

# **Podium** 2022 ANNUAL REPORT

### *Mission*

To empower youth ages 11 - 19 as confident and capable writers, communicators, and leaders to succeed in school, career, and in life.

### *Community Services*

- Weekly after-school and summer workshops
- Quarterly youth publications and showcases
- Annual teen professional development

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.

Here's the difference you can make!

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](https://podiumrva.org/donate)

Vicki Yeroian, MSW, Podium RVA Executive Director



# Podium:

Youth programs are at the center of what we do. This year, Podium served over 500 youth!

## From Sept 2021 - Aug 2022:

<b>20</b> programs hosted	<b>102</b> youth ages 11-13 served
<b>6</b> publications produced	<b>411</b> youth ages 14-19 served
<b>2</b> showcases hosted	<b>513</b> total youth served

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

- **Jmyra K.,**  
**Podium Youth**

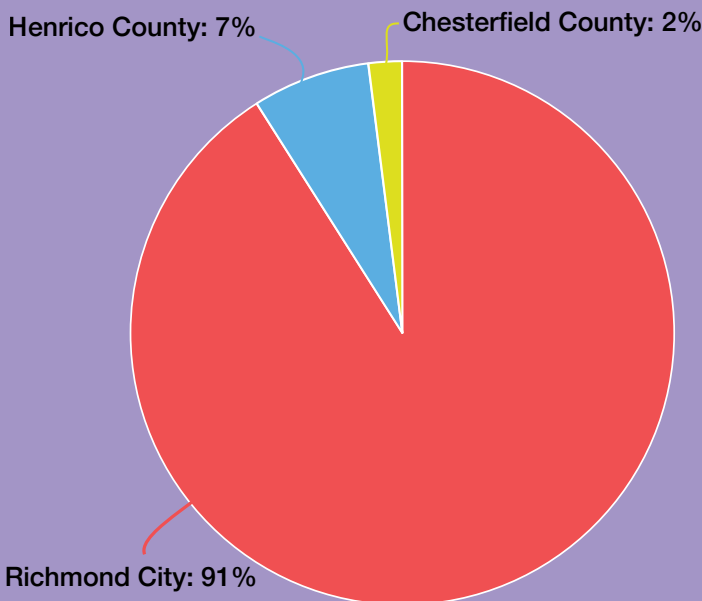
## Who attends Podium programs?

<b>80%</b> African American	<b>61%</b> Female
<b>10%</b> Latino American	<b>30%</b> Male
<b>6%</b> two or more races/ethnicities	<b>9%</b> Non-binary
<b>4%</b> European American	<b>48%</b> LGBTQIA+

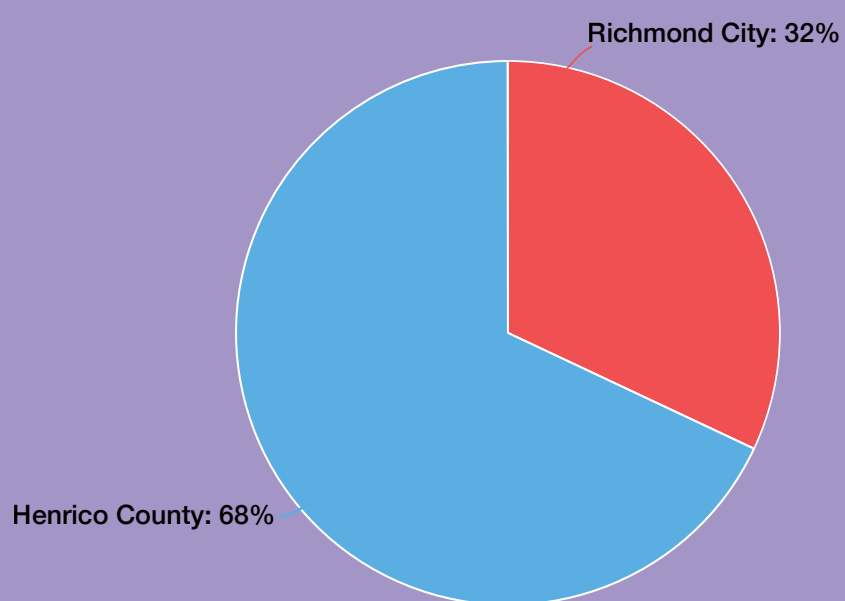
**More than 85%**  
of all youth served qualify for the free & reduced lunch program at school

## Podium served students in the following areas:

### During the school year:



### During the summer:



Richmond City    Henrico County    Chesterfield County

## 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

## Of Podium's Adolescent (11-14) Participants,

**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

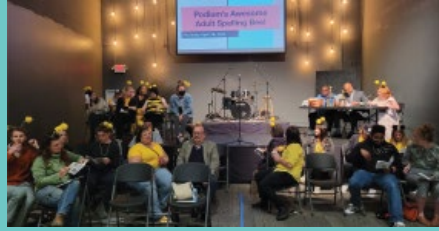


## Scholarship Award Night

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.



# Financial Position & Activity

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.

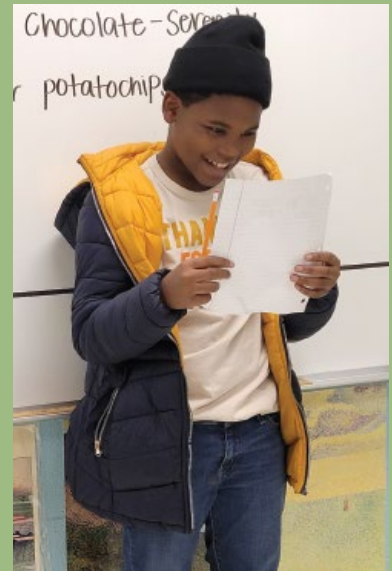
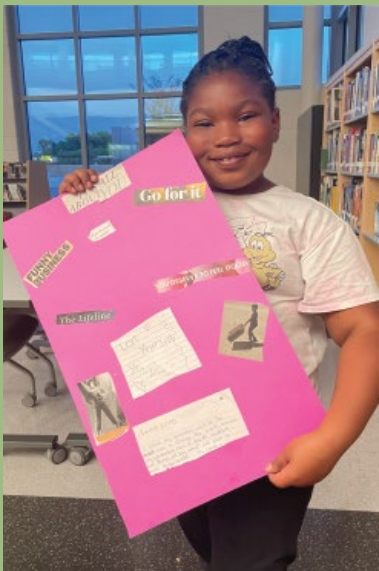
## Volunteer Hours

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

**6** Total Volunteers                      **286** Program Hours                      **608** Office Hours

**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

### Directors

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

### Executive Leadership

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

## 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



# 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

Paula Harris  
ProGro Consulting  
Randy Harrigan  
Robert Waldruff  
Saa'dia Douglas  
Smith Strong PLC  
The Infusion Solution  
The NewMarket Foundation

## Pals of Podium

\$1 - \$249

Aiyana Cronk  
Alex 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 Thalheimer  
MikeKingBiz  
Nathan Nunnally  
National Transparency Project  
OptimumEd  
The Waltie Foundation  
Paige Pruet  
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 Casciano  
Trevor Bragdon  
TrueAgilityRVA  
Vera McPherson  
Verenda Cobbs  
Will Martin

## 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

## 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  
Saa'dia Douglas  
Tesco Foundation  
Trina Willard  
True Timber Arborists Inc  
Vicki Yeroian  
Xponent21

## 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

## 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