its 30th milestone.” - **Bobby Ukrop, Founding CIS of Chesterfield Board Chair**



# Our Board



**Eileen Morrisett**, *Altria (Retired)* - Chair

**Danika Ricks**, *Chesterfield Social Services* - Vice Chair

**Eileen Yost**, *CarMax* - Treasurer

**Erik Aranda**, *Meta*

**Nate Budryk**, *Super Radiator Coils*

**Kelly Cannon**, *Virginia Hospital & Healthcare Association*

**Jean Cauble**, *Self-employed (Retired)*

**DeMond Chapman**, *DuPont*

**Lionel DeLoach**, *Altria*

**Chris Dibble**, *Dominion Energy*

**Melaina Edler-Nelson**, *Divine Limousine*

**Bridget Fitzpatrick**, *Richmond Community Hospital*

**Audra Grassia**, *Grassia Collaborative, LLC*

**Michael Goldman**, *Hunton Andrews Kurth LLP*

**Josh Green**, *YMCA of Greater Richmond*

**Gail Harris**, *Virginia Dept. of Social Services (Retired)*

**Pam Hervey**, *Fuel Creative*

**Carla Jordan-Detamore**, *United States Attorney's Office for the Eastern District of Virginia*

**Dr. Kim McKnight**, *Virginia Commonwealth University*

**Brendan O'Toole**, *Williams Mullen*

**Gena Reeder**, *Leadership Metro Richmond*

**Evan Shriver**, *Atlantic Constructors, Inc.*

**Melvyn Smith**, *Genworth Financial*

**Rachel Taylor**, *TowneBank*

**Miriam Torian**, *Legal Aid Justice Center*

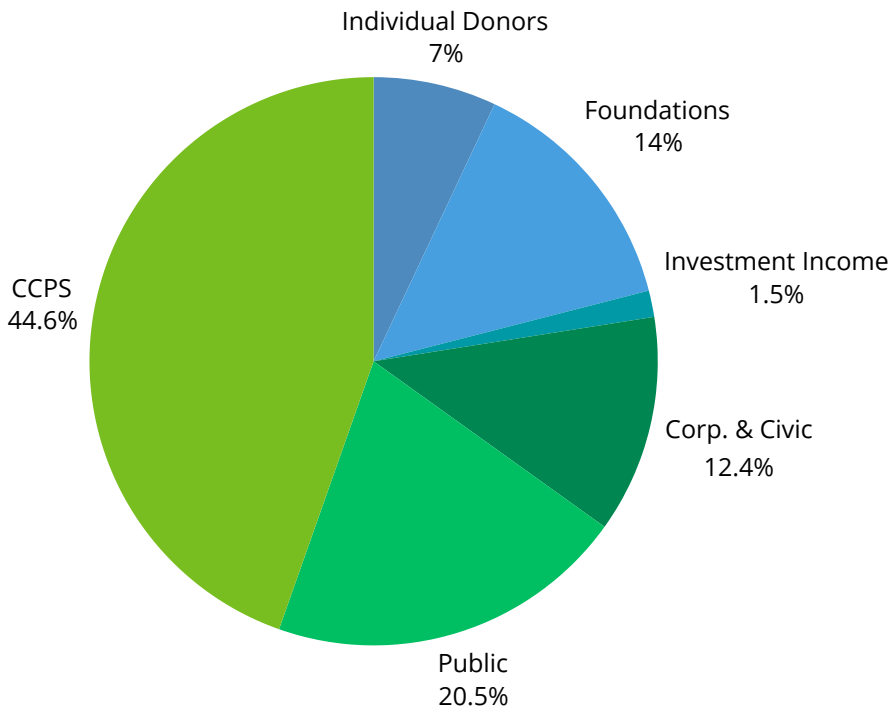
**Trilizsa Trent**, *Dept. of Health and Human Services (ACF-Children's Bureau)*

**Evan Tucker**, *McGuire Woods LLP*

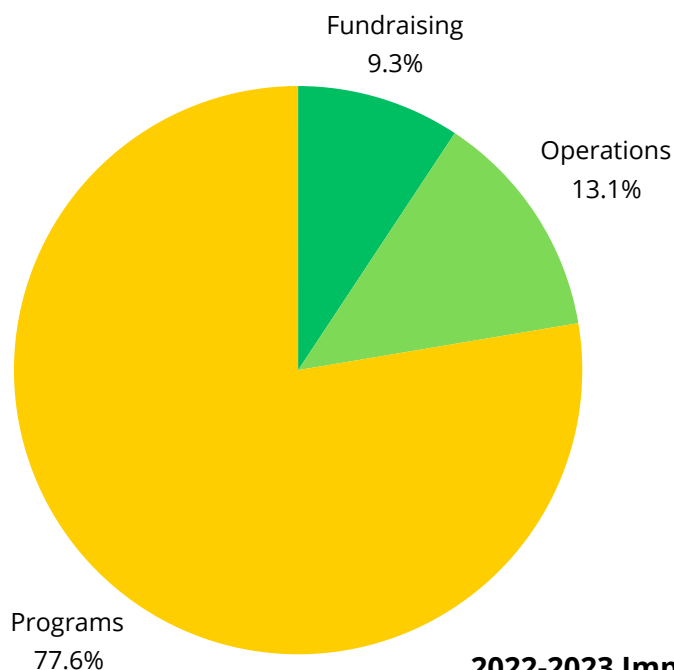
# Financials

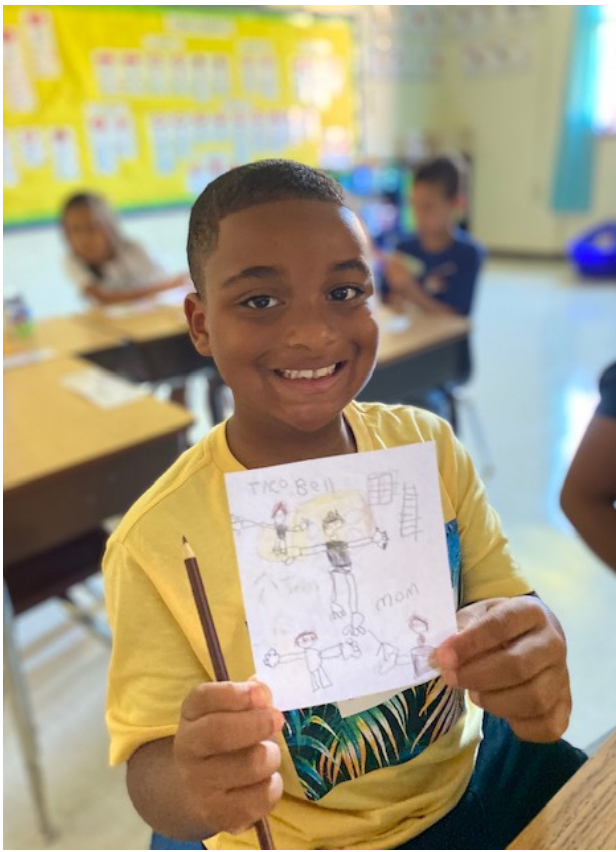
In the 2022-2023 year, we continued to diversify our revenue sources and make strategic and intentional investments in our programming and staff.

## Revenue



## Expenses





**Help us empower students to  
confront and overcome personal  
challenges and structural barriers.**



**At home, at school, and in between, kids need you!**



Scan the QR code with your phone's camera or  
visit [cisofchesterfield.org](http://cisofchesterfield.org) to learn how you can  
support our students.

**COMMUNITIES IN SCHOOLS OF CHESTERFIELD**  
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CHESTERFIELD, VA 23836

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