ABOUT US
Church Hill Activities & Tutoring, known as CHAT, is a system of integrated programs that empower aspiring youth to break cycles of poverty and reach their goals.

Over the past 13 years, we’ve served over 500 Church Hill youth.

WHERE WE SERVE
According to a series by the Washington Post, Church Hill has one of the highest concentrations of poverty in Virginia.

More than half of working-age adults in our community are unemployed, the average income is roughly $8,500 a year, the majority of households have no access to a vehicle or bus service, and life expectancy is 9 years shorter than those who live in other parts of Richmond city.*

WHY WE SERVE
We serve and equip the youth of the East End of Richmond because we believe in: the power of community and fellowship to transform lives and communities, the teachings of the Bible, the impact of strong relationships made in safe and secure environments, the importance of education for our youth’s futures, and that by working one-on-one with families and children, we set the stage for reconciliation and justice for all.
Percy: This year has been amazing, thanks to our amazing community and our wonderful partners. This year has also featured some exciting changes. Stephen Weir started working for CHAT in March as the Executive Director, while I began a six-month sabbatical.

Stephen: It was wonderful to enter my role with so much trust and responsibility. I kept Percy in the loop as we made a number of changes to CHAT’s infrastructure, setting us up for long term success.

Percy: Stephen knocked it out of the park, so much that I offered not to come back; but he (and others) made it clear they wanted me back after my Sabbatical (because of my good hair and impeccable hog-cooking skills).

Stephen: [Laughs] Yes, we definitely need those qualities on hand. So while I was grateful to start on my own to get my legs under me, it was great to welcome Percy back in October and develop our rhythm of co-leading. Percy has been able to focus on his strengths of inspiring, mentoring, discipling and networking...

Percy: And Stephen has exercised his gifts in building systems, managing people, crafting partnerships and setting our organization up for deeper impact in the lives of our youth.

Stephen: We would like to thank all of you for investing in the youth of the East End.

Percy: And for giving us the opportunity to lead in this together.
AFTER-SCHOOL PROGRAMS

Tutoring, held on Mondays and Tuesdays in Church Hill homes and facilities, consists of two-hour study sessions led by Site Leaders and assisted by Interns, Street Leaders and volunteers. They work one-on-one with students K-12th grade on homework, reading and recreation.

Wacky Wednesday classes are entertaining and instructive life skills classes, where we use disciplines such as cooking, dancing, sewing and carpentry to teach life-long tools for productive living.

Summer Camp is a six-week extension of the school-year tutoring program, including recreation, life-skills classes, field trips, Bible study and the opportunity to attend a week-long overnight camp.

Street Leaders are highly motivated and engaged students who apply and are selected to assist in Tutoring and Summer Camp.

“We want to be a bridge for people from different contexts to become family to one another.”

Murray Withrow
after-school director

the latest and the greatest:

Over 500 gifts sold at the CHAT Christmas store

85% of Tutoring students’ reading levels rose by one grade or more

1,896 healthy lunches served at summer camp
Church Hill Academy, an intervention high school for underperforming youth, educates the “whole student.”

With individualized attention, high expectations, small classes and considerable oversight, we work with students to reach their full potential, significantly increasing the likelihood that they will graduate.

Our private, faith-based high school is a member of the StreetSchool Network™, a national group of private schools working to meet the needs of youth and reduce the national high school dropout rate.

“We want our students to achieve academic success, build character and serve our community.”

Gina Maio
head of school

Over 200 mock interviews conducted with students during Marketplace Day

1st “Bridge” Camp held in partnership with Elk Hill to welcome freshmen into the Class of 2019

Gained 3x classroom space, a computer lab, administrative offices and daily access in relocation to Carlisle Baptist Church
TINY TYKES

Tiny Tykes is our high-quality preschool program for Church Hill children aged 2½ years to kindergarten age, with an emphasis on learning through play, circle time, Bible stories and reading.

We use the Creative Curriculum for staff and teacher training, and currently are able to accommodate 29 children, five half-days a week. The program has 100% participation by parents, and half of our children are on partial or full scholarship.

Additionally, children may participate in Marvelous Mornings, for early drop off, and Lunch Bunch, an extended day program.

“We’re here to develop the spiritual, physical and cognitive skills young children need to enter school with a love for learning and a hope for the future.”

Angie Cooke
executive director

the latest and the greatest:

1575 books read to students; 5 a day in every class

9 new class spaces established in Tiny Tyke’s relocation to Bethlehem Baptist Church

100% parent participation in class snack-sharing
The Work Leadership Institute began as a program we called Entrepreneurship, hiring high school students to work in the following small businesses:

Nehemiah’s Workshop, where students learn woodworking skills and produce and sell handcrafted products; Urban Farming, where students plant, nurture and harvest vegetables and fruit and nut-bearing trees across the neighborhood; and Screen Printing, where students make and manage orders of hundreds of t-shirts for CHAT and other clients.

“I saw our students learn self-discipline, creativity, teamwork and more. In Urban Farming we don’t always see the results we want when we want. But they stuck with it even when it was hard.”

Dabney Varljen
urban farming director

The latest and the greatest:

The Robins Foundation awarded CHAT $500,000 to expand work programs, establish a retail space in Church Hill, and more.

We hired 29 students this summer in Urban Farming, Nehemiah’s, Street Leader program and as Bon Secours medical interns.

Nehemiah’s Workshop earned over $8500 in product sales; student employees earned over $4500 in work pay.
Neighborhood Outreach refers to the events we create throughout the year to foster community, nurture relationships and create lasting bonds. The Church Hill community is invited to all our annual events: Pig Roast, Pinewood Derby, cookouts, Halloween Party, and more.

Youth Fellowship Groups are small group relationship-building and Bible studies for girls and boys.

The Phantoms is our first official basketball team, which plays against other East End teams.

“Some of the deepest and most meaningful relationships are formed in youth fellowship groups. We go deep into real life issues here, sharing in the joys and challenges of life.”

Jessie Greene

after-school instructor
Summer Immersion Interns join us for summer, and Year-long Residents for a year, to work with Church Hill youth, study urban development issues and racial reconciliation, and live in the community they serve.

Partners include Bon Secours Community Hospital, SnagAJob, Blue Sky Fund, Capital One, and numerous churches and area colleges.

Community Projects are special projects groups dedicate their spring breaks, weekends, and evenings to work on in the community.

Volunteers are a committed individuals who work with youth at Tutoring, support our Wacky Wednesday classes, and more.

“God has made His work clear in my life this year... And He’s given me a family... that’s desired to see me grow.”

Dylan Smith
year-long resident
INCOME: $2,119,175

- FOUNDATIONS AND GRANTS, 26%
- INDIVIDUALS, 58%
- CORPORATE, 6%
- CHURCHES, 6%
- PROGRAM AND TUITION FEES, 4%

EXPENSES: $1,748,460

- WORK LEADERSHIP PROGRAMS, 4%
- FUNDRAISING, 6%
- CHURCH HILL ACADEMY, 37%
- AFTER-SCHOOL PROGRAMS, 29%
- OPERATIONAL AND ADMINISTRATIVE, 13%
- TINY TYKES, 6%

2015-2016 FISCAL YEAR BUDGET

<table>
<thead>
<tr>
<th>Category</th>
<th>2014-2015 Actuals</th>
<th>2015-2016 Budget</th>
<th>YOY GROWTH %</th>
</tr>
</thead>
<tbody>
<tr>
<td>INCOME (UNRESTRICTED)</td>
<td>$2,100,483</td>
<td>$1,980,000</td>
<td>-6%</td>
</tr>
<tr>
<td>IN-KIND CONTRIBUTIONS</td>
<td>$18,693</td>
<td>$20,000</td>
<td></td>
</tr>
<tr>
<td>TOTAL INCOME</td>
<td>$2,119,175</td>
<td>$2,000,000</td>
<td></td>
</tr>
<tr>
<td>STAFF SALARIES &amp; BENEFITS</td>
<td>$1,254,157</td>
<td>$1,389,771</td>
<td></td>
</tr>
<tr>
<td>PROGRAMMING</td>
<td>$286,520</td>
<td>$271,905</td>
<td></td>
</tr>
<tr>
<td>OPERATIONAL &amp; ADMINISTRATIVE</td>
<td>$153,083</td>
<td>$92,664</td>
<td></td>
</tr>
<tr>
<td>MARKETING EXPENSES</td>
<td>$54,699</td>
<td>$67,050</td>
<td></td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>$1,748,460</td>
<td>$1,821,389</td>
<td></td>
</tr>
<tr>
<td>RESTRICTED ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RESURRECTION HOUSE CAMPAIGN</td>
<td>$0</td>
<td>$119,065</td>
<td>$96,975</td>
</tr>
<tr>
<td>EDUCATIONAL IMPROVEMENT TAX</td>
<td>$138,055</td>
<td>$133,005</td>
<td>$5,000</td>
</tr>
<tr>
<td>SCHOLARSHIP CREDITS</td>
<td></td>
<td>$93,213</td>
<td>$406,787</td>
</tr>
<tr>
<td>ROBINS FOUNDATION</td>
<td>$500,000</td>
<td>$20,095</td>
<td>$35,505</td>
</tr>
<tr>
<td>SCHOLARSHIP FUND</td>
<td>$41,004</td>
<td>$365,377</td>
<td>$544,321</td>
</tr>
<tr>
<td>TOTALS</td>
<td>$679,059</td>
<td>$365,377</td>
<td></td>
</tr>
</tbody>
</table>

INCOME/EXPENSE NOTES: CHAT was awarded a $500,000 grant from the Robins Foundation during the 2014-2015 fiscal year to assist with the growth of our Work Leadership programs and the addition of a community retail space. If you take away this grant money from our 2014-2015 income actuals, we are projecting revenue growth of 23% during the 2015-2016 fiscal year while expenses are growing by 4%.

IN-KIND INCOME: Includes donated labor from non-paid staff, donated furniture, and donated rent.

The majority of CHAT's income is generated by charitable donations from individuals who believe in our mission. Everyone on CHAT's staff is responsible for participating in fund development to help raise the money needed to resource our ministry. CHAT is a tax-exempt 501c3 nonprofit corporation.
INDIVIDUAL DONORS

Thomas & Ann Swift | Randy & Pat Tabb | Eric
Stewart & Mary Tamberlin | Brocko Tantillo | Andrew
& Michelle Tapp | Annabelle Taylor | Richard
Taylor | Kim Teif | Janai Tellis-Frederick |
Benjamin and Maren Telsey | Laurie & Mitch Telsey | Priscilla F. Tennent | Tambria Terry | Kathy Thaler
Michael Thaler | Sharon Thaler | William & Jane
Thesing | Emily Thues | John Thiel | Alisa Thom | Laura Thom | Diane Thomason | Andrew
W Thompson | Dan and Farnaz Thompson | Farnaz &
Dan Thompson | Lillian Thompson | Nancy &
Dennis Thompson | James & Sandra Thornton | Andrew
Thrash | Scott & Tammy Tiggeman | Robert &
Anne-Louise Todd | Caroline Toli | Jane & Bill Torney | Town
And Country Animal Clinic | Michael & Susan
Trenkle | Ashlyn Trimmer | Michael Trotta | Steven &
Dorothy Trotta | Harley & Janice Troutman | Stanley &
Sandra Tucker | Lisa & Toni Tulchin | Thomas &
Cathryn Tulldiff | John & Doreen Turk | Mark &
Phyllis Turk | Raymond & Turk | Ronald &
Lauren Turk | Christie M. Turnbull | Charles turner |
Dave & Sharon Turner | Inez Turner | Kathleen Turner |
Margaret Turner | Sam & Sara Tuttle | Brittany Twitty |
Steve & Barbara Tyler | Stewart & Talmage Tyler |
Jeff & Nicole Ukrop | Michael Ulmer | Julie Uptegraff |
Margaret Vashchet | Keri & Justin VanBlancorn | Kirk
Vandebrooke | John Vanderveiden | Ken & Carolyn
Vanderwall | Jed & Ann Vanichkaorcham | Dabney &
Jeff Varlan | Frank & Helen Varjian | Carl & Carla
Vanner | Charlie & Ann Vaughters | George & Jeanette
Venarchik | Anonymous | David & Elizabeth Victor |
Alexandra Voorhees | Emily Waffle | Edward Wagner |
Matt & Renee Walker | Andre Wallace | Rachel
Wallicke | Kimberly Walsh | Nathan Walton | Andrew
Warden | Tyler & Laura Ware | Sandra & David
Washabaugh | Herbert & Gail Washington | Emily
Watkins | Sherry Watt | Noelie Watters | Donald &
Hazel Weaver | Anna K. Weichel | John & Debra
Weichel | Jean & Dennis Weidler | Jane & John
Weigel | David & Faith weil | Jeffrey & Dorcas Weir |
John Weir | Stephen & Stacey Weir | Ernest & June
Weinck | Charles & Lori Welander | Paul & Dorothy
Werkeimeister | Stephen & Mallory Wesner | Paige &
Clay Westbrook | Mr. & Mrs. R. Westermann |
Paul & Becky Wetzel | Mr. & Mrs. Mark Wheelless | Carl
Whetsell | Anonymous | Dondra & Tim Whigham |
Carol White | Katie & David Whitehead | Chris & Beth
Whiting | Erica Whiting | Richard & Debra Whiting |
Timothy & Bobbie Whiting | John Whitlow | Charles &
Chaney Widmer | Corey & Sarah Widmer | Tom &
Katie Widmer | Lawson & Romesh Wijesooriya |
Thomas & Karen Wild | Angela & Scott Wilder | Trip &
Amberleigh Wilhelm | Craig Willard | Carolyn & Leroy
Williams | Harris & JoAnna Williams | Henry F.
Williams | Jack williams | Kristen & Michael Williams |
Michael Williams | Sandra Williams | Brad & Traci
Williamson | Gavin Willford | Richard & Janet Willis |
Danny Wilmer | Charles Wilmot | Lenord & Edith
Wilmot | Lloyd & Jean Wilmot | Renee Wilmot |
Alexander Wilson | Amy Wilson | Mary Wilson |
William Wilson | Ann Winchell | Michael & Kristen
Win | Sandra Winn | Marlyn & James Winsett |
Krista Winston | Jeremiah & Taylor Winters | Robert &
Lynn Winters | Caitlin Wise | Jessica & Jay Wise |
Murray & Lauren Withrow | Ryan & Leigh Ann
Withrow | Scott Withrow | Mary Ellen Wolf | Douglas &
Jessica Wood | James & Barbara Wood | Jonathon |
& Helen Wood | Keith & Patricia Woodard | Ricky &
Paullette Wootten | David & Lisa Worster | Kirby &
Everett Worthington | Alexander Woznaek | Ronald
Wozniak | Cynthia Wright | John & Trula Wright |
Andy & Lorna Wyckoff | Paul Yanosly | Leslie Yates |
Kevin & Vivian York | Mable Clair Young | Sarah Young |
Tom Zahler | Carl & Christine Zatkulak | Becky &
Kevin Zeegar | Kevin & Becky Zeegar | John & Mireille
Zerwin | Theodore & Verna Su Zerwin | Scott & Amy
Ziegler | Benjamin Zinnecker | David Zobel

FOUNDATIONS & CORPORATIONS

Allstate / The Giving Campaign | Altira Group, Inc. |
Amazon Smile | Andrews Accounting & Book-
keeping, Inc. | Apple Matching Gifts Program |
Asi Holdings Inc | Associated Alarm Enterprises, Inc. |
Bank of America Matching Funds | BJ's Wholesale Club Inc. |
Blakemore Construction Corporation | Blue Sky Fund |
Bon Secours Health System, Inc. | Capital One Services LLC |
Chase Bank | Chick-fil-a |
Church Hill Association | City of Richmond, VA |
The Community Foundation | Cozart Tax Service |
Data Technologies | Data Technologies |
Dominion Foundation Matching Gift Program | Duff And Cox |
DDS | Duff And Cox, DDS |
Emrich & Klduff, LLP | Entrust Financial Credit Union |
Equity Concepts. LLC | Family Practice Assoc. Chesterfield, PC |
Fornazor International Inc. | Free Agents Marketing |
Genworth Financial | Genworth Foundation |
German River Management LLC | GFH Insurance Agency |
GHF Insurance Agency | Gligit Charitable Trust |
GoFundMe | Goldman Sachs & Co. Matching Gift |
Program | Greater Richmond Convention Center |
Hill Topper Group | Hirschler Fleischer |
Intervarsity Christian Fellowship - ODU | Ivy Creek United Methodist Church |
Jain-Chem, LTD | Jain-Chem, LTD |
Lotsey & Hardy | Luck |
Companies Foundation | Lunch Hour Investments |
Sweet Frog | Mau Sherwood Supply Co. |
Mau Sherwood Supply Co. | Meadows Urquhart Acree &
Cook LLP | Meadows Urquhart Acree & Cook LLP |
Meridian Materials | Metropolitan Richmond Sports |
Backers | Metropolitan Richmond Sports Backers |
Meyers Printing Inc. | T/A Minuteman Press |
Microsoft Matching Gifts Program | Morgan Stanley Global |
Impact | Morgan Stanley Global Impact |
National Fish and Wildlife Foundation | Nordson Corporate |
Corporate Giving | Nordson Corporation Corporate |
Giving | Olympus America Inc |
Perspectives Study Program | Peters Excavating |
Peters Excavating | Philadelphia Indemnity Insurance Company |
PI

CHURCHES & FELLOWSHIPS

Blackstone Presbyterian Church | Blue Ridge Presbyterian Church |
Calvary Chapel Puyanna | Carlisle Avenue Baptist Church |
Central Presbyterian Church | Christ Presbyterian Church |
Church Of Toledo | Church in Restoration |
Church of the Holy Family | City Church of Richmond |
Connecting Pointe Church of the Nazarene | Corin
FBW Church | Crestwood Presbyterian Church |
Duncan Memorial United Methodist Church | East
End Fellowship | Fairmount Christian Church |
Faith Bible Fellowship Church | First Presbyterian Church |
Grace Covenant Presbyterian Church | Harvest
Renewal Church | Hope Evangelical Presbyterian Church |
Hilborn Christian Fellowship Harrisonburg |
Intervarsity Christian Fellowship - ODU | Ivy Creek United Methodist Church |
Lampeter Church Of The Brethren | Leight Street Baptist Church |
Mechanicsville Christian Center | Mechanicsville Christian |
Carolyn Molneaux | Mt. Calvary Baptist Church |
Mt. Gilead Full Gospel International Ministries | Mt.
Gilead Full Gospel International Ministries |
New Canaan Baptist Church | Oasis East-Church of the Nations |
Oreiland Presbyterian Church | Peace Hill
Christian Fellowship | St. Giles’ Presbyterian Church |
St. John’s Church | St. Margaret Church |
St. Mary’s Episcopal Church | St. Matthew’s Episcopal Church |
St. Matthews Church | St. Stephen’s Episcopal Church |
Stony Point Reformed Presbyterian Church | Swift Creek Presbyterian Church |
Third Church | Thrive Church | West End Alliance Church |
West End Assembly of God | Westminster Presbyterian Church
CHRISTMAS IN CHURCH HILL 2014

PLATINUM SPONSORS
Dr. and Mrs. Robert Y. Cox  |  Progressive Design, Inc.

GOLD SPONSORS
Crestwood Presbyterian Church  |  Anonymous  |  Vero Consulting  |  Mr. & Mrs. Richard and Deborah Whiting

SILVER SPONSORS
Dr. & Mrs. Charlie and Judy Clough  |  Grace Covenant  |  Bon Secours  |  Emroch and Kilduff  |  Dr. & Mrs. Stephen Kramer  |  Sands Anderson  |  Family Practice Associates

BRONZE SPONSORS
Mr. & Mrs. Bill and Kathy Anderson  |  Blakemore Construction Company  |  Woods Rogers  |  Dotted Line Collaborations  |  Anonymous  |  Mr. Percy Strickland and Dr. Angie Strickland  |  Mr. Richard Taylor  |  Equity Concepts  |  Mr. & Mrs. Jason and Caitlin Barnes  |  Mr. & Mrs. Ethan and Hillary Brown  |  Mr. & Mrs. Rich and Liz Hart  |  Church Hill Abstracts  |  Mr. & Mrs. Stephen and Stacey Weir  |  Mrs. Connie Cox  |  Mr. & Mrs. Andy and Brenda Burgess  |  Dr. Ernie Sorini  |  Mr. & Mrs. Cullen and Faye

FRIEND SPONSORS
Bradley A. Ridlehoover, Esq.  |  Mr. Kenneth Morris and Dr. Tamera Green  |  Union Seminary  |  Andrews Accounting & Bookkeeping, Inc.  |  Mr. & Mrs. Les and Connie Brown  |  Mr. & Mrs. Brian and Andi Redmond  |  Free Agents Marketing  |  Dr. Michelle Whitehurst-Cook, M.D.  |  Mr. & Mrs. Randy and Lorna Wyckoff  |  Lotsy and Hardy  |  Meadows Urquhart Acree & Cook, LLP  |  Hirschler Fleischer  |  Mechanicsville Christian Center  |  Mr. & Mrs. John and Jane DeHart  |  Betty Schwarten  |  Larry and Jane Shives  |  Ms. Priscilla Tennent  |  Associated Alarm Entreprises

NEIGHBOR SPONSORS
GFH Insurance  |  Cozart Accounting Services  |  Mr. and Mrs. Jim and Gerry Nixon  |  Drs. Brian and Cheryl Pacious  |  Virginia Credit Unions  |  Entrust  |  Mr. & Mrs. David and Judy Skove  |  Mr. & Mrs. Randy and Noel Raggio  |  Mr. & Mrs. Mark and Barbara Wheless  |  Mr. & Mrs. Robert and Rainelle Currier  |  Randolph Tabb