

**HENRICO
POLICE ATHLETIC LEAGUE**



**ANNUAL REPORT
2013 - 2014**





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Every Kid Needs a PAL



HENRICO

PAL

Police Athletic League



A Message from the Executive Director



Greetings Henrico PAL Friend,

As you read the pages of the Henrico Police Athletic League's 2013-14 Annual Report, we are excited about our continued progress and the positive impact we're having on the lives of the youth who participate in the many different programs Henrico PAL offers. This Annual Report will provide you with insight on how the Henrico Police Athletic League focuses on building positive relationships between police officers and youth through structured educational, athletic, and recreational activities. You will also see some of our accomplishments in 2013 and 2014.

Despite only establishing the Henrico Police Athletic League in 2007, we've had a great deal of success and positive impact in a very short period. Consequently, many of our initial youth have gone off to college and returned as mentors to our current youth. This village type of culture is instrumental toward ensuring that Henrico PAL will have a positive impact in our community for years to come.

Recently, we held our first strategic planning retreat to chart the future path of Henrico PAL. As a result, our three to five year focus will consist of: *1. Create permanence, stability, and commitment to youth by building a facility identified as the Henrico County PAL building. 2. Develop new programs and improve and expand current programs. 3. Increase awareness of Henrico PAL throughout the country, region, and the state. 4. Develop a performance measurement system that tracks outcomes of a youth's participation in the programs and measures the impact.* As we strive toward implementing these initiatives, developing new programs, and reaching more youth in 2015, additional community support is needed in the areas of volunteers and donations. Therefore, your Henrico PAL is asking you to join us in making a difference in the lives of our youth by volunteering in a program of your choice or making a tax deductible donation. Both of these can be accomplished by visiting our website at www.henicopal.org or calling our office at (804) 262 HPAL (4725).

In closing, I would like to sincerely thank the entire Henrico PAL Board of Directors, Henrico County Board of Supervisors, Henrico County Division of Police, Henrico County Public Schools, 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.***

Warmest regards,

Kenny Ragland

Sgt. Kenneth Ragland (Retired)
Executive Director







After School Program

In September 2013 and 2014, the 6th and 7th Annual Henrico PAL After School Program began and ended in June at the conclusion of each school year. The Henrico PAL After School Program 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 Henrico PAL After School Program has over 250 Henrico County youth enrolled, between the programs held at Harvie Elementary School (3401 Harvie Road) and Maude Trevvett Elementary School (2300 Trevvett Road). The After School Program also features a full course dinner, Childhood Obesity Prevention Program sponsored by CarMax, a Chess Program, Reading Programs headed by University of Richmond and Virginia Commonwealth University, Art and Ukulele Lessons by the Cultural Arts Center of Glen Allen, and a Fitness and Sports Program.





Childhood Obesity Prevention Program

The Henrico PAL Childhood Obesity Prevention Program exposes our youth participants to planned workouts with varying degrees of intensity during PAL's After School Programs and Summer Camps. 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 Henrico PAL Childhood Obesity Prevention Program is sponsored by a grant through CarMax.





Community Events

In February 2013 and 2014, the Henrico Police Athletic League participated in its Annual “Drop Everything and Read Program” at Henrico County’s Harvie Elementary School and Trevett Elementary School. This event emphasizes the importance of reading. Over 50 Henrico Police Officers, Henrico Police Athletic League Board and Staff Members, and volunteers read Dr. Seuss books to students in every classroom.

In 2013 and 2014, the Henrico Police Athletic League organized Community Service Days at Bremner Woods, Shannon Townhomes, Seven Gables, Essex Village, Glenwood Farms, Hope Village Apartment communities. Over 600 youths from the summer camp assisted with cleaning up trash throughout these apartment communities. Youths also visited A Grace Place (an adult care center) and participated in various activities such as bingo and arts and crafts.

On November 2013 and 2014, the Henrico Police Athletic League provided Thanksgiving turkeys and baskets to over 335 Henrico County families with children, who were identified through Henrico County Social Services, Henrico Mental Health, Henrico Public Schools, and several Henrico apartment communities.





Johnny Newman Basketball Camp

The 7th and 8th Annual Henrico PAL Johnny Newman Basketball Camps were held August 2013 and 2014 at Highland Springs High School in Henrico County. The 150 campers who attended each year's camp were taught the fundamentals of ball handling, passing, rebounding, defense, and general knowledge of the game to improve and enhance the essential skills of individual and team play. This week-long 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 players, college coaches, and college players. At the conclusion of the camp, each participant received a trophy, t-shirt, Henrico PAL backpack, and a certificate.

2013



2014





Mentor Program

Through a National PAL grant, the Henrico PAL Mentorship 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 through 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 Nights

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 Eastern Henrico Recreation Center. They demonstrated their impressive skills at John Rolfe Middle School by competing in the Big East Youth Basketball League. Two boy teams are scheduled to compete in the Big East Youth Basketball League in January 2015.



2013 Juniors



Seniors





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 the 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, Coat 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 Technical State University, Christopher Newport University, and Longwood University. The Henrico PAL Youth Leadership Council hosted a youth conference attended by over 200 youth from throughout the United States and attended a Leadership Retreat in Washington DC. In November 2014, the Youth Leadership Council attended the St. Christopher's School Youth Leadership Symposium, with presentations by the former NBA Great, USA Gold Medalist, and Navy Academy Alumni, David Robinson, and various other leaders from all cross the globe.





Henrico PAL 2013-2014 Achievements

In the 2013-14 and 2014-15 After School Program, 245 and 260 students participated respectively.

1. During the 2013-14 school year, nearly 50 percent of the students enrolled in the Eastern Henrico County location made the honor roll when grades were checked during the first and second grading quarters. This accomplishment is significant when one considers that most of the students at the Harvie E. S. location attend Henrico County Schools that are accredited with warning.
2. In 2014, 310 youth were enrolled in the eight week Henrico PAL Summer Camp.
3. Nearly 600 youth are currently enrolled in Open Gym Night at the EHRC on Wednesday nights.
4. Over 70 youth currently participate in our Youth Leadership Council (YLC) and Youth Leadership Programs (YLP). Our YLC and YLP focus on leadership development and community service. On Friday, June 21, 2014, over 20 YLC members took a college tour of Longwood University and subsequent visit to the Robert Moton Museum.
5. Over 150 youth participated in the 2013 and 2014 Johnny Newman week-long Basketball Camps.
6. Over 50 youth participated in the 2013 Football & Wellness Camp.
7. In 2013 and 2014, over 1200 youth participated in our Childhood Obesity Prevention Program.
8. Over 900 Henrico County Elementary School students participated in the Henrico PAL sponsored "Drop Everything and Read" program held at Harvie and Maude Trevett Elementary Schools respectively.
9. In 2013 and 2014, two Henrico PAL basketball teams participated in the East End-Big East and CarMax Basketball Leagues.
10. Over 70 Henrico PAL youth received scholarships and attended the Russell Wilson Football Camp and Russell Wilson Passing Camp.
11. In 2013 and 2014, the Henrico PAL Boys Flag Football Team participated in the Richmond PAL Flag Football League.
12. In 2014, three Henrico PAL Seniors signed letters of intent to play college football.
13. All of the officers (High School Seniors) from our Youth Leadership Council attended college in the fall of 2014.



Henrico PAL 2013-2014 Achievements

14. In 2013 and 2014, over 125 and 210 (335 total) Henrico County families recommended by Henrico County Social Services, Mental Health, and Schools were issued Henrico PAL Thanksgiving boxes and turkeys during the Thanksgiving Holiday.
15. In 2013, over 3,000 coats and other items were collected as part of a Coat Drive to supply Henrico County students with coats and gloves during the winter season.
16. Henrico PAL transported over 125 Henrico County Asian immigrants to the Annual Community Health Fair held in Chesterfield County.
17. Henrico PAL was one of 24 representatives selected to serve on the Henrico County Public School Student Performance Taskforce to address Henrico County's academic achievement gaps.
18. Multiple community service projects were conducted by the YLC, Summer Camp, and After School Programs: i.e. built a garden in the courtyard at Harvie Elementary School, painted a Hundreds Chart at Maude Trevvett Elementary School, and conducted many community clean-up projects.
19. In the fall of 2013, the Chess Program was established through VCU and Cambridge University. Over 50 students who were unfamiliar with the game of chess enrolled in the program. In June 2014, these students were proficient enough to participate in a Chess Tournament and received a visit from the first African American International Chess Grandmaster. Due to Henrico PAL's successful partnership, the Chess Program was presented to all of the Police Athletic Leagues in the U.S. at the National PAL Conference on July 23, 2014 in Orlando, FL.
20. During the 2013 National PAL Conference held in San Diego, CA, Henrico PAL was recognized for assisting Edward Waters College in the establishment of an Executive Directors Certification Course implemented nationally.
21. The Henrico PAL After School Program was selected as the featured program in the summer edition of the *Richmond FeedMore* magazine.
22. In December 2013, a financial audit was conducted on Henrico PAL's financial practices.
23. Based on the auditor's recommendation, Henrico PAL has fully implemented *QuickBooks* as its financial record keeping instrument.
24. Over 50 staff members, mainly Henrico County citizens, were employed by the organization in 2013-14.
25. In June 2013, the Executive Director position was changed from a police position to a civilian position to administer and manage Henrico PAL's day-to-day operations.



Henrico PAL 2013-2014 Achievements

26. In January 2014, all Henrico PAL Staff Members received performance evaluations and subsequently received raises if applicable.
27. In 2014, most of the After School and Summer Camp staff received training and are currently CPR and First Aid Certified.
28. In the fall of 2014, Henrico PAL After School Program staff members received Youth Mental Health First Aid Training facilitated by Henrico County Mental Health.
29. In 2014, Henrico PAL received a mentorship grant from National PAL and subsequently hired a Mentorship Grant Coordinator.
30. During September 2014, Henrico PAL held its first Strategic Planning Retreat in Williamsburg, VA.



Executive Board Members

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Johnny Newman

Vice President

John Kilmer

Treasurer

Tony Elam

Secretary

Jim Seevers, Esq.

Executive Board Members

Donald Blake

Darick Lane

Colonel Doug Middleton

Frank Thornton

Executive Director

Sgt. Kenneth Ragland (*Retired*)



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Steve Foreman

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Dr. Patricia Hill

Carol Jellie

Patty Kruszewski

Rocky Marrin

Billy McMullen

Dr. Gregory Pleasants

Mikki Pleasants

Shannon Taylor

Michael Williams

Victor Williams

Thank you for your support and dedication!



Henrico PAL Donors

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Door to Door Solutions
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Henrico County Police Division
Henrico Citizens Police Academy Alumni
Henrico County Public Schools
Henrico Fraternal Order of Police
Henrico PAL Board (Entire)
Henrico Police Foundation
Henrico TRIAD/SALT Council
Henry and Sharon Taylor
Hungary Creek Middle PTA
Hunton and Williams
Ingeborg Croissant
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Peoples Bank
Ramon and Valerie Jackson
Richmond Ford Lincoln Mercury
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The Mulholland Group, Inc.
TJ Class of '59
Tom Leonard's Farmers Market
Tuckahoe Sports Park
United Way of Greater of Richmond & Petersburg
United Insurance Company of America
Votum Enterprises
Wal-Mart

Thank you for your support and dedication!



Financial Report - 2013

1:55 PM 01/05/15 Accrual Basis

Henrico PAL Profit & Loss January through December 2014

	<u>Actual</u>
Income	
41000 · Program Revenue	
41100 · After School Program	\$ 390,009.02
41200 · Summer Camp Revenue	205,768.28
41300 · Basketball Camp - JNBB	4,410.00
41500 · Youth Leadership Conference	<u>754.35</u>
Total 41000 · Program Revenue	600,941.65
Total 43000 · Grants, Donations & Reimb.	68,881.88
45000 · Investments	1,903.70
46100 · Other Fundraising Events	4,041.70
49000 · Miscellaneous Revenue	3,637.05
49010 · Returned Check Charges	<u>225.00</u>
Total Income	<u>679,630.98</u>
Expense	
60100 · Advertising & Marketing	3,688.24
60200 · Bank Service Charges	3,117.61
61000 · Dues and Subscriptions	1,125.00
62800 · Information Systems	1,295.88
62810 · Depreciation & Amortization	25,580.00
63100 · Program Expenses	4,761.29
63200 · Training	3,664.82
64100 · Transportation, Program	18,496.86
64200 · Conferences and Meetings	5,917.76
64300 · Fuel	11,596.78
64400 · Travel	316.70
64500 · Meetings, Internal	957.89
65010 · Office Expenses	5,245.57
65020 · Postage, Mailing Service	359.06
65030 · Printing and Copying	1,905.70
65120 · Insurance	22,314.19
66000 · Payroll Expenses	375,499.19
66100 · Professional Fees	13,649.66
66200 · Contract Services	1,694.16
67010 · Rent	17,980.00
67100 · Repairs and Maintenance	2,854.30
67200 · Telephone, Telecommunications	7,974.18
67300 · Utilities	729.68
68330 · Summer Camp	94,547.40
68340 · Youth Leadership Council	4,466.14
68350 · Awards Banquet	2,111.05
68360 · BB Camp	2,980.69
68500 · After School Program Expenses	7,697.82
69000 · Miscellaneous	<u>20.00</u>
Total Expense	<u>642,547.62</u>
Net Income	<u>\$ 37,083.36</u>



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 eight years, the Henrico PAL Program has made a difference in the lives of many Henrico County youth. The following testimonial from a 2008-2012 Henrico PAL participant, who began as a summer camper and served as the Youth Leadership Council President, acts as confirmation of the Henrico PAL Program's effectiveness and its positive influence on the youths it serves.

A Henrico PAL Experience:

By Aubrey Temple

(2011 Henrico PAL Youth Leadership Council, President and 2011 National PAL Male Youth of the Year Winner)

"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; King's Dominion and Water Country were the best of all 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 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 new 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 Henrico County Board of Supervisors, School Board members, 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 the organization continues to grow and change the lives of many youngsters forever and ever. " *(Aubrey is currently a Junior at Duke University, majoring in Economics)*





**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 NATIONAL, ATHLETIC, AND SOCIAL PROGRAMS,
WHILE CREATING A POSITIVE RELATIONSHIP
BETWEEN POLICE OFFICERS AND YOUTH.**