



Communities
In Schools®

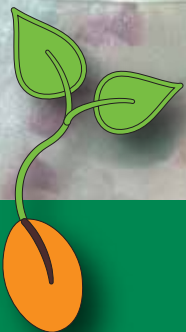
Chesterfield



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IMPACT REPORT



Seeds Grow In the Dark

Message

From Our Leadership

As we reflect on the 2023-2024 school year, we are reminded that growth often happens in the most unexpected of places and ways. Just as seeds grow in the dark, our students, schools, and communities have flourished in the quiet moments of resilience and determination. These moments, often unseen at first, form the foundation for the incredible progress happening “beneath the soil.”

In times of challenge and uncertainty, it’s easy to overlook the small yet significant changes happening every day. At Communities In Schools of Chesterfield, we are proud to witness these quiet victories — whether it’s a student discovering their own potential, a family receiving the support they need, or a school community uniting in new and powerful ways. Each of these moments is like a seed, planted in the darkness, nurtured by the dedication of educators, volunteers, and partners who believe in the power of growth.

As we move forward, we remain deeply grateful for the partnerships and support that allow us to nurture these seeds to make growth possible. Together, we are cultivating futures - one student, one family, and one small but mighty seed at a time.



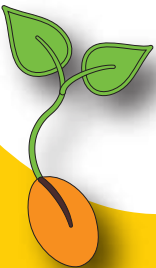
Ashley Hall

Ashley Hall
Executive Director



Danika Ricks

Danika Ricks
Board Chair





Who We Serve

**2023-2024
School Year**



13,000 students



**13 Chesterfield County
K-12 Schools**

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 insecurity**
- **Lack of healthcare access**

Crime, violence, and substance abuse are also often 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:

- **2023 CCPS data indicates that 41 of the 67 schools in Chesterfield were majority economically disadvantaged.**
- **CIS-C supported approximately 34% of these low-income students in the 2023-2024 academic year.**

What We Do

Through our dedicated CIS Site Coordinators, we offer comprehensive support services aimed at removing barriers to education. What sets our model apart from other youth-focused organizations is our staff's deep integration within schools, collaborating directly with principals, teachers, and community partners to address student needs in real time.



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 Outcomes

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

In the 2023-2024 school year, our case managed students experienced the following improvements:



71%
Improved
Attendance



71%
Improved
Academics



87%
Improved
Behavior



94%
Promoted/
Graduated



98%
Stayed in
School



During the 2023-2024 school year, CIS provided:

374 Tier 1 Supports (School-Wide)

3,211 Tier 2 Supports (Small Groups)

2,663 Tier 3 Supports (One-on-One)



ROCKSTAR
ORIGINAL
ART DIST.

BIOGRAPHY
STORY COLLECTION
←
BIOGRAPHY (B)
→



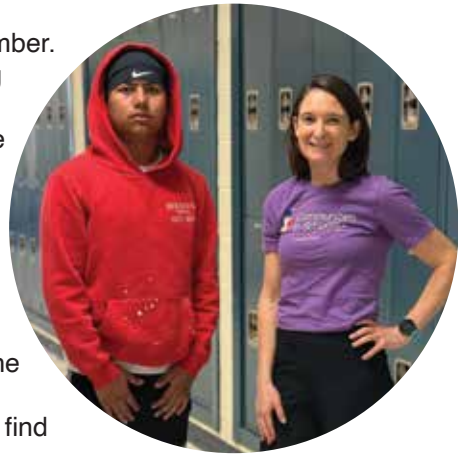
Angel's Journey

From Struggle to Strength

When Angel first came to the attention of Communities In Schools of Chesterfield in 6th grade, he was struggling with behavior challenges and frequent discipline issues. It was clear that Angel needed support. What wasn't immediately visible, however, was the strength and resilience beneath the surface, just waiting to emerge.

Rebecca Hayes, the CIS Site Coordinator at Carver Middle School, introduced Angel to Boys to Men Mentoring Virginia - a partner program that provides male students with a safe space to navigate their emotions and build positive relationships. In a matter of months, Angel's behavior improved dramatically. His school referrals dropped from four in the first semester to one in the second.

In April, Angel and his family faced an unimaginable tragedy—the sudden death of an immediate family member. The grief and pain from this loss were immense. During this time, Ms. Hayes became an even more crucial source of aid to Angel. Not only was she able to provide one-on-one support and connections to other resources, but her office became a sanctuary for Angel. The dedicated “cozy corner” in her space became a place where Angel could sit when he needed time to process his grief. Ms. Hayes' office was also the room where Angel gathered with his Boys to Men group, finding comfort not just in his peers but in the trusted adults around him. CIS was the bridge between Angel's pain and the people and space that helped him find peace and healing.



Despite this profound loss, Angel's growth continued. As a 7th grader, he remained a part of the Boys to Men circle, made A/B honor roll, joined the soccer team, and emerged as a leader. With the support of CIS, school became a place where Angel thrived—not just academically, but personally. He even began to take on more responsibility like helping Ms. Hayes organize CIS donations during lunch on Fridays. Most recently, Angel was nominated for the Sources of Strength student leadership cohort, a group that recognizes students who show resilience and support for others.

“I could not be more proud of Angel,” Ms. Hayes shares. “His resilience and growth have been remarkable. It's amazing to see how far he's come, especially after everything he's been through.”

Angel's personal transformation also had a ripple effect - his family now shares a greater sense of trust in the school staff, knowing they have a support system for their son.

Angel's story is one of growth, strength, and community. With the support of CIS, Angel has shown that even in the darkest times, seeds can grow—and bloom in ways we might never expect.

Our Team



Our Staff

Leadership

- **Ashley Hall**, Executive Director
- **Devan Colley**, Director of Development & Communications
- **Wendy Lively**, Director of Program Operations
- **Carolina Argumedo**, Finance & Office Manager
- **Cecelia Greenwood**, Program Manager
- **Elizabeth Stowers**, Program Manager
- **Maggy Rose Foote**, Data & Program Evaluation Specialist
- **Destiny Thompson**, Development & Communications Coordinator

Site Coordinators

- **Reny Harris**, Bellwood Elementary
- **Kyle Sport**, Bensley Elementary
- **Sydney Capito**, Chalkley Elementary
- **Christopher Lee**, Ettrick Elementary
- **Laura Marrow**, Falling Creek Elementary
- **Paul Mallory**, Harrowgate Elementary*
- **Amy Gordy**, Hening Elementary
- **Emily Serfass**, Marguerite Christian 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
- **Ali Sills**, Meadowbrook High
- **Dr. Erica Hale**, Meadowbrook High

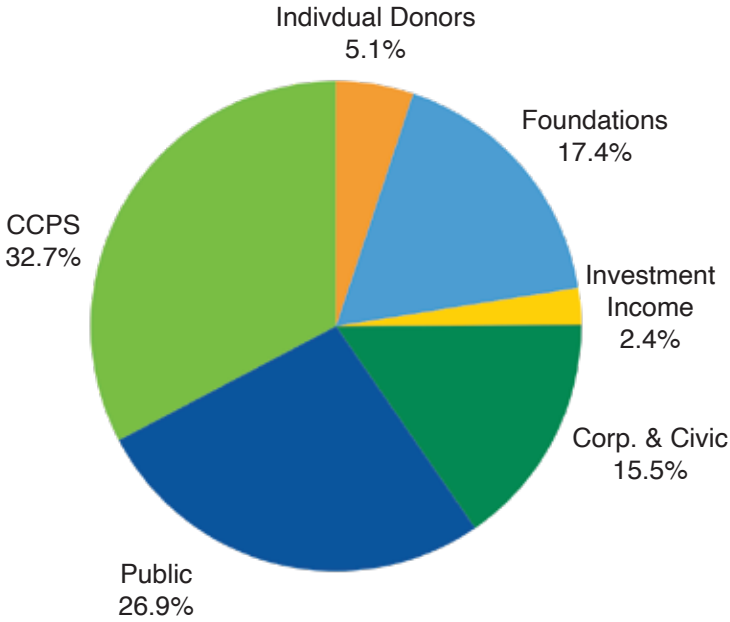
*These sites were added in the 24-25 school year.

Our Board

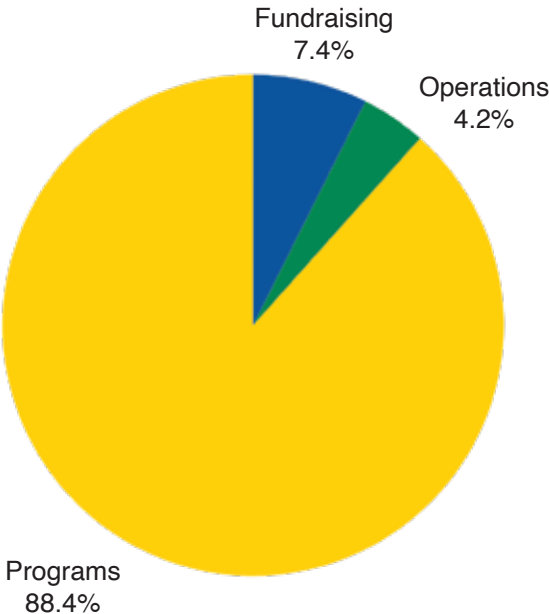
- **Danika Ricks**, *Chair*, Chesterfield Social Services
- **Chris Dibble**, *Vice Chair*, Dominion Energy
- **Eileen Yost**, *Treasurer*, CarMax
- **Eileen Morrissett**, *Past Chair*, Altria (Retired)
- **Erik Aranda**, Meta
- **Audra Archuleta**, Grassia Collaborative, LLC
- **Nate Budryk**, Super Radiator Coils
- **Kelly Cannon**, Virginia Hospital and Healthcare Association
- **DeMond Chapman**, DuPont
- **Lionel DeLoach**, Altria
- **Gene Fitz**, Warren Whitney
- **Christy Foldenauer**, Illumine LLC
- **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 Eastern District of VA
- **Dr. Kim McKnight**, Virginia Commonwealth University
- **Gena Reeder**, Leadership Metro Richmond
- **Evan Shriver**, Atlantic Constructors, Inc.
- **Melvyn Smith**, Genworth Financial
- **Rachel Taylor**, TowneBank Chesterfield
- **Miriam Torian**, Legal Aid Justice Center
- **Joey Trapani**, Bon Secours Richmond Health System
- **Trilizsa Trent**, Dept. of Health and Human Services (ACF-Children's Bureau)
- **Evan Tucker**, McGuire Woods LLP

Our Financials

Revenue



Expenses





Our Community


Nurturing Student Growth



The growth that we see in our students goes beyond the work of our Site Coordinators. Our community partners, mentors, volunteers, and contributors help plant those seeds of change—through guidance, resources, and unwavering support.

Their dedication creates the fertile ground that allows our students to grow, even in the most challenging times. Though the impact may not always be immediately visible, it is deeply felt in every success, breakthrough, and step forward. Thank you for being the light that nurtures these seeds, helping them grow into something strong, bright, and full of possibility.

Partner Spotlight: Super Radiator Coils



Super Radiator Coils (SRC) is more than just a partner—they are a true champion of our mission, investing in our students, schools, and staff with unwavering generosity and heart. Their steadfast support has made a lasting impact, from funding our work—particularly at L.C. Bird High School—to proudly sponsoring our 30th Anniversary Game Night Gala in April 2024.

But SRC's commitment goes far beyond financial contributions. They open their doors to our students, hosting field trips that inspire young minds, enhancing our spaces with cutting-edge technology, and rolling up their sleeves to volunteer at CIS schools. They don't just support our work—they immerse themselves in it, actively engaging with our mission through bus tours, board service, and hands-on involvement.

SRC's leadership lifts us higher. Through their facilitation of the Supervisor Success Series for our leadership team, they provide invaluable guidance, strengthening our impact in meaningful ways. Their partnership is more than a collaboration—it is a testament to what is possible when an organization leads with heart, vision, and unwavering commitment.

We are grateful for SRC's incredible generosity, passion, and belief in our work. Together, we are building brighter futures, and we couldn't ask for a more dedicated partner on this journey.

See our full list of
2023-2024 partners here:



*Pictured: L.C. Bird High School Workforce
Bridge Field Trip to Super Radiator Coils*

Our Donors

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

CIS Platinum Champions

\$20,000 and above

- Ballmer Group
- Bob and Anna Lou Schaberg Foundation
- Bon Secours Richmond Health System
- Chesterfield County CDBG
- Chesterfield County Public Schools
- Communities In Schools of Virginia
- Community Foundation for a greater Richmond
- Dominion Energy
- Federal Government
- Jackson Foundation
- R.E.B. Foundation
- Richmond Association of Realtors
- Super Radiator Coils
- The CarMax Foundation
- The Pauley Family Foundation
- TowneBank Foundation
- United Way of Greater Richmond & Petersburg
- Virginia Department of Behavioral Health and Developmental Services
- Virginia Department of Education

CIS Platinum Champions

\$5,000 - \$19,999

- Altria
- Chesterfield County
- James and Susan Defreeze
- Dominion Energy Chester Power Station
- DuPont
- Everett C. and Vanessa P. Patterson Foundation
- Sue Fulghum
- Gerald Fuss
- Genworth
- James Lee
- Memorial Foundation for Children
- New Life Methodist Church
- Ralph and Betsy Saunders
- Rotary District 7600
- Sentara Health
- Skanska USA Building Inc.
- South Richmond Rotary
- The Church of Jesus Christ of Latter-day Saints
- Bobby and Jayne Ukrop
- Ukrop's Homestyle Foods Foundation
- USA Civil, Inc.
- Wesco
- Westchester Commons Shopping Center

CIS Silver Champions

\$1,000 - \$4,999

- Anchor Investments
- Argonaut Management Services
- Richard and Amy Bartilotti
- Bon Air United Methodist Church
- Keith Brown
- Kelly Cannon
- Jean Cauble
- DeMond and Karen Chapman
- Classic Party Rentals
- Jane Conrad
- Curtis Process Consulting
- Lionel and America DeLoach
- Chris and Emily Dibble
- Eastern Gas Transmission and Storage Inc.
- Eggs Up Grill
- Michael and Amelia Elander
- Elevance Health, Inc.
- George and Lisa Fearnow
- Bridget Fitzpatrick
- Martha Frickert
- Barbara Goodman
- Josh Green
- Taurik Haddad
- Ashley Hall and Lincoln Saunders
- Gail Harris
- Matt Lively Art
- Kiwanis Club of Midlothian-Chesterfield
- Jason Martin
- Eileen and Todd Morrissett
- Williams Mullen
- David and Judy Naquin
- Lisa Nardell
- Brendan and Jackie O'Toole
- Performance Pickleball RVA
- Charles and Julia Piper
- Gena and Michael Reeder
- Kimberly Reynolds
- Diana Rios
- The Brandermill Church
- Ellen and Harry Trimble
- Trinity United Methodist Women
- Evan Tucker
- Virginia Commission for the Arts
- Virginia Credit Union
- Anne Whittemore
- Woodlake United Methodist Church
- Eileen Yost



Growth happens everywhere—at home, at school, and in between. With your help, kids don't just grow—they thrive!



Scan the QR code with your phone's camera or visit cisofchesterfield.org to learn more.

COMMUNITIES IN SCHOOLS OF CHESTERFIELD
1808 COYOTE DRIVE, SUITE 100
CHESTER, VA 23836

(804) 717-9305
WWW.CISOFCHESSTERFIELD.ORG

 @CISOFCHESSTERFIELD

 WWW.FACEBOOK.COM/CISOFCHESSTERFIELD

