



HENRICO POLICE ATHLETIC LEAGUE



ANNUAL REPORT
2012







Executive Director's Statement



As you read the pages of the Henrico Police Athletic League's 2012 Annual Report, we are thankful for what has been accomplished since our start in 2007 and excited about our future. The Henrico PAL Program is committed to finding productive and fun methods of creating positive relationships between police officers and our youth. Some of these programs include the After School Program, Youth Leadership Council, Summer Camp, Mentorship Program, Johnny Newman Basketball Camp, Basketball Teams, Open Gym Night, Dance/Step Team, Youth Leadership Programs, Childhood Obesity Program, and much more. In little over five years' time we've had over 8,500 youth participate in Henrico PAL sponsored events and/or activities.

Personally, each day I pinch myself to make sure what I'm experiencing is reality and not just a figment of my imagination. To come full circle, from growing up as a PAL kid to serving as the Executive Director of what is already considered one of the best Police Athletic Leagues in the United States, is an honor I don't take lightly. In 2012, your Henrico PAL Program received national recognition when we won two of the four national awards issued by the National Police Athletic League in May 2012 in Orlando, Florida. Our very own Johnny Newman won "Male Volunteer of the Year" and Youth Leadership Council President, Aubrey Temple won "Male Youth of the Year." This is evidence of the dedicated adults we have working with our youth and the outstanding youth our program produces. Therefore, we will continue to strive toward being a safe haven for the youth of Henrico County, while enhancing the lives and future of our youth

The positive impact the Henrico PAL Program is having on the lives of our youth and its organizational success is not a simple process, but based on the humanitarian spirit of many. In closing, I would like to sincerely thank the entire Henrico PAL Board, Henrico County Board of Supervisors, Henrico County Police, Henrico County Schools, National PAL, our dedicated staff members, police and non-police volunteers, and the many organizations and individuals responsible for our success. Remember - Every Kid Needs A PAL.

*Sgt. Kenny Ragland
Executive Director*



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PAL Program Overview

The Henrico Police Athletic League has provided services for over 8,500 youths in the Henrico community since August 2007.

The Henrico PAL Program is a youth, crime prevention program that utilizes educational, athletic, and recreational activities to create trust and understanding between police officers and youth. The Henrico PAL Program encourages its participants to broaden their horizons and focuses on developing relationships between police officers and youth while engaging in enriching experiences. The Henrico County Police Division is one of the newest chapter organizations of the National Police Athletic League (PAL). The Mission of Henrico Police Athletic League is to provide a high quality and safe environment for at risk youth between the ages of 6 and 18 through educational, athletic and social programs, while creating a positive relationship between police officers and youth.





After School Program

In September 2012, the fifth annual Henrico PAL After School Program began and is designed to provide Henrico County's youth, 6 to 15 years of age, with a safe environment while participating in a wide variety of educational and recreational opportunities. The Henrico PAL After School program encourages its participants to broaden their horizons and focuses on developing positive relationships between police officers and youth while engaging in enriching experiences.

The first hour of the After School Program is dedicated solely to homework and studying. Each location is supervised by a site manager, police officers, school teachers, athletic coaches, and college students. The program has over 200 Henrico County youth enrolled, and the program is held at Harvie Elementary School (3401 Harvie Road) and Ridge Elementary School (8910 Three Chopt Road). The After School Program also features a full course dinner, Childhood Obesity Prevention program sponsored by CarMax, art lessons by the Cultural Arts Center of Glen Allen, and a fitness and sports program.





Childhood Obesity Prevention Program

The Henrico PAL, in collaboration with Elkin Sports Performance (ESP), implemented the Championship Fitness Program (CFP). The Henrico PAL youth go through planned, daily workouts with varying degrees of intensity during PAL's After-School Program and Summer Camp. The workouts include the use of standardized equipment designed to increase and sustain a higher heart rate for prolonged periods of time, which promotes weight loss. The program consists of a physical fitness component, nutritional awareness, and a tracking mechanism to monitor the participant's development. The childhood obesity prevention program is sponsored by a grant through CarMax.





Community Events

On March 1, 2012, The Henrico Police Athletic League participated in its Annual “Drop Everything and Read Program” at Harvie and Ridge Elementary Schools in Henrico County respectively. This event emphasizes the importance of reading. Over 50 Henrico Police Officers including Chief of Police Douglas A. Middleton (pictured right), Henrico Police Athletic League Board and Staff Members, and volunteers read Dr. Seuss books to students in every classroom.



On July 2, 2012, The Henrico Police Athletic League organized a Community Service Day at Bremner Woods, Shannon Townhomes, Seven Gables, Essex Village, Glenwood Farms Apartment Complexes, and Hollywood Cemetery where 300 youths from the summer camp assisted with cleaning up trash throughout the apartment communities.

On November 17, 2012, the Henrico Police Athletic League provided Thanksgiving baskets to over 125 Henrico County families with children, who were identified through Henrico County Social Services, Henrico Mental Health, and several Henrico apartment communities.





Johnny Newman Basketball Camp

The Sixth Annual, Henrico PAL, Johnny Newman Basketball Camp was held from August 13-16, 2012, at Highland Springs High School in Henrico County. Eighty-five campers were taught the fundamentals of ball handling, passing, rebounding, defense, and general knowledge of the game to improve and enhance the basic essential skills of individual and team play. The camp was designed to provide each youth with an enjoyable and rewarding learning experience. This was accomplished by making sure each camper received opportunities to participate in individual skills competitions as well as game situations. The camp was staffed by former NBA player Johnny Newman, former WNBA player Jessie Hicks, former professional basketball player Jo Jo Chambers, former and present high school and college coaches, and players. At the conclusion of the camp, each participant received a trophy, t-shirt, Henrico PAL backpack, and a certificate.



"Having the opportunity to work with the Henrico Police Athletic League has been a privilege. Being a part of a fantastic board and a strong community, which is solely focused on the betterment of our youth and their success, has been humbling and a terrific reminder of the heart and generosity of this community."

Johnny Newman





Mentorship and Youth Leadership Programs

The Henrico PAL Mentorship and Youth Leadership Program encourages youth, ages 12 to 15, to become active citizens and positive influences in their local community. Henrico PAL recognizes the potential of our nation's young people to be the leaders of tomorrow by starting today. Through regular meetings and community service opportunities, participants will develop into stronger leaders in their actions and words. This program will help participants shape our communities today and tomorrow. Our goal is to develop a solid commitment to citizenship, community service, and leadership and to develop a passion for learning. The Mentorship Program participants conducted a Teen Jean Drive and Fashion Show, created an East End Community Garden, went on a leadership retreat, started a book club, and participated in numerous projects that helped to develop community relations and youth involvement.

Additionally, The Henrico PAL Mentorship Program created several flagship mentoring groups at Fairfield Middle School and Maude Trevvett Elementary School. These programs identified exemplary students currently enrolled and invited them to participate in mentoring relationships with teachers who are employed at Maude Trevvett and Fairfield Schools.





Basketball Teams and Open Gym Night

The Henrico Police Athletic League's Open Gym Night operates every Wednesday evening from 5:30 to 8:00 PM. The purpose of Open Gym Night is to provide youth 9 to 17 years old with a safe haven while playing basketball as well as other indoor sports and mingling with other well-behaved youths. Open Gym Night is supervised by Henrico Police Officers, Henrico Staff Members, and volunteers.

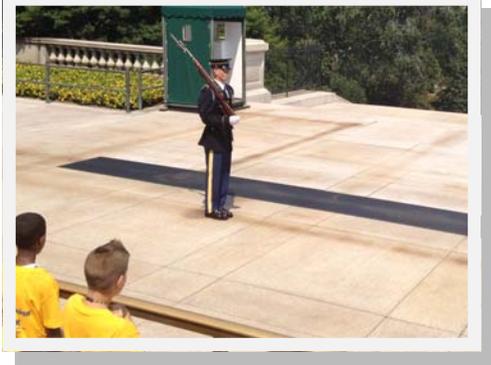
In the later months of 2012, Henrico PAL established two co-ed Henrico PAL Basketball Teams. The team members range in age from 12 to 15 and practiced weekly at The Easter Henrico Recreation Center. They demonstrated their impressive skills at John Rolfe Middle School by competing in the East End-Big East. The teams will compete in the CarMax Summer Basketball League in 2013.





Summer Camp

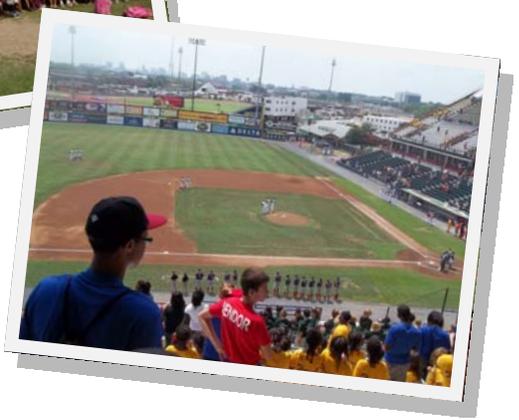
The Fifth Annual Henrico PAL eight-week Summer Camp, which started in June 2012, was designed to provide Henrico County's youth with a safe environment while participating in a wide variety of sports, educational, and recreational opportunities. Three hundred participants from ages 6 to 13 years old engaged in a soccer clinic, baseball clinics, basketball clinics, childhood obesity prevention program, weekly roller-skating, bowling, educational museum tours, basketball, metro zoo, Maymont Park, jail visits, community service project, and more.



Henrico PAL Summer Camp participants also went on field trips every Thursday to: King's Dominion, Arlington National Cemetery, Martin Luther King Jr. Memorial, National Law Enforcement Officers Memorial, Virginia Beach Aquarium, Hadad's Lake, Cobblestone Lake, Washington Nationals Baseball Game, Pocahontas State Park, and Water County.



During the summer camp, Henrico PAL escorted over 325 summer campers and Youth Leadership Council Members to the National Law Enforcement Officers Memorial in Washington, DC to honor our fallen officers by laying a wreath. According to the Executive Director of the NLEOM it was the largest number of youth to visit the memorial at one time. During the wreath laying ceremonial, the Henrico Police Athletic League was presented with a Congressional Record from Speaker of the House Eric Cantor.





Youth Leadership Council

The Henrico PAL Youth Leadership Council is designed to expose *career-minded* youth, ages 13 to 18 years old, to the many facets of leadership development and community service. Participants serve on a Leadership Council and hold executive positions. Participants develop positive relationships between government, private industry, and community leaders to further develop their leadership skills. Participants identified monthly community service projects such as community cleanups at local elementary schools and apartment complexes, a Book Drive, Thanksgiving Turkey Dinner Giveaway to low income families with children, Halloween Candy Giveaway, and volunteering at a seniors and assistance living facility. Community service activities are designed to promote Servant Leadership skills. Youth Leadership Council members also participated in college campus tours of North Carolina Agricultural and Technical State University and Christopher Newport University and a Leadership Retreat in Pocono, Pennsylvania.





Executive Board Members

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Andy Crane

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Jim Seevers, Esq.

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Thank you for your support and dedication!



Henrico PAL Donors

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Henrico County Police Division
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Henrico County Schools
Henrico County Schools-Pupil Transportation
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Henrico Fraternal Order of Police
Henrico PAL Board
Henrico Police Foundation
Henrico TRIAD/SALT Council
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Tuckahoe Sports Park
United Insurance Company of America
Universal Ford
Votum Enterprises
Wal-Mart

Thank you for your support and dedication!



Financial Report 2012

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01/23/13
Cash Basis

Henrico PAL Profit & Loss Prev Year Comparison January through December 2012

	Jan - Dec 12	Jan - Dec 11
Ordinary Income/Expense		
Income		
43400 · Direct Public Support		
43410 · Corporate Contributions	2,007.71	4,049.13
43450 · Individ, Business Contributions	39,565.51	90,188.56
Total 43400 · Direct Public Support	41,573.22	94,237.69
44800 · Indirect Public Support		
44820 · United Way, CFC Contributions	0.00	845.43
Total 44800 · Indirect Public Support	0.00	845.43
45000 · Investments		
45030 · Interest-Savings, Short-term CD	1,175.18	735.56
Total 45000 · Investments	1,175.18	735.56
46400 · Other Types of Income		
46430 · Miscellaneous Revenue	102.00	0.00
Total 46400 · Other Types of Income	102.00	0.00
47200 · Program Income		
47230 · Membership Dues	0.00	0.00
47240 · Program Service Fees	1,582.50	10,118.53
47250 · Summer Camp Revenue	187,356.94	125,504.53
47200 · Program Income - Other	23,917.93	1,255.00
Total 47200 · Program Income	212,857.37	136,878.06
47210 · After School Deposits	266,588.27	170,843.96
47270 · Youth Leadership Conference	6,858.25	1,600.61
Total Income	529,154.29	405,141.31
Expense		
00050 · Bank Service Charges	0.00	201.55
60900 · Business Expenses		
60920 · Business Registration Fees	200.00	1,415.95
Total 60900 · Business Expenses	200.00	1,415.95
62100 · Contract Services		
62150 · Outside Contract Services	12,946.47	7,384.17
Total 62100 · Contract Services	12,946.47	7,384.17
62800 · Facilities and Equipment		
62840 · Equip Rental and Maintenance	0.00	28.95
62870 · Property Insurance	13,295.73	8,150.33
62890 · Rent, Parking, Utilities	27,908.10	2,228.30
62800 · Facilities and Equipment - Other	0.00	4,129.00
Total 62800 · Facilities and Equipment	41,203.83	14,536.58
63000 · Fuel	8,595.65	6,047.12
65000 · Operations		
65020 · Postage, Mailing Service	45.95	217.50
65030 · Printing and Copying	2,551.35	2,372.50
65040 · Supplies	9,495.07	4,644.02
65050 · Telephone, Telecommunications	5,064.10	3,572.14
Total 65000 · Operations	17,156.47	10,806.16
65045 · Shirts, Marketing Items	467.90	6,029.87
65100 · Other Types of Expenses		
65120 · Insurance - Liability, D and O	425.00	2,414.42
65160 · Other Costs	695.75	1,808.22
Total 65100 · Other Types of Expenses	1,120.75	4,222.64
65990 · Awards, Trophies & Plaques	294.99	-295.00
66000 · Payroll Expenses	223,825.32	159,106.69



Financial Report 2012

1:30 PM
01/23/13
Cash Basis

Henrico PAL Profit & Loss Prev Year Comparison January through December 2012

	<u>Jan - Dec 12</u>	<u>Jan - Dec 11</u>
68300 · Travel and Meetings		
68310 · Conference, Convention, Meeting	12,734.24	10,858.24
68300 · Travel and Meetings - Other	361.66	0.00
Total 68300 · Travel and Meetings	13,095.90	10,858.24
68330 · Summer Camp	79,890.88	68,033.60
68340 · Youth Leadership Council	1,562.63	3,554.51
68360 · BB Camp	5,393.45	763.63
68500 · After School Program Expenses	9,878.57	7,545.80
69050 · PAL VAN Acquisition & Lettering	39,567.95	2,022.10
Total Expense	455,200.76	302,233.61
Net Ordinary Income	73,953.53	102,907.70
Net Income	73,953.53	102,907.70



Henrico Pal Volunteer and Youth Win National Awards



In May 2012, the Henrico PAL Program received national recognition when it won two of the four national awards issued by the National Police Athletic League at the Annual National PAL Conference in Orlando, Florida. Henrico PAL's own Johnny Newman won "Male Volunteer of the Year", and Henrico PAL Youth Leadership Council President, Aubrey Temple won "Male Youth of the Year." This is proof positive that Henrico PAL has many dedicated volunteers and that our program produces outstanding youth. Thanks to all who made this possible and congratulations to Johnny and Aubrey. Well done!



Conclusion

Since its establishment, the Henrico Police Athletic League has remained true to the mission of providing at-risk Henrico County youth with positive and structured activities, while fostering positive relationships between police officers and youth. These activities and interactions will serve as a conduit toward producing law-abiding and productive Henrico County citizens. In less than four years, the Henrico PAL Program has made a difference in the lives of many Henrico County youth. The following testimony of a 2008-2012 Henrico PAL participant, who began as a summer camper and currently serves as the Youth Leadership Council President, acts as confirmation of the effectiveness, and is a positive influence on the Henrico PAL Program:

A Henrico PAL Experience:

By Aubrey Temple (*2011 Youth Leadership Council, President*)

My experience with the Henrico Police Athletic League has been a never-ending adventure. Ever since my first time as a camper I would experience something new and life-changing. When I was a camper, we did a new activity every day and never stopped learning whether it was something recreational or educational. We did everything from basketball to soccer to karate to skating and I'll never forget the memories I developed with my fellow campers as well as the faculty and staff which, believe it or not, were police officers. I remember all the distinct field trips we would take every week; Kings Dominion and Water Country were the best of all and trips. The Aquatic Museum and the News Station were the most educational of all. Most importantly, all the people there were friendly and fun to be around and I truly began to view police officers more as people than enforcers of the law. I was fortunate enough to then become a counselor the next year and enjoy all the festivities the camp had to offer as well as take on the responsibility of supervising a group of young children. It was challenging, but as I look back, it was a wonderful experience. All the counselors would collaborate and cooperate effectively with each other on all tasks and would always assist one another to manage his or her group of kids when necessary. Finally, I joined a new organization called the Youth Leadership Council by the third year that aimed to develop a target group of young adolescents into leaders and highly effective persons. Since then, I have done a wide variety of community efforts and activities with a unique, talented, well-rounded group of people such as the Turkey Day Giveaway, the Caritas Program, and the upcoming Soul Bowl for Teens.

Henrico PAL as a whole has been a huge positive aspect of my life and has helped me to grow in numerous ways that I could not do on my own. It helped me to meet and get along with new people and form relationships. It has provided me with a great deal of support as well as filled my life with many positive experiences which truly goes a long way in life. It has taught me the importance of networking and has provided me with the privilege of meeting many county and state government officials such as the county board of supervisors, the school board, and the superintendent, not to mention the fact that Henrico PAL has served as an outlet for my community service. In addition, the organization has helped me to improve as a leader and exposed me to the processes of communication and collaboration with other leaders. In summary, Henrico PAL has been a significant influence that has molded my personality and character and has contributed to the person that I am today. I'll never forget the individuals who spent their time and effort on my behalf and I'll never forget this great organization and what it has done for me over the past years. I hope that the organization continues to grow and change the lives of many youngsters forever and ever. Amen





**THE MISSION OF HENRICO POLICE ATHLETIC LEAGUE
IS TO PROVIDE A HIGH QUALITY AND SAFE ENVIRONMENT
FOR AT RISK YOUTH
BETWEEN THE AGES OF 6 AND 18
THROUGH EDUCATIONAL, ATHLETIC, AND SOCIAL PROGRAMS,
WHILE CREATING A POSITIVE RELATIONSHIP BETWEEN
POLICE OFFICERS AND YOUTH.**

