

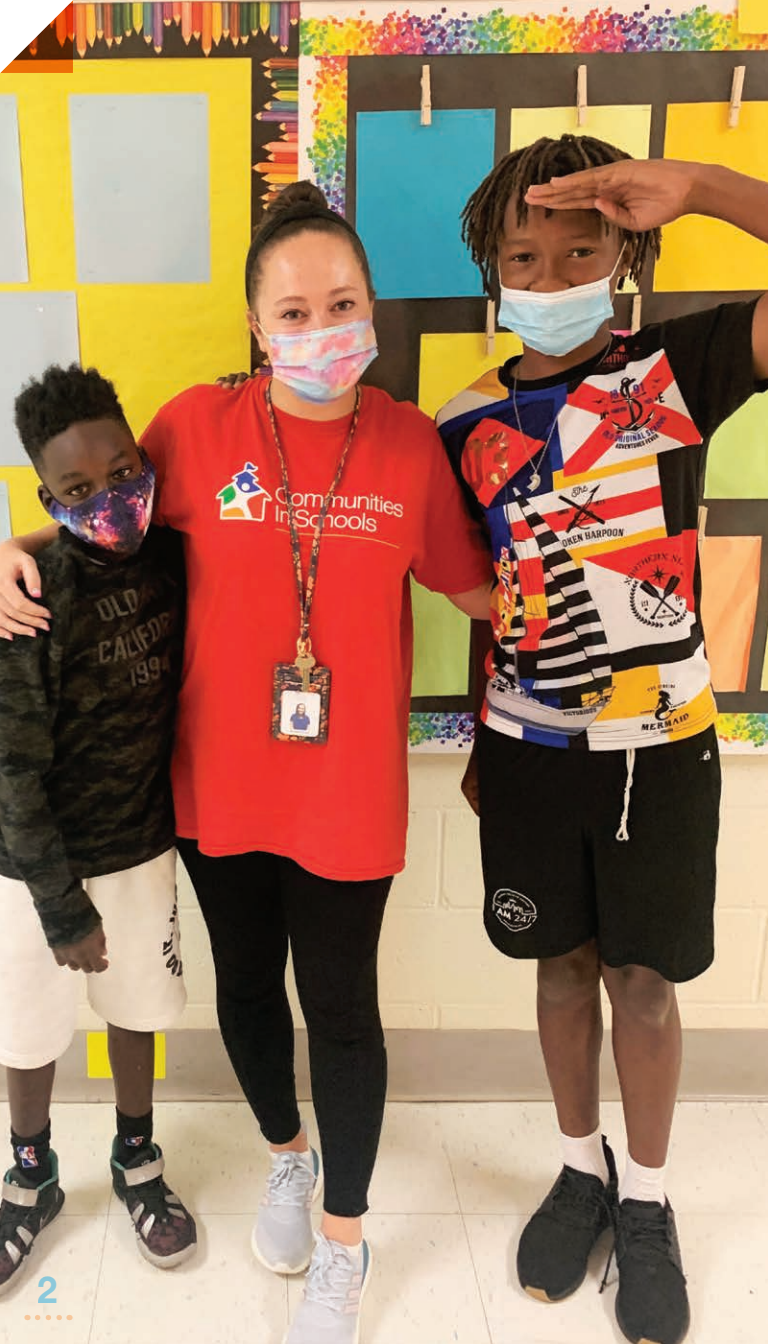


Communities  
In Schools®

Charlotte-Mecklenburg

Annual Report | FY 2021





**Communities In Schools<sup>®</sup> (CIS<sup>™</sup>)** is a national organization operating in 2,900 schools across the country, working to ensure that every student – regardless of race, ZIP code or socioeconomic background – has what they need to realize their potential in school and beyond. CIS places professional staff inside schools and establishes one-on-one relationships with students to help them navigate issues and overcome barriers in the classroom, at home, and in the community.

**CIS of Charlotte-Mecklenburg (CIS-Charlotte)** operates locally in 55 Charlotte-Mecklenburg Schools (CMS), providing comprehensive case-management services to 4,000+ students annually. Another 30,000+ students are connected to resources and receive broad, school-wide services through CIS.

## Our Mission

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

## Our Vision

We envision a community where every child and family thrives and is positioned for positive economic mobility.

## Educational Equity

CIS believes that race, socioeconomic status or the neighborhood in which one lives should not predicate student outcomes. Ensuring that all students have equitable school experiences and opportunities is foundational to our mission, and infused in everything we do. CIS-Charlotte is committed to examining the systemic inequities inherent in our education system and leading the way to find solutions so that *all* students will have an equitable education and the same opportunities to achieve success.



# Dear Friends,

It is hard to believe that nearly two years have passed since we first learned of Covid-19. As I write this, our lives continue to change and, in some instances, remain upside down. When I first joined Communities In Schools as President and CEO a year and a half ago, our 120+ person staff was operating virtually.

The team was supporting students who were attending classes remotely. Like many other businesses today, we are back in person, doing all that we can to return to normalcy and helping our students do the same.

In my letter to you last year, I shared my concerns about Black and Brown students being disproportionately impacted by the pandemic and remote instruction. It has since come to bear that the pandemic did indeed compound the challenges of students who were already facing academic and social inequalities. A recent report sent to the NC General Assembly revealed that the pandemic negatively impacted all students across the state, regardless of grade, and in nearly every subject.

On a more positive note, I am extremely proud of our team for its flexibility and unwavering dedication to our students during this unprecedented time. The team continues to double-down and find innovative ways to help our students recover from the change, trauma, and learning loss associated with the pandemic. The following pages in this report will illustrate how CIS lived up to its mission and provided critical services to ensure educational equity for all students.

Today, we are focused on three major priorities: 1) re-engaging students in their education and helping them recover from both academic and social-emotional losses; 2) enhancing our college and career readiness programming so that every CIS senior has a post-graduation life plan for success; and 3) expansion of CIS services to support more students.

Thanks to your continued generous support, we are providing these critical services to the students and families who need them the most. Your belief in our work bolsters our spirits and propels our efforts to give our very best, every day, even during the toughest of times. For this, we are immensely grateful.

**Men Tchaas Ari**, *President and CEO*



# Who and How We Serve

- ▶ During the 2020-21 school year, CIS provided targeted case-management services to 4,000+ students in 53 CMS schools, identified as Title 1 schools and/or with high percentages of students from low-income households.
- ▶ Of those CIS families who disclosed their income, 79% reported an annual income of less than \$35,000.
- ▶ 89% identified as Black or Latinx.

CIS places full-time, trained professionals – our Site Coordinators – inside schools to connect students to resources and relationships they need to be successful inside and outside the classroom. Site Coordinators help identify and overcome roadblocks in students' way, ensuring they have equitable opportunities and support to achieve their full potential.

## Specialized Interventions

In addition to our targeted case management services for students in grades K-12, CIS-Charlotte provides the following programs that address very specific challenges of youth in our community:



## CIS Services by Category in FY 2020-21

Critical Needs



Attendance, Motivation & Social-Emotional Learning (SEL)



College and Career Readiness



Parent/Family Engagement



Academic Assistance



**Safe Journey** is a program for teen parents and their children ages birth to five. The goal is to assist teen parents in completing high school and delay additional pregnancies, while strengthening their parenting skills and connections with their children, families and community.

- ▶ 82 teen parents and 82 of their children received services in 2020-21.

**TRiO Talent Search** is a federally funded program providing college access/admissions support to students from low-income backgrounds and/or who are first generation in their family to attend college.

- ▶ 920 students in grades 9-12 were enrolled in TRiO in 2020-21.



# 2020-21 Program Outcomes



**4,000+** students received targeted case-management services in 53 CMS schools.



**31,000** additional students received school-wide services.



**99%** of CIS students stayed in school.



**64%** were not chronically absent.\*  
("chronically absent" is defined as missing 10% or more of the school year)

\*CIS followed national and local trends of decreased student engagement and increased absenteeism with 64% of CIS students not chronically absent, as compared to 82% the previous year (pre-pandemic).



**96%** were promoted to the next grade.



**451** (96%) CIS seniors graduated.



**500+** partner companies, groups, and individuals donated time or resources.

**Re-Entry Program** is a partnership with the Mecklenburg County Sheriff's Office and CMS to provide support for youth who are temporarily housed at the Juvenile Detention Center, helping them re-integrate successfully into a CMS school or another appropriate educational setting.

- ▶ **48 students received targeted case-management services.**
- ▶ **76 students (non-CMS) received broad services from CIS (in-kind resources, motivation/enrichment, etc.)**

## Newcomer Services

provides support and resources for recently arrived immigrant/refugee/ELL (English Language Learner) students, many of whom have experienced trauma and extreme emotional/physical situations.

- ▶ **78 students received targeted case-management services in 2020-21.**



# Financial Summary

Communities In Schools of Charlotte-Mecklenburg, Inc.  
July 1, 2020 – June 30, 2021\*

## Financial Support by Source

### FY 2020

• Individuals/Family Foundations	1,876,024
• Charlotte-Mecklenburg Schools	1,848,000
• Federal Government**	1,705,269
• Mecklenburg County	926,044
• Corporations/Organizations	672,202
• Private Foundations	521,812
• Charlotte Merchants Foundation	400,000
• State of North Carolina	389,148
• Religious Organizations/Civic Groups	378,116

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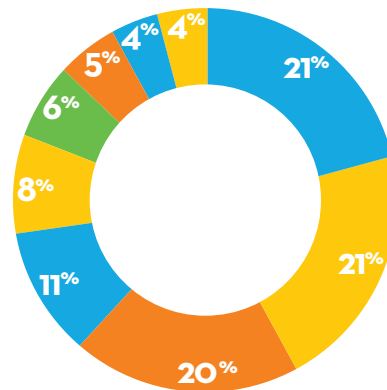
**Total\*\*** **\$8,716,615**

## Functional Expenses

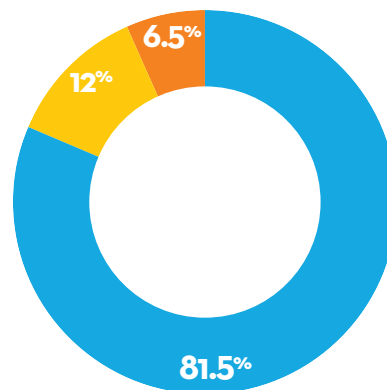
• Program Services	6,201,070
• Management/General	909,201
• Fundraising	496,693

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**Total\*\*** **\$7,606,964**



FINANCIAL SUPPORT



FUNCTIONAL EXPENSES

\*Based on 990 prepared by C. DeWitt Foard and Company.

\*\*Contains PPP Loan Forgiveness

# Financial Donors

Special thanks to the following for their financial support from July 1, 2020 - June 30, 2021:

## CIS BOARD MEMBERS WHO VERY GENEROUSLY SUPPORT AT AN UNDISCLOSED LEVEL

Dwight and Moira Jacobs  
Mr. and Mrs. Andy Kalbaugh  
Karen and Pat Morgan  
Mr. and Mrs. Odon von Werrswowetz  
Mr. and Mrs. Eric W. Norris

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Elevation Church  
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The Leon Levine Foundation  
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*continued*

\*Denotes Leadership Level Multi-year Gift



The 2020-21 school year was another very challenging year for students, parents, and teachers, having to navigate remote learning for the majority of the year, along with changing schedules (remote vs. in-person), and COVID protocols. After assessing immediate needs and stabilizing students/families in crisis, reaching out to parents/caregivers and motivating students to attend their classes - whether remotely or in person - was a top priority for our team. To support attendance and keep students encouraged and connected with their learning, CIS Site Coordinators employed the following strategies and services:

- ✓ Daily or Weekly Check-ins
- ✓ Increased Phone Calls and Home Visits
- ✓ Grief/Trauma Assessments and Referrals
- ✓ Technology and Learning Platforms Support
- ✓ Helped Caregivers Create Optimal Learning Environments and Routines at Home
- ✓ Motivational Notes and Postcards
- ✓ Incentives and Rewards for Improved Attendance
- ✓ Social-Emotional Learning Assessments and Activities
- ✓ Virtual Career Days and College Admissions Support
- ✓ Parent Engagement and Virtual Family Game Nights/Activities
- ✓ Academic Enrichment and Learning Packets
- ✓ Facilitated Understanding and Navigation of CMS COVID Quarantine and Attendance Policies





## Financial Donors, *continued*

### **BELIEVER (\$1,000 - \$4,999) *cont.***

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Mr. and Mrs. Chris Small  
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*continued*

\*Denotes Leadership Level Multi-year Gift

Due to loss of income, illness, and other pandemic-related traumas, Critical Needs continued to be a top need for our families throughout the 2020-21 school year. More than a third (37 percent) of all services provided by CIS in 2020-21 were related to critical needs, a significant increase over the previous year, where critical needs made up 24 percent of CIS services. Greatest needs were food, utilities and housing assistance, clothing, household goods and hygiene supplies.



*A cold and rainy day did not keep our team from holding a drive-thru meal pick-up for more than 350 families at Winterfield Elementary in December 2020. All of our staff connected families to food pantries and coordinated meals/groceries with support from various community and faith partners throughout the year.*





## Financial Donors, *continued*

### **SUPPORTER (\$250 - \$499) *cont.***

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In honor of Jane and Jason Freeman and in memory of Franklin Freeman

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*By Ms. Lisa Worf*

*\*These gifts were received in the 2021-22 fiscal year and are not reflected in the financial accounting in this annual report for FY 2020-21.*

Despite a difficult school year that was primarily remote for middle and high school students, 451 CIS seniors persevered and graduated in June. Our Site Coordinators did whatever it took – from phone calls, texting, email, Remind, Zoom, Canvas and home visits – to stay connected with their students, provide emotional support, and ensure they were on track to graduate. They became technology experts and adapted to provide all of their usual college admissions support through virtual platforms, including SAT/ACT prep, applications and financial aid forms, scholarship searches and more – along with lots of encouragement and morale boosters! We are so proud of our Class of 2021 graduates and our team!



**Kayla Witherspoon**  
*Former CIS-Charlotte graduate*



East Mecklenburg Class of 2021 graduate Jordan Grant with his CIS Site Coordinator, Carlea Atkinson. Jordan received two scholarships through CIS resources. One of the scholarships covered the purchase of a laptop for college, donated by former CIS-Charlotte graduate, Kayla Witherspoon, who wanted to give back and help another student as CIS had helped her. Today Witherspoon is a successful business owner in Charlotte, and Jordan is a freshman at Catawba College, where he is majoring in Administration of Justice, a member of the track team, and in Jordan's own words, "using the laptop every day!"



# Honorariums

Lucy and Adeline McArthur  
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As the pandemic wore on, it became clear that remote learning and isolation from peers were impacting students' stress levels, mental health, and social-emotional development. Our own Needs Assessments surveys of students and families confirmed this, along with research by our National office and multiple national studies. CIS believes it is crucial that students develop the social-emotional competencies needed to address challenges and trauma exacerbated by the pandemic. With support and training for staff from our national office, we have implemented five evidence-based SEL programs (for different age groups) to help students recover and enhance their resiliency and life skills.



*After 18+ months of remote learning, many students are struggling to adjust to in-person learning and recover from traumas resulting from the pandemic. Our Site Coordinators are uniquely positioned in schools to build trusting relationships with students and families and offer SEL programming. Learning to recognize and manage emotions, set positive goals and achieve them, empathize and appreciate the perspectives of others, establish and maintain healthy relationships, and make responsible decisions are all a part of SEL skills development.*

# Community Connections

Thanks to our formal partnership with Charlotte-Mecklenburg Schools, we have the opportunity to facilitate relationships between local organizations and students who need their services. The following represent some of the many organizations and groups with whom we collaborated and/or made referrals to provide children and their families with needed resources.

Alexander Youth Network	College Foundation of North Carolina	Heart of Charlotte Optimist Club	Mecklenburg County Crisis (CriSyS)	Stand Up Charlotte
Alliance Credit Counseling, Inc.	Common Wealth Charlotte	HEART Math Tutoring	Mecklenburg County Sheriff's Office	STEPS Development Academy
Assistance League of Charlotte	Community Link*	Hidden Valley Optimist Club	Men of Destiny	Strategic Behavioral Center
Augustine Literacy Project	Community Resource Center	Hispanic College Awareness	Mental Health America of Central	Supportive Housing Communities*
Apparo IT	Council for Children's Rights*	Program (HCAP)	Carolinas	Teen Health Connection
Beds for Kid	Crisis Assistance Ministry	HopeWorks*	Myers Park United Methodist Church	The Arts Empowerment Project
Big Brothers Big Sisters of	Cross-Country for Youth	Hornets Nest Girl Scouts	North Carolina State Employees	The Lions Club
Central Carolinas	Davidson College	Improving Community Outcomes	Credit Union	The Scholar Mom
Borealis Language Academy	Dilworth Soup Kitchen	for Maternal and Child Health	Nspire	Thompson Child & Family Focus/ A Child's Place*
Boy Scouts of America	Discovery Place	Irene Bradley Scholarship Foundation/ B.B. Dance Productions	Parent Support Group B.B. Dance	Time Out Youth
Brush Strokes and Music Notes	Dr. Faith Troupe	Jack and Jill	Productions	No Gaines No Losses-Toys for Tots
Camino Community Center	E2D	Johnson & Wales University	Police Activities League of Charlotte.	Turning Point Family Services
Cano Family Services	Elevation Church	Johnson C. Smith University	Promising Pages	UNC-Charlotte
Cardinal Innovations Healthcare	Enable Table	Junior Achievement	Queens University	Under the Aspen Tree
Solutions	Exceptional Children's	Junior Assistance League	RAIN*	United Way of Central Carolinas*
Care Ring*	Assistance Center	KinderMourn	READ Charlotte	Upward Bound
Carolina Youth Coalition	Families Forward CLT	Latin American Coalition	Right Moves for Youth	Urban League of Central Carolinas
Carolina's Healthcare Systems	Family First Community Services	Latin Americans Working for	Rise2Work	Vision To Learn
Caron Treatment Center	First and Ten	Achievement (LAWA)	Road 2 Hire	Wayfinders
Catholic Charities Diocese	First Presbyterian Church	Levine Museum of the New South	SAFE Alliance*	West Blvd. Ministry
of Charlotte	The First Tee of Greater Charlotte	Loaves & Fishes, Inc.	Samaritan's Feet	Winterfield Neighborhood
Central Piedmont Community	FloCharlotte	Mayor's Youth Employment	Second Harvest Food Bank	Association
College	Friedland Foundation Fund	Program	SECU Youth Crisis Center	WINGS for Kids
Charlotte Housing Authority	Furnish for Good	Mayor's Youth Empowerment	Shamrock Senior Center	Young Black Leadership Alliance
Charlotte-Mecklenburg Library	Friendship Missionary Baptist	Program	Sharonview Federal Credit Union	Youth Development Initiatives
Charlotte Works	Church	Meck Ed	Shoes that Fit Program	YMCA (Camp Harrison)
Children and Family Services Center	Gemini Boyd/ Project BOLT	Mecklenburg County and various	Smart Start of Mecklenburg County*	YMCA of Greater Charlotte
Children's Home Society of NC	Gen-One Charlotte	departments (e.g. Behavioral	Smart Girls HQ	Young Life
City of Charlotte	Girls on the Run Charlotte	Health, Community Support	Smith Family Wellness Center	
Classroom Central	GoodWill Industries of	Services, Parks and Recreation,	Socialserve*	
Charlotte-Mecklenburg Police	Southern Piedmont	PublicHealth, SocialServices,	Solid She, Inc.	
Department	Hands on Charlotte	CommunityResourceCenter)	Southeast Asian Coalition	
CN Jenkins Presbyterian Church	Heal Charlotte		St. Gabriel's Catholic Church	

\*Partner agencies located in The Children & Family Services Center along with Communities In Schools.



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Many thanks to the following for their contributions of goods and services from July 1, 2020 through June 30, 2021:

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**Job Shadowing, Career Exploration, and Social Capital**  
Special thanks to the following for providing CIS students with job shadowing, career exploration, and social capital exchange opportunities during the 2020-2021 school year:

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The Gambrell Foundation  
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Junior Achievement  
LPL Financial  
Mayor's Youth Employment Program  
Rise to Success (CPCC)  
She Built This City  
Teen Health Connection  
Unilever  
UNC- Charlotte  
Urban League of Central Carolinas



# All In For Kids

On November 12, 2020, we held *All In For Kids* - our first-ever “virtual” event – and the support we received was phenomenal! Board members and event co-chairs Veronica Calderon and Jordan Collier made the perfect team to host the evening, keeping the program lively and fun as they introduced guests and encouraged donations and bidding on silent auction items. We are grateful to everyone who helped make All In For Kids a successful evening during this challenging time.



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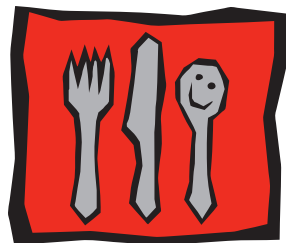
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| ▶ Veronica Calderon      | ▶ The Lucky Dog Bark & Brew   | ▶ The Wine Group            |
| ▶ Capitol                |                               | ▶ Earnest Winston           |

# Dine Out For Kids®

After having to cancel the event in 2020, we were thrilled to hold Dine Out For Kids® again in 2021! We are grateful to our sponsors and participating restaurants for helping us bring back this special community-wide event. And a big THANK YOU goes out to everyone who “dined out” on June 22, 2021 in support of CIS, our students, *and* local restaurants!



Dine Out For Kids®

## THANKS TO OUR PARTICIPATING RESTAURANTS

- ▶ Alexander Michael's
- ▶ Bad Daddy's Burger Bar
- ▶ Black Food Truck Tuesday
- ▶ Brixx Wood Fired Pizza
- ▶ Cake Affect
- ▶ Dilworth Neighborhood Grille
- ▶ FDY, Inc. – Charlotte Douglas International Airport
- ▶ HMS Host – Charlotte Douglas International Airport
- ▶ Johnny Burrito
- ▶ Kona Ice of Northwest Charlotte
- ▶ Lang Van
- ▶ Little Mama's
- ▶ Mama Ricotta's
- ▶ Mert's Heart & Soul
- ▶ Midwood Smokehouse
- ▶ Paco's Tacos and Tequila
- ▶ YAFO Kitchen



## MANY THANKS TO OUR SPONSORS

Title Sponsor



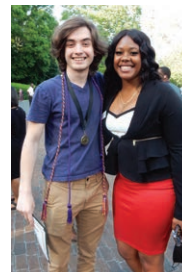
**BANK OF AMERICA**





# Park, Stride & Stroll

CIS is especially proud of our graduating seniors in the Class of 2021! It took extra fortitude and dedication to remain focused and meet graduation requirements during an unprecedented school year that took place almost entirely virtually. In May, we were thrilled to hold a first-time “Park, Stride and Stroll” event – in person but outdoors and socially distanced– for our graduates receiving college scholarships through CIS. What a joyous celebration it was! Congrats to the Class of 2021!



## School Tools

The School Tools Campaign celebrated 25 years this year! CIS-Charlotte is proud to be a founding partner of School Tools, and grateful to WSOC-TV and Classroom Central for their partnership in making School Tools a special back-to-school tradition, supporting thousands of students each year in Charlotte and across the region.

We are especially thankful for the many individuals, groups, and companies who have supported the campaign year after year by donating supplies, with more than 3 million supplies collected this year alone! Hooray for School Tools and the next 25 years!

**Channel 9 Family Focus Partners:** Arby's • Ashley • Charlotte Gastroenterology & Hepatology • Carolina Panthers • E.R. Services Plumbing  
**Special Community Supporter:** Charlotte Fire Department



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Development Coordinator – Elementary  
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Check & Connect

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Director of Executive Operations  
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Intensive Case Manager & Newcomer  
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Career Coach and Youth Development  
Coordinator – High School

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Volunteer Coordinator – West Charlotte  
High School

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HR & Payroll Manager

**Kenyatta Wheeler**  
Director of Program Operations,  
Intensive Case Manager &  
Newcomer Services

**Yolanda Williamson**  
Accounts Payable Manager

**Marian Yates**  
Vice President, School Relations and  
Risk Management



# Direct Services Team

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Abraham Arias  
Tilden Arnold  
Carlea Atkinson  
Julius Benford  
Holley Brown  
Melissa Castaneda  
Michael Clark  
Monica Cosby-Reed  
Phyllis Cunningham  
Qunesha Davis  
Dennis Dixon  
Renee Drake  
Chapman Dunbar-Archer  
Marianella Echevarria  
Tyrece Edwards  
Shykira Farmer  
Carlos Figueroa-Valentin  
Jourdan Gaddie  
Gerardo Garcia  
Wydia Gavin  
Frasania Greene  
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Lisa Henderson-Carter  
Lenette Holland McCloud  
Olivia Hughes  
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Dominique Jackson  
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Candra Walls  
Kiara Watson  
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Jerry Wickerson  
Alaina Williams  
Patrice Wilson

## TRIO TALENT SEARCH COUNSELORS

Alexis Bibbs  
Ronnie Compton  
LaQuetia Hollis  
LaKendra Phifer

## SAFE JOURNEY CASE MANAGERS

Rebecca De Luna  
Lisa Hollis  
Brandi Thompson  
Shakara Thompson  
Katie Vinson





# CIS School Sites

## ELEMENTARY SCHOOLS

Albemarle Road  
Allenbrook  
Briarwood  
Bruns Avenue  
Cotswold  
Hidden Valley  
Highland Renaissance  
Merry Oaks  
Newell  
Rama Road  
Reid Park  
Shamrock Gardens  
Statesville Road  
Sterling  
Tuckaseegee  
University Park  
Westerly Hills  
Winding Springs  
Winterfield

## PK – 8 SCHOOLS

Ashley Park  
Berryhill  
Druid Hills  
Governor's Village  
Marie G. Davis  
Thomasboro  
Walter G. Byers

## MIDDLE SCHOOLS

Albemarle Road  
Cochrane / iMeck (6-12)  
Coulwood  
Eastway  
James Martin  
Martin Luther King, Jr.  
McClintock  
Quail Hollow  
Ranson  
Sedgefield  
Whitewater  
Wilson

## HIGH SCHOOLS

Butler\*  
East Mecklenburg  
Garinger  
Harding  
Hopewell  
Independence  
Julius L. Chambers  
Mallard Creek\*  
Myers Park  
Olympic  
Performance Learning Center®  
Phillip O. Berry  
Rocky River  
South Mecklenburg  
West Charlotte  
West Mecklenburg  
Detention Center North/Central

*\* Safe Journey (teen parents)  
program only at these two schools.*

**Our Mission** IS TO SURROUND STUDENTS WITH A COMMUNITY OF SUPPORT,  
EMPOWERING THEM TO STAY IN SCHOOL AND ACHIEVE IN LIFE.



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In Schools®  
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