Building Relationships, Unlocking Potential, Breaking Down Barriers
Dear Friends of Communities In Schools of Chatham County,

In the most unprecedented year since our founding in 1989, Communities In Schools of Chatham County (CISCC) has once again answered our community’s call for support – adapting, growing, and connecting versatile integrated supports and resources to those who need it most. Throughout the past fiscal year, CISCC has utilized our deep community relationships with resource providers, families, schools, volunteers and our growing network of support to go where few others were willing or able to go.

This year challenged us to rethink our traditional foundations of connection and service, and forced us to adapt to meet the ever-changing and growing needs of the youth and families we serve. But as we know, in crisis lies great opportunity, and CISCC continues to be well positioned to build on our strong foundation of school and community-based programs. From helping families address their food and basic needs, emphasizing racial justice and equity in our support systems, providing virtual connection and technology assistance, helping families navigate mental health crises, connecting youth with tutoring and academic assistance, coordinating translation and interpretation services between partners, and building social emotional connection and resiliency through mentoring and relationships – CISCC staff and volunteers were there when called upon.

We look forward to answering that call across our community in the years to come.

CISCC fuels personal potential in both our school and community work, so every student can take charge of their story and define their success for life. Everything starts and ends with relationships, the cornerstone of our organization, and this year was no different in spite of the pandemic. Each of our seven versatile programs were able to effectively adapt and adjust services to address individual student and community wide need.

There is so much to be grateful for as we look back at the past year, but the truth is, we couldn’t have done any of this without you! While the issues and challenges that the youth in our community continue to persist, so too does your generosity, energy, and compassion. Together, we can continue to offer hope for Chatham’s most vulnerable children and their families.

Thank you for all of the ways you continue to partner with us to make CISCC a must have for the students and families we serve. We look forward to meeting tomorrow’s challenges knowing caring community members like you have our back.

Thank you, Chatham County, for your sustaining support!

Tych Cowdin, Executive Director

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2020-2021 HIGHLIGHTS:

- Completed 2021-2024 Strategic Plan with focus on growing capacity to sustain quality services
- Served 203 students with individualized case management supports through our 7 unique programs
- Successful Executive Leadership Transition of Chief Operations Officer
- Successful expansion to Jordan Matthews High School
- Provided basic needs (food, toiletries, COVID supplies) and financial support to 100’s of families throughout the pandemic
- Created bi-lingual social media and program documents to reach additional youth and families with resources
- Provided summer camp enrichment opportunities to students in partnership with Chatham County Schools
- Earned CIS National Accreditation for second time in August 2020
- Growing and developing both new and existing partnerships with local resource providers and volunteer network of support

2021-2022 GOALS:

- Expansion of services to additional Chatham County schools
- Build awareness of CIS impact and need to all local and state stakeholders
- Grow and sustain partnerships and collaboration to increase impact and capacity
- Develop network of volunteers, mentors, and resource providers to serve more youth and families in need
- Increase and develop fundraising and communication initiatives to promote our work and hire and retain additional qualified staff
- Emphasize diversity, equity, and inclusion in all that we do: staffing, board recruitment, program services
**2020-2021 IMPACT**

<table>
<thead>
<tr>
<th>77</th>
<th>VOLUNTEERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,637</td>
<td>VOLUNTEER HOURS</td>
</tr>
<tr>
<td>1,422</td>
<td>YOUTH SERVED</td>
</tr>
<tr>
<td>203</td>
<td>CASE MANAGED YOUTH</td>
</tr>
</tbody>
</table>

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**TOTAL REVENUE:** $659,405

- **Grants:** $414,875
- **Contributions** (includes foundations, individuals and small grants): $244,170
- **Special Events:** $0

**TOTAL EXPENSES:** $583,510

- **Program Services:** $459,436
- **General, Administrative, & Fundraising:** $93,750

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**OUR MISSION**

To surround students with a network of support, empowering them to stay in school and achieve in life.

More explicitly, CISCC programs apply an evidenced based model to target identified needs of referred youth with the highest risks for underachievement by attending to the holistic needs of that individual. These integrated student supports address leading indicators of drop out, which are essential to overcoming adversity and finding success through sustained resilience. CISCC connects students with an array of versatile school and community-based resources through seven unique programs that enable staff to engage in a cross-pollination of wrap-around support for youth and families, greatly enhancing their likelihood of success.

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**OUR VISION**

CIS Chatham County will be recognized as a community leader providing encouragement and resources to students to unlock their full potential.

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**5 BASICS**

- A one-on-one relationship with a caring adult
- A safe place to learn and grow
- A marketable skill to use upon graduation
- A chance to give back to peers and community
- A healthy start and a healthy future

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79 cents of every $1 contributed used toward Programs and Services.
Communities In Schools Chatham County fuels personal potential, so every student can take charge of their story and define their success for life.

We believe that transformative relationships are key to unlocking a student’s potential. We will succeed by including our strategies, ingraining in our culture, and reflecting in our behaviors, principles and practices of diversity, equity and inclusion. As a result, we break down immediate and systemic barriers to create and sustain equitable outcomes.

CIS programs offer children and youth ages 5-19 the promise of individualized, accessible, and sustained supportive relationships with adults in schools and in community settings to help them stay in school and ultimately realize their full potential. Trained professionals and qualified volunteers work with youth to address their individual academic, socio-emotional, and basic needs with an evidence-based approach in partnership with schools, health providers, and other community organizations. All CISCC services are free of charge including support of our bilingual Spanish speaking staff.

**OUR PROGRAMS**

**COMMUNITY BASED PROGRAMS:**
- Community Service & Restitution
- Teen Court
- Family Advocacy

**SCHOOL BASED PROGRAMS:**
- CIS Model Programs (Chatham Middle School, Virginia Cross Elementary)
- High School Success Coach (Jordan Matthews HS)
- Youth F.I.R.S.T. Mentoring

**NUMBER & AGE OF YOUTH SERVED**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-20 Years</td>
<td>100</td>
</tr>
<tr>
<td>10-14 Years</td>
<td>150</td>
</tr>
<tr>
<td>5-9 Years</td>
<td>50</td>
</tr>
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</table>

**RACE/ETHNICITY OF STUDENTS SERVED**

- African American/Black: 51%
- Asian: 12%
- Hispanic/Latino: 24%
- 2 or More Races: 1%
- White: 12%

**GENDER OF STUDENTS SERVED**

- Male: 61.1%
- Female: 38.9%
SCHOOL-BASED PROGRAMS / YOUTH F.I.R.S.T.

CIS MODEL & YOUTH F.I.R.S.T

Our Student Support Specialists connect students with caring adults and community resources to help them succeed at school and stay on track to graduate. Youth F.I.R.S.T. Mentoring and Lunch Buddy programs offer additional support for youth.

SCHOOLS SERVED BY CIS MODEL:
Virginia Cross Elementary and Chatham Middle School

SCHOOLS SERVED BY GENERAL YOUTH SERVICES:
Jordan Matthews High School, Pittsboro Elementary,
Siler City Elementary, and George Moses Horton Middle School

• 171 YOUTH SERVED •

89% MET OR MADE PROGRESS TOWARD THEIR ATTENDANCE GOAL
COMMUNITY SERVICE & RESTITUTION

Communities In Schools Chatham County offers opportunities for juveniles who have committed a non-violent crime a way to pay back their community by serving work hours at approved sites throughout the county. Community Service & Restitution enables youth to reconnect with their community by working alongside responsible adults who teach and model positive social skills that include: responsibility, dependability, integrity and collaboration, as well as, practical job skills. The Community Service & Restitution program provides youth with hands-on activities that instill a sense of pride and opportunity for positive feedback from adults. It offers youth the opportunity to pay restitution costs if indicated, and restore their standing in the community. The combination of the listed activities, targeted educational seminars, and enrichment experiences teach youth interpersonal and decision making skills. The goal of the Community Service & Restitution program is to reduce the number of repeat juvenile offenders while providing community service opportunities for youth. This is facilitated by providing structured community service opportunities for youth who are adjudicated or diverted from Juvenile Court; teaching youth accountability for their behaviors, respect for others and or education/life and job skills.

- 32 YOUTH SERVED -

90% OF YOUTH HAD NO NEW ADJUDICATIONS AFTER STARTING THE PROGRAM

TEEN COURT

Teen Court gives first-time juvenile offenders between the ages of 11 and 19 a second chance through Restorative Justice Circles, yet holds them fully accountable for their actions. The CIS Chatham County Teen Court Sentencing Circles provides a diversion opportunity to mostly first-time offenders with certain misdemeanors and infractions, who accept responsibility for their actions. Sentencing Circles serves Chatham County’s at-risk youth by providing effective alternatives to the court system. Sentencing Circles work through community partnerships to provide rehabilitative measures and consequences for offenders. The Restorative Practices/Sentencing Circles Coordinator evaluates each young person who is referred to the program to determine if additional services are necessary, such as substance abuse treatment, mental health services, family therapy, DSS involvement, gang-relation, etc. Participation in Sentencing Circles often requires a combination of select sanctions to include community service attendance, participation in educational training, and attendance at a future (closing) sentencing circle. This allows the offender the opportunity to take responsibility, be held accountable, and make restitution for violating the law.

- 8 YOUTH SERVED -

88% COMPLETED SERVICES DESIGNATED TO THEM BY THEIR SERVICE PLAN
Children and parents involved with the Department of Juvenile Justice receive support from CIS staff to learn valuable parenting skills and accountability to help them achieve success at school, at home, and in the community. Family Advocacy is a skill-building approach to working with adjudicated, diverted and at-risk youth and their parents. Youth learn to be accountable for their behaviors and of the consequences for decisions by learning problem solving and decision-making skills. The Family Advocate assists youth with the mastery of positive social and interpersonal skills through one-on-one coaching, and inclusion of youth in pro-social recreational and educational activities. The Family Advocate also works with parents one-on-one and offers small group Parenting Matters classes to decrease their social isolation, increase their ability to supervise their children, set limits, and learn positive communication skills. The Family Advocacy program advocates on behalf of and connects youth to much needed mental health and substance abuse services, resources and support by attending truancy court, IEP planning, Child and Family Team meetings, and assisting parents to identify their child’s needs. All services are offered in English and Spanish and are free of charge.

- 25 YOUTH SERVED -

92% OF FAMILIES EXPERIENCED ENHANCED FAMILY FUNCTIONING
INDIVIDUAL CONTRIBUTORS

Libba Adams  
Anne Allen  
Ellie and Rich Altmans  
Charles Anderson  
Elizabeth Anderson  
TCF Anonymous  
Elizabeth Anton  
Paul Applegate  
David and Carey Baddour  
Peter Baer  
Woodrow Baker-Harrell  
Tom and Elaine Baldassare  
Keith Baldwin  
John & Ellen Barnard  
Louise Barnum  
Gerry Barrett  
Paul and Ginger Bauer  
Laura Benitez  
Abby Bishop  
Patty Blanton  
Paul & Jo Bolig  
Norma Boone  
Dr. David Nichols and Mayme Boyd  
Sally Boyd  
Kerrie Boyle  
Sharon Bradley  
Chuck and Susan Brantley  
Victoria Brawley  
Carole Lee Bresky  
James and Mrs. Babette Brown  
Nancy Brummitt  
Joelle Brummitt-Yale  
Brian and Ann Burke  
Samantha Cabe  
Kim and Lewie Caraginis  
Elizabeth Carriel  
Susan Carson  
Dorothy M. Casey  
Joanne Caye  
Vince Collura  
Michael Cotter  
Maudu Cuchiarra  
Elizabeth Cullington  
Timothy and Linda Cullip  
Gail Curry  
Melody Dark  
John Davis  
Stephanie Davis  
Erin Denninston  
Jaime and Chris Detzi  
Nicholas DiColandrea  
Ilana Dubester  
Beverly Dugan  
Nita Dukes  
Amy Durso  
Ginger and Bob Earl  
Cindy and Tommy Edwards  
Emily Feidelson  
Douglas and Deborah Fein  
Karen Frisch  
Brian and Laura Fuellman  
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Lynne Garrison  
Anne Geer  
Lise Gescheidt  
Jennifer Gibson  
Sarah Goddin  
Beth Goldston  
Margaret & Bryan Goldston  
Blanche Goldston  
George & Nansi Gregor-Holt  
Barbara Grossman  
Erika and Doug Guy  
Joe and Betsy Hackney  
Monica Hadley  
Diana Hales  
Judith Hallman  
Dave and Frances Haman  
Laura Heise  
Susan Hild  
Stephen Helmer  
Karen Henry  
Carol & Mark Hewitt  
Daphne Hill  
Craig Hillemeier  
Nancy Hillmer  
Henry and Lucy Hinson  
Dottie Hobbs  
Joyefrey Holl  
Cathy Holt  
Gloria Homer  
Aaron and Mary Honeycutt  
Sarah & William Horner  
Bill Horner  
Staples and Thomasin Hughes  
Kenneth Jaworski  
Steve and Pam Johnson  
Joyce Johnson  
Tandy Jones  
Karl Kachergeris  
Anahid Kavookjian  
Susan Kelemens  
Jim and Sharon Kirkman  
Kit Kirkpatrick  
Cheri and Tom Klein  
Ted and Marilyn Koening  
Jane Kornblut  
Ernest and Eunice Kraybill  
Susan and Thomas Krebs  
Anna Kuo  
Charlotte Leidy  
Carol & Alison Lentz  
Nancy Leroy  
D. Brent Levy  
John & Patti Lieg  
Mary Rossie  
Lois Lindsay  
Laine Lipson  
Gene and Robert Logel  
Alex Loops  
Dede Loops  
Selina Lopez  
Mary Lucas  
Sara Martin  
JoAnna Massoth  
Maura Dillon  
Doug Dotson  
Michelle Maxfield  
John McCain  
Curtisteen  
McCrinnon  
Dr. Gail McGuiness  
Sue McMaster  
Susan McMichaels  
Donna Mergiliano  
Margaret Miles  
Krisa and Chip Millard  
Mark Mollitor  
Lloydene A. Lee & Kevin Mooney  
Chad Morgan  
Barbara Myers  
McKinley  
Sharmie and Eric Noguchi  
Victoria Norwood  
Miguel Olvera  
Vincent and Tanya Papandrea  
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Lindsay Shore-Wright  
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Marcia Smith  
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Kate Townsend  
Brent Townsend  
Amy Trunnell  
Pamela Tucker  
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Tom Vanderbeck  
Paul Vernon  
Nancy Vernon  
Jim and Alison Vernon  
Amos Vernon  
Constance Walkingshaw  
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Pamela and School  
Conrad Weiden  
Cheri Westmoreland  
Tim & Lynn White  
Edwin White & Gwen Overturf  
Cathy and Turner Whitted  
Jim and bev Wiggins  
Whitney Wiggins  
Nancy Wilkes  
Rita Willett  
Mike Williams  
Jim and Lee Wilson  
Scott Wilson  
Betty Wilson  
Betsy Wing  

2021-2022 CIS CHATHAM COUNTY STAFF

Tych Cowdin, Executive Director  
Peria Ayala, Chief Operations Officer  
Jazmin Mendoza Sosa, Program Director  
Pam Johnson, Administrative Assistant  
Shirille Lee, Student Support Specialist, Youth F.I.R.S.T. Mentoring  
Maria Soto, Family Advocacy Program Coordinator  
Travis Patterson, Community Service & Restitution Program Coordinator  
Pablo Avendano, Teen Court Program Coordinator  
Veronica Nunez, Family Advocacy Program Assistant  
Wes Lall, High School Success Coach, Jordan Matthews High School  
Tiera Gilbert, Student Support Specialist, Chatham Middle School

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Dr. Gail McGuiness, Co-Chair  
Paul Bauer, Vice Chair  
Rev. D. Brent Levy, Secretary  
Sara Martin, Treasurer  
Saundra Gardner  
Bill Horner III  
Woodrow Baker-Harrell  
Alex Loops  
Lisa Fedele  
Steve Maynor  
John McCormick  
Advisory: Neil Pedersen, Charles Anderson, George Gregor-Holt

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FUNDERS

Absolute Realty Company LLC  
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Carter Bank & Trust  
Central Electric Membership Corporation  
Chapel In The Pines  
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