This school year was Podium’s return to full in-person programming since COVID-19 shutdowns. To meet community need, Podium increased free program hours by 50% this year, so over 500 youth could connect with each other, present their stories and break through elevated stress by sharing with others in-person. Podium’s weekly, year-round programs uniquely improve literacy and future planning skills for children and teens. In 2023, Podium will expand our footprint from Greater Richmond to the Tri-Cities. Together, we write our region’s next chapter.

Help us grow to serve over 600 youth from Greater Richmond, Hopewell, and Petersburg in 2023!

Join us in elevating youth opportunity and education! Donate securely today at: podiumrva.org/donate

Vicki Yeroian, MSW, Podium RVA Executive Director
Youth programs are at the center of what we do. This year, Podium served over 500 youth!

From Sept 2021 - Aug 2022:
- 20 programs hosted
- 6 publications produced
- 2 showcases hosted

- 102 youth ages 11-13 served
- 411 youth ages 14-19 served
- 513 total youth served

“Podium helps me to enjoy writing, and I use it to express myself more.”
- Jmyra K., Podium Youth

Who attends Podium programs?
- 80% African American
- 10% Latino American
- 6% two or more races/ethnicities
- 4% European American
- 61% Female
- 30% Male
- 9% Non-binary
- 48% LGBTQIA+

More than 85% of all youth served qualify for the free & reduced lunch program at school

Podium served students in the following areas:

**During the school year:**
- Richmond City: 91%
- Henrico County: 7%
- Chesterfield County: 2%

**During the summer:**
- Richmond City: 32%
- Henrico County: 68%
Of Podium’s Teen (14-19) Participants,

100% are on track to graduate on time (4 years)

75% experience feeling positive or good about themselves when writing

75% shared that Podium helped improve their English grade in school

94% now write more often on their own time

85% improved their writing skills and felt they got better at writing

75% now use writing to clarify their thoughts, feelings, and to solve problems

Programs Offered

For youth ages 11 - 14:

Common Cent$: Provides the space to explore critical concepts within financial literacy while building healthy communication skills.

Loving Our Languages: Creates a supportive space for multilingual youth to express and process experiences in both English and their native languages.

Prep Your Next Step: A program to assist 8th graders preparing their transitions to high school.

Teen Scene: Promotes wellness, self expression, identity, and confidence through focused and fun writing workshops.

For youth ages 14 - 19:

College and Career Prep: Teens work with mentors to prepare applications for jobs and colleges, practice interviews, and create resumes and cover letters for post-graduation success.

Power of the Pen: Promotes youth development through writing and communication workshops with a primary focus on writing as a tool for positive personal expression.

Teen Professional Conference: A multi-day summer program for teen leaders to explore diverse career fields while engaging in professional development and advanced writing workshops.

Writing Mentorship Project: High school upperclassmen participate in a 6-week intensive summer internship to expand their project management skills, confidence, and professional experience.
Our Events

Scholarship Award Night
May 26, 2022
On May 26, 2022, Podium RVA hosted our inaugural Scholarship Awards Night. We presented three amazing and deserving youth with the Anne F. Waldruff Excellence in Education Scholarship. These three spectacular youth showcased incredible prowess and capability in their education, community involvement, passion for writing, and so much more!

Everyone at Podium was so proud to reward these youth with this initial $5,000 scholarship, and a future one, to pursue their higher education. A special congratulations to Kameron Belfield, Lael Washington, and Shaniece Gentry! (Pictured from left to right in the above image, with scholarship founder Anne F. Waldruff.)

Awesome Adult Spelling Bee
April 28, 2022
Different teams and sponsors came together to compete for the ninth year in 2022 at Richmond’s Awesome Adult Spelling Bee. The Bee is Podium’s Spring fundraiser, and this year it was hosted in person for the first time in over three years. What a welcome back it was! Congratulations to the 1st place winner of the spelling competition, The Black Eyed Susans, and to our 2nd place team, The FrizzBees.

With 6 sponsors, 8 teams competing, and 60 people in attendance, we couldn’t imagine a more positive experience.

- Total raised: $5,390
- Event costs: $2,035
- Event Impact: $3,355

RVA Celebrity Dish
October 6, 2022
The RVA Celebrity Dish is Podium’s Fall event. We celebrated its fourth year in 2022. The Dish is a celebration of Richmond’s best with a light-hearted roasting and delicious dinner. This year, two Podium alumni played special roles. Dre’mon Miller was our MC and Charmeya MacMurray was our special guest speaker. Thank you to our honorees, Dr. Arthur Kellermann, Kathryn Kahlson, and Stephanie Lynch. And thank you to the dishers who delivered absolute brutality at the expense of our honorees.

With 120 guests in attendance, we raised over $4,000 the night of The Dish alone. Thank you, Richmond.

- Total raised: $31,550
- Event costs: $12,050
- Event Impact: $19,500

Namugga Mabel Foundation
This summer, Podium elevated the voices of our children and teens to a global level. The Namugga Mable Foundation is a nonprofit located in Kampala, Uganda, that works to create a better living for those who lack necessary resources. They provide day to day basic needs, promote good health to the community at large, and help children learn to read and write. Writing and communication are vital skills that everyone should have access to, from Greater Richmond to across the globe. That is why, in 2022, Podium teamed up with Namugga Mable to send writing supplies along with 55 Podium journals to help Ugandan youth learn to read and write from our teen writers.
Podium ended 2022 with a 120-day emergency operation cash reserve and over $35,000 raised for its endowment fund. Podium’s endowment, named The Pedestal Fund, provided its first three annual college scholarships in May 2022.

**Concluding 2022, Podium raised**

100% of its annual expenses and anticipated expenses for Q1 of 2023

In-kind donations, Total estimated value $7,080

**Podium's 2022 expense breakout**

42.5% staffing  
32.5% programs & publications  
10% non-personnel  
8% community events  
4% Pedestal Fund  
3% marketing

Podium works with Equity Financial Services to internally monitor bank account statements, tax compliance, and to ensure accurate payroll and financial reports. Podium’s Board of Directors regularly compares budgeted versus actual revenue and expenses and actively pursues donations as well as in-kind contributions and services. All financial policies and procedures are currently in the process of alignment with the Standards for Excellence Institute’s ethics and accountability code.

**Volunteer Hours**

Podium could not reach as many youth in Richmond without the dedicated support of volunteers to help with programs, communications, and events.

<table>
<thead>
<tr>
<th>Total Volunteers</th>
<th>Program Hours</th>
<th>Office Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>286</td>
<td>608</td>
</tr>
</tbody>
</table>

894 Total Volunteer Hours or 37 Days!

Volunteer hours, Total estimated value $14,565
Trustees, Board Members, & Staff

Podium RVA Trustees
David L. Robbins, Podium Co-Founder
Scott Hammer

2022 Board of Directors

Executive Leadership
Acting Chair, Armani Hall
Treasurer, Scott Hammer
Secretary, Kerry Swarr

Directors
David Ambrose
Verenda Cobbs
Saa’dia Douglas
Paula Harris
Emily Messer
Dre’mon Miller
Trina Willard
Jennie Araujo Wood

2022 Staff
Vicki Yeroian, MSW, Executive Director
Candace Weather, Programs Director
Aerin Mills, Communications Manager
Destiny Hall Harper, Alumni Program Lead & Journal 13 Designer
Gonzalo Campero, Bilingual Program Lead
Kamilah Hiwott, Program Lead
Jean Anderson, Program Lead
Andi Balch, Program Lead
Podium’s work is made possible through the generous monetary and in-kind donations made by the people on this list. Because of the critical support from our community, Podium is able to ensure consistent, trustworthy programs at schools and community centers for youth year after year. If you feel your name has been misplaced or omitted by error, please reach out and we will correct the mistake.

### 2022 Donors

Podium’s work is made possible through the generous monetary and in-kind donations made by the people on this list. Because of the critical support from our community, Podium is able to ensure consistent, trustworthy programs at schools and community centers for youth year after year. If you feel your name has been misplaced or omitted by error, please reach out and we will correct the mistake.

#### Literary Leaders

$20,000+
- Community Foundation
- Herndon Foundation
- Richmond School Board
- Robins Foundation
- Shelton H Short Jr. Trust

#### Our Cornerstones

$5,000 - $15,000
- City Of Richmond
- Dill Family Foundation
- Henrico Education Foundation
- National Book Foundation
- New York Life Foundation
- NextUp RVA
- REA Charitable Trust
- REB Foundation
- Universal Leaf Foundation

#### Monumental Supporters

$2,000 - $4,999
- Banner Industries
- BloomED Group LLC
- Boys & Girls Club
- City of Richmond
- McGuireWoods
- Scott & Janet Hammer
- TNJR Charitable Fund
- Tyro Capital Management
- Uturn

#### Pillars of Success

$750 - $1,999
- Admiral Security Services
- Arnold Henderson & Associates
- Art Kellermann
- Canal Capital Management
- Carmax
- Casey Marshall
- HCCW
- Impact Makers
- Lainey Raynes
- MetaFitRx
- NextUP RVA

#### Foundational Friends

$250 - $749
- Anjanette & Alexander Stinson
- Annette Bennett
- Armani Hall
- ASHBY
- Benjamin Shute
- Commonwealth Chapter NSDAR
- David Aldridge
- Dre’mon Miller
- Emily Messer
- Friedman Law Firm
- Hunt Whitacre
- James & Sarah Redington
- Jeff Barnes
- John Arnholz
- John Jay & Gail Schwartz
- Kelly & Rick Florio
- Kevin Banning
- Kim Eley
- Kim Van Huss
- Live Like Lisa RVA Fdn
- Maia Earl
- Mary Loveless
- Noah Axler
- Paula Harris
- Pete Svoboda
- Phillip Trezza
- RBI Services
- Rebeca Ortega
- Sa‘a’dia Douglas
- Tesco Foundation
- Trina Willard
- True Timber Arborists Inc
- Vicki Yeroian
- Xponent21

#### Pals of Podium

$1 - $249
- Aiyana Cronk
- Alexa Marten
- Alysson Gordon
- Amazon Smile
- Andrew Reinders
- Barbara Wood
- Ben Allbrandt
- Bianca Guerrero
- Bill & Sandy Sroka
- Coupon Birds
- Daniel Yeroian
- David Ambrose
- David Robbins
- Dean McKnight
- Deanna Lorianni
- Destiny Brown
- Dewayne & Sherry Lonas
- Doug Robbins
- Ella Donahue
- Erika Misseri
- Frank King
- Gena Reeder
- Gretchen Brophy
- Jackie Crandell
- Jaida Cureton
- Jeff Olson
- Jeff Payne
- Jeffrey Yeroian
- Jennie Wood
- Jennifer Hammer
- Jerrell & Jaleesa Timberlake
- Jillian Olson
- Joanne Rosel
- John & Pat O’Bannon
- Johnnie O’Neal
- Josh Kline
- Karen & Scott Roby
- Kate Rivara
- Kayleigh Crandell
- Ken Campbell
- Kristina & Daniel Cassidy
- KWE Publishing
- Larisa Blum
- Lee Sansom
- Lindy Bumgarner
- Lorin Hoisington
- Lucille Lindamood
- Marcia & Harry Thalhimer
- MikeKingBiz
- Nathan Nunnelly
- National Transparency Project
- OptimumEd
- The Waltie Foundation
- Paige Pruett
- Partnership for the Future
- Paula Coates
- Phyl Demetriou
- Profusion Consulting
- Rebecca Blackwell
- River City Consulting LLC
- Robin Pratt
- Scarlett Saunders
- Sean Danowski
- Shareema Williams
- Steven Walker
- Susan Beller
- Thurston Moore
- Tom & Jenny Beshere
- Tom Rall
- Tracey Cascarino
- Trevor Bragdon
- TrueAgilityRVA
- Vera McPherson
- Verenda Cobbs
- Will Martin

### Community Partners

- 21st Century Community Learning Centers
- Communities in Schools
- Chester Family YMCA
- Mayor’s Youth Academy
- Metro Richmond Boys & Girls Clubs
- NextUp RVA
- Partnership for the Future