OUR MISSION

We serve the youth of Richmond’s East End and equip them with the heart, head, and hands to make life-transforming decisions.
Dear friends,

It’s an incredible privilege to sit down for the first time and write the Executive Director’s letter for our annual report. But the truth is, it feels a bit disingenuous for me to be the one writing this. The stories and accomplishments in this report occurred mostly during the leadership of my predecessor, Stephen Weir, who ably led CHAT for nearly five years after serving as a volunteer for the previous decade.

I had the privilege to see Stephen in action during my years as a volunteer, and then a staff member. Stephen embodied humble service—always willing to show up and do whatever the day's challenge required, whether that was building a financial model, driving a bus, coaching a staff member, or just sitting quietly with a student who needed some time and space to unpack the ways systems of poverty and injustice are designed to limit his potential. As I step into this role, it’s my prayer I can continue to embody that kind of Christ-like service.

My name is at the bottom of this letter, but everything you’ll read in the pages that follow is only possible through the work of the entire CHAT community: our amazing staff, our committed volunteers, and our generous donors. Each one of you has chosen to be a part of this community and make an investment in our most precious resource—the intrinsic value of every CHAT student as a child made in God’s image.

Even more, we honor our students and their families who choose every single day to press forward and accomplish the incredible, despite all the odds stacked against them. It’s our privilege to support them as they achieve far more than our world can imagine. And it’s our responsibility to ensure our students, and ultimately every student in the East End, have the best possible opportunity to grow and flourish as God intended.

That’s why, as a part of our five-year strategic plan, we’re focusing on excellence in all of our programs and laying the groundwork to double the number of students we serve. As you turn the page, you'll see just a few of the ways we're striving to meet higher standards in our work, standards that translate into meaningful growth for our students that will have lifelong impact.

It’s an honor and a privilege to be a small part of this incredible work alongside each one of you. While Percy and Angie founded our work, Stephen continued it, and now I’m stepping up to the plate, ultimately it’s Jesus who is the Author and Perfector of all that we do here. Through His grace, I’m excited for what the years to come will bring to CHAT and our entire East End community.

Sincerely,

Jonathan Chan, 
Executive Director

Tommy Blanchard, Vice Chair
Pastor Chris Bradley
Pastor Don Coleman, Chair
Pastor Otis Hall

Dan Kennedy
Rob Lanphear
Carolyn Loftin
Ward Marstiller

Penn Pendleton, Emeritus
Will Rountree
David Skove
Pastor Nicole Unice

OUR BOARD OF DIRECTORS
WE’RE COMMITTED TO EXCELLENCE

Tiny Tykes earned a Level 2 award from Virginia’s Quality Rating and Improvement System (QRIS) for childcare and preschool programs.

The After School Program successfully completed the Youth Program Quality Intervention (YPQI) process, a best-practice model for continuous improvement in youth programs.

Church Hill Academy completed the first stage of accreditation in May 2019 through the Virginia Association of Independent Schools (VAIS) and is working to achieve full accreditation by spring 2020.

CHAT became the first nonprofit in Central Virginia to earn the highest rating from all four of these prominent nonprofit and ministry evaluators:

- Charity Navigator 4-star rating
- Guidestar Platinum Seal of Transparency
- Better Business Bureau accreditation
- Evangelical Council for Financial Accountability’s Standards of Responsible Stewardship accreditation
WORKFORCE DEVELOPMENT

Workforce Development provides opportunities for teens and young adults (ages 16–24) to develop professional skills to prepare them for long-term success in the workforce. Students work in one of four small businesses that provide training, work experience, and mentoring. **Nehemiah’s Workshop** teaches woodworking skills to students, who produce and sell custom-made items. In our screenprinting studio, **On Point Prints**, students design and print apparel, bags, and other cloth products. **Front Porch Cafe** provides work experience to young adults and offers a hospitable gathering place. And through our **Urban Farming** business, young adults learn about gardening and horticulture as they cultivate community gardens.

This year, after 11 years of dedicated work at CHAT, **Chris Whiting** stepped down as the Director of Workforce Development. He helped us lay the groundwork to launch students into meaningful education and employment opportunities leading to stable and productive careers. As this report goes to print, we’re interviewing some amazing candidates to lead this work forward!

**James & Kewann**

Working on a multi-seasonal, urban farm has changed the ways **Kewann Davis** and **James Lowery** approach their relationships with God’s creation and their neighbors.

Kewann, one of Urban Farming’s founding members, has worked in the garden for more than five years. James joined the team about one year ago. Their experience has equipped them to overcome a variety of challenges, from dealing with cucumber-eating Harlequin bugs to adapting to Virginia’s wide range of weather. **And it’s helped them care more deeply for the community.**

Urban Farming’s cultivation of green space has a two-fold mission. It offers opportunities to invite the neighborhood to share the land and its produce. And it supplies Front Porch Cafe and Church Hill Academy with a steady flow of staples and legacy foods for dishes celebrating African American culinary heritage. **Drawing people together around the garden and table are acts of hospitality the team takes seriously.**

Kewann asks neighbors what food they’d like to have available and educates them about different plants. **“It’s made me more conscious of the neighborhood and think about what community members would enjoy,”** he says. James makes sure to greet everyone he sees and find a way to make them smile. **“Even just saying hi or waving could mean a lot to someone having a bad day,”** he relates. **“Being a farmer makes your neighbors more comfortable with you.”**

In the future, James dreams of a beautifully landscaped space where people can come and “take a load off.” Kewann hopes the garden will provide even more produce through the cafe and local markets. **As they steward God’s gift of creation, they’re helping our community thrive, too.**

**10,181 HOURS WORKED BY TEENS AND YOUNG ADULTS**
**28 TEENS AND YOUNG ADULTS EMPLOYED**
**$206,306 IN TOTAL SALES FROM SMALL BUSINESSES**
Church Hill Academy (CHA), the East End’s only private Christian high school, equips students for lifelong success through **academics, character development, and service to their community.** Students thrive on individualized instruction and academic focus in the classroom, college and career preparation, spiritual formation, and a nurturing environment. As they progress through grade levels, students are given opportunities to grow as leaders and become young adults of accountability and authenticity.

We’ve seen a growth trend in the number of applications we receive, and we enrolled a higher number of new than returning students for the 2019–2020 school year. CHA was recently approved by the **NCAA**, which means student athletes can matriculate into D1 and D2 colleges. **We also anticipate a successful accreditation visit from the Virginia Association of Independent Schools (VAIS) in late October 2019.**

All seniors now take a college and career advisory course, and our current 11 seniors have received college acceptances and offers of financial aid in excess of a combined total of **$900,000**! Our students are poised for even greater outcomes than ever after graduation.

**Hezakiah**

Like many high school seniors, **Hezakiah Smith** ("Hez") is thinking about what’s next. His dream career is to be a musician or rapper, or more practically, he adds with a smile, an advertisement manager or marketing psychologist. Regardless of where his path leads, **Hez thanks Academy teachers like Brittany Andrews for helping to mold and solidify his ambition for the future.**

Brittany, the College & Career Advisor, hooks students early on when it comes to planning for life after high school. Hezakiah was no exception. **In April 2019, Brittany invited Academy students on an out-of-state college tour to visit HBCUs (Historically Black Colleges and Universities) across the south during spring break.**

“I just put it out there...thinking that someone might bite, and Hez bit,” says Brittany. “I’m glad he did because I was able to say we had student representation from Richmond with our group of Atlanta students.” The only student from Virginia, Hezakiah adapted to his new environment and made lasting friendships. **He even had the opportunity to cultivate leadership skills as he was appointed to be the young men’s group leader.**

“I’ve been told I have leadership qualities, but I didn’t really believe people when they said that until I came on the trip,” Hez shares. Brittany attests to his tremendous growth and maturity he displayed throughout the entire trip. **With the dedication of passionate teachers and the commitment of motivated students, the Academy is able to offer valuable experiences like these for the enrichment of its students.**

After graduation, Hezakiah plans to continue his education—hopefully at Howard University, VCU, or Reynolds. He’s looking forward to a peaceful senior year full of more academic success and personal milestones.
AFTER SCHOOL PROGRAM

What began on Percy and Angie Strickland’s front porch 18 years ago has grown into a thriving, multifaceted program designed to help students develop their identity, resiliency, and agency. Our After School Program, staffed primarily by a team of committed volunteers, serves students through mentoring, homework help, recreation, and spiritual instruction two days a week during the school year. Summer Day Camp provides educational enrichment and activities across the city for two weeks during the summer.

Over the past year, we retooled the After School Program to have greater individual and collective impact. We centralized our programming from three sites to one to meet the highest standards for safety, increase the efficiency of our transportation and logistics, and ensure a consistent experience for every student. Our successful participation through surveys, assessment, and strategic planning in the nationally recognized Youth Program Quality Intervention (YPQI) process is another way we pursued our goal of providing more equitable access to increasingly excellent programming.

In the After School Program, Alex Taylor and Mykalia Fields found a place to grow academically, socially, and spiritually. Both connected with CHAT during middle school, but it took some time before the girls’ bond began to grow. “It was rocky at first,” says Alex, “But once we started sharing life situations, we got closer.”

When former CHAT staff member, Becca Pryor, began a discipleship group in the spring of 2018, the girls started to connect on a deeper level. Their small group and regular one-on-one time with Becca was an important source of support during their 8th-grade year.

Becca saw the girls develop personally and socially. “They became more sure of themselves and are learning how to use their skills and talents to impact the world. I watched them mature, navigate conflict, and serve as role models.”

Providing a place for students to experience a sense of belonging and better understand themselves is why the After School Program exists. Through meaningful opportunities to build healthy social-emotional skills, grow in friendship with others, and respond to the Gospel, students like Alex and Mykalia are discovering who God is forming them to be.

Now freshmen, the girls say the After School Program helped prepare them for high school. “Tutoring taught me not to give up easily like I used to,” Alex relates. “I know how to speak up for myself and ask for help.” Mykalia, enrolled at Church Hill Academy, is excited for new opportunities and motivated to succeed. “I can express if I don’t understand something, and I have space to be myself,” she says. She’s also returned to the After School Program as a volunteer to invest in younger students.

Wherever their paths take them in the future, we’re confident the good work God began in Alex and Mykalia will continue to flourish.
TINY TYKES PRESCHOOL

Tiny Tykes is an independent, Christian preschool serving our youngest students (age 2.5 to pre-K). This program provides affordable early childhood education in a **safe, nurturing, and socio-economically diverse environment** designed to help little ones thrive. Through interactive play and caring instruction, Tiny Tykes invests in students' social, emotional, academic, and spiritual development. **Parents and families are integral partners** with our staff and volunteers as they work together to give each child the opportunity to reach his or her potential.

This year, we've focused deeply on program excellence. In addition to maintaining our full licensure as a Child Day Center, we also earned a **Level 2 award from Virginia Quality**, the state's voluntary improvement program for preschools seeking to meet the highest standards. This focus sets our students up for success in kindergarten and beyond, and we're proud that local kindergarten teachers regularly report Tiny Tykes graduates are consistently well prepared with the skills to succeed in the classroom.

**The Clarke Family**

Back in 2015, **DarShee Clarke** was looking for a safe place for her daughter, **LeeShee**, to attend preschool. LeeShee had suffered a traumatic experience a few months prior, and DarShee wanted to ensure she'd be cared for and receive personalized attention.

She enrolled LeeShee in Tiny Tykes after being drawn to the Christian curriculum and kindness of the teachers. LeeShee had a positive experience as a Tiny Tykes student, and she was **well prepared academically and emotionally for kindergarten** at St. Andrews School. More importantly, DarShee knew she'd found a place she could trust to nurture, educate, and walk alongside her youngest children.

Her son, **Lester**, now attends Tiny Tykes, where he's experienced dramatic success. Inside the classroom, he's grown from being shy and reserved to participating in activities and engaging with classmates. **Lester loves learning and has benefited from individualized attention from his teachers**, who give him opportunities to practice his letters and numbers with special games and activities during free playtime.

Tiny Tykes' personalized approach is benefiting Lester outside the classroom as well. After working with Lester for a few months, the Tiny Tykes staff and DarShee requested a Richmond Public Schools speech therapy evaluation through the Maymont Preschool Center. Upon completion of the referral and assessment process, **Lester was approved and connected with a speech therapist who works one-on-one with him each week to support his language development**.

DarShee and his teachers have seen Lester's articulation improve and confidence soar. This school year, Lester will continue to work with a speech therapist and benefit from more time at Tiny Tykes through its new **Extended Day Program**, which serves students into the afternoon to better support working families in the neighborhood.
NOTES
1. The numbers presented here are unaudited cash-based numbers. Our annual audit, which is still ongoing at the time of this report's publication, will present accrual-based numbers. You can find audited financial statements from previous years on our website. Statements from this year will be posted as soon as they are available.

2. Ending Net Assets for FY 18-19 were approximately $1,952,964. This includes CHAT owned buildings, land, vehicles, and cash on hand.

We’re grateful for the generosity of our donors and community partners who make the work you read about in this report possible. Your support is a blessing to students and families throughout Richmond’s East End. Thank you for your commitment to CHAT and for making a meaningful impact on our community through your gifts during this fiscal year (September 1, 2018–August 31, 2019).

LEADERSHIP PARTNERS $10,000+

INDIVIDUALS
Michael & Elizabeth Bowersox
Jonathan Chan & Caitie Rountree Chan
Robert & Kathie Cox
Scott & Elaine Cox
Paul & Heather Dennison
Henry Webb & Rose Estes
Robey & Jean Estes
Steve & Renee Hupp
Brian Isringhausen
Barry Isringhausen
Brad & Melissa Juiianti
David Lingerfelt
Christopher & Angela Mackay
Steven & Kathie Markel
Blair & Randee Massey
Brian & Cheryl Pacious
Penn & Lynn Pendleton
Robert Ranson
Henry & Anne Savedge
John & Shirley Seibert
David & Judy Skove
James & Annie Stanley
James & Barbara Ukrop
Mark & Barbara Wheless
Brad & Traci Williamson

CHURCH PARTNERS
Stony Point Reformed Presbyterian Church
Third Church

FOUNDATION PARTNERS
Estes Foundation
Julia & Tunnicliff Fox Charitable Trust
Richmond Kiwanis Foundation
Robins Foundation
Wright Thankful Fund

CORPORATE & ORGANIZATION PARTNERS
Cranemasters, Inc.
Estes Express Lines
Foster Made, LLC.
INDIVIDUALS
Irwin Ackerman
David Adams
Holly Akins
Cassandra Albert
Ken & Martha Alderfer
John Allen
Lakeshia Allen
Kate & Frank Allen
Stephen & Mimi Ames
Jeffrey Amster
William & Kathy Anderson
Ernesto Andrade
John Andrews
Brittany Andrews
Nicholas & Lisa Archer
Howard Armistead
Garrett & Bekah Augustine
Stacy Baas
Shannon Back
Henry Bagby
Trace Baker
Kelsey Baker
Marjorie Baker
Mallory Hansen
Nick Balson, III
Greta Banister
M. Rene Banks
Kai Banks
John Barclay
Clinton Barnes, Sr.
Lauren Barnes
Kate & Andrew Barnes
Caitlin & Jason Barnes
Kellie Barranco
Lisa Batchelder
Gregory Bauer
Michael Beabout
George Beck
Richard Beckloff
Kristen Benjamin
Kara Bennett
Ryan Berning
Paul Beyer
Trevor Bhattacharya
Jarrod Blackwood
Thomas & Camille Blanchard
Marjorie Blanton
Hillary Bleckley
Sam Boakey
David Bodlak
Roger Boeve
Ivan & Rosemary Bolden
Todd & Tara Borchers
Jimmie Borders
Lloyd Bostian, Jr.
Keith & Renee Boswell
Elise Bottimore
Mary Ann Bowden
Sarah Bowles
Steve & Nicole Boyce
Mary Beth Boyd
Nicole Boyd
Patricia Bradby
Chris Bradley
Barbara Branch
Matthew Branson
Jody Cametas
Drew & Regina Campbell
Shane Carr
Keith Cartwright
Jennifer & Dan Case
William Caudle
Jewel Caven
Jasmine Cha
Lynne Chambers
Tiffany Chan & Taylor Barnett
W. Geoffrey & Eunice Chan
Mei Juen Chan
Shannon Chen
Richard Chiavetta
Buddy & Laura Childress
Alex Chiuchiolo
Michael Collier
Catherine Collins
Derrick & Christy Collins
Charles Collins
Matt & Alicia Conrad
Angeline & James Cooke
Jonathan Cooke
Elizabeth Cornick
Charles Cory
Constance Cox
Anna Cox
Patricia Cran
Arthur Croswell
Rachel Currier
Becky Currier
Adam Daigle
Mariah Daniel
Carlyn Darby
Rebecca Daugharty
Suzanne Davenport
Al & Donna Davis
Kim Dean-Anderson
Eric & Sarah DeBoer
John & Jane DeHart
Sarah Jane DeHart
David Deitz
Robert DeLille
Helena Deng
Tyler Denoncourt
Jason & Cari Detwiler
Thomas & Margaret Devita
Chris Dewberry
Christina Dick
Barbara Dickinson
Doris & Andrew Dillenbeck
Rabbi Jeffrey Dillenbeck
Craig & Heather Di Sesa
Tess Dixon
Guadalupe & Rebecca Dodd
Timothy Doty
Rebecca Drewry
Anne Drewry
Yuyu Chao Du
Melanie Dunn-Chadwick
Patrick East
Tom & Liz Ebel
Ken & Debbie Edwards
Daniel & Jacqueline Ehrman
Anna Elder
Gregory & Denise Ellen
Rebecca Elliott
Mary Ellison
Cayce & Ryan Emanuel
Brent & Tracie Farmer
Robert & Geraldine Ferguson
Miguel Fernandez
James & Kara Fields
Ralph & Evelyn Fischer
Ally & Dan Fisher
Kayla Fletcher
Susan Flowers
Julia Flowers
Keiron Fontaine
Jim & Elyse Ford
Chansay Ford
Keith Fortenbach
Dan & Patrice Foster
Crystal Foster
Zack Francis
James & Yvonna Frazer
Katherine Fukui
Andrew Fuller
Sharon Gammon
Parker & Kim Garrett
Edward Garrett
Travis Garthaffner
Forrest & Bertha Garvin
Thomas & Susan Gayner
Kevin & Libby Germer
Austin Gilbert
James & Amy Gillespie
Kathryn Glazer
Charles & Yvonne Gold
Stanley Goldman
Harold & Norma Good
Kristen Goode
Brian Gore
Peter Grace
Hank & Peggy Graeser
Rebecca Granger
Yasmin Gregg
Brian Grierson
Kenneth & Virginia Grigg
Lucile Griggs
Jacqueline & Stephen Griggs
Elizabeth Grissom
Peter Gronseth
Chris Grover
Judy Gutierrez
Adam Hager
Teauna Hairston
Adam Hake
Bill & Ashley Hall
Will & Amie Hall
Andrew Han
Alex Harbison
Adam Hardell
Stephen Harms
Betsy & Kip Hart
Matthew & Leslie Hartman
Elliot Haspel
Keith & Anna Henderson
Beverly & Dick Henry
Richard & Lois Hernandez
Samuel & Annie Herro
Corbin Hess
Matthew Hill
Patrick Hiltz
Nicholas Holden
Celia Holland
Maggie Holland
Sharon Holland
Hank & Patricia Hutcherson
Tyler Hutcherson
Malcolm & Ann Hutton
Drew & Saona Jackson
Colleen James
Tami & Leslie James
Bonnie Woo Jansch
Thomas & Faith Johnson
Theresa Johnson
Charles & Katherine Johnson
Nancy Johnson
Whitney Johnson
Kevin & Krista Jones
Judith Joyce
Tim & Diane Joyce
Jason Joyner
Joseph Ju
Ben & Debbie Judy
Daniel & Karen Holland
Margaret Hollingsworth
Sarah Holloway
Stuart & Elizabeth Honenberger
Lauren Hollingsworth
Lauren Horton
Deborah R. Hostetler
Breanna Hostetler
Brad Houff
Tamela Howard
Henry Hubler
Nancy Hughes
Marshall Hughes
Brant & Missy Huismann
Bryce & Stefanie Humphrey
Allison Hurst
Daniel & Patricia Juster
Tyler Kameh
Chris & Nancy Jo Kantner
Daniel Katcher
Lisa Keller
Kenneth & Susan Kendler
Sara & Daniel Kennedy
Ronald & Claire Kent
Jerilyn Kent
Michael Kerrigan
Laura Killough
Thomas Kim
Cherie Kingery
Thomas Kirkup, III
Ellyn Kirtley
Stefan & Lara Kling
John & Nancy Knight
Carolyn Kochard
Katie Koerten
Michael Kolbe
Mark & Joyce Koontz
Christopher Kozak
Karen La Forge
William Lam
Emily Lambert
Keith Lancette
Katie Langemeier
Robert & Lesley Lanphere
Cynthia Larsen
Jack & Mary Anne Lash
Joy & Noah Laurence
Phil & Sandy Lawson
Lewis Lawson
Katherine Leal
Zachary Ledwith
Chris Lee
Anita Lee
Robert Lego
Xianxian Christine Li
William & Jane Liepis
Christopher Lin
Ting Lin
Ralph Lincoln
Maria Llevat
Anna Lockwood
Rebecca Lowe
Eric Lowery
Daniel Luckett
Kurt & Katherine Ludwig
Henry & Jean Lush
David & Meredith Anne Lyell
Andrew Lyell
Leon & Jo Ann Lyell
Erin MacAllister
Douglas & Carol Macomber
Michael Maguire
Timothy Mai
Shawn & Sara Maida
Tom Maine
Eileen Malec
Melissa Marrion
Ward & Sandie Marstiller
Keith & Maryhelen Martens
James & Patricia Martin
Reid Mason
Cassandra Maximous
Timothy May
Emily & Gabriel Mayer
William C. McAllister
Chris & Alison McCabe
THREE WAYS YOU CAN IMPACT RICHMOND’S EAST END

1. Pray
Commit to pray for the flourishing of our students and community each week

2. Volunteer
Learn about volunteer opportunities in our programs: chatrichmond.org/volunteers

3. Give
Invest in the Kingdom work you've read about in this report: chatrichmond.org/donate