

HENRICO POLICE ATHLETIC LEAGUE

ANNUAL REPORT



2023

# MISSION

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Provide a high quality and safe environment for at risk youth in grades K-12 through educational, athletic and social programs, while creating a positive relationship between police officers and youth.

# VALUES

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Leadership  
Service Excellence  
Stewardship  
Trust



# THE IMPACT OF HENRICO PAL

The Henrico Police Athletic League (PAL) has had a profound and lasting impact on the youth of our community, offering a diverse array of programs and activities aimed at providing alternatives and support for youth. Since its inception in 2007, as a nonprofit state licensed evidence based youth crime prevention program, PAL has been committed to providing safe and structured opportunities for growth and development, encompassing year-round sports programs, after-school education initiatives, and engaging summer camps. Through these initiatives, PAL fosters positive relationships between law enforcement officers and children, instilling values of respect, responsibility, and citizenship. Henrico PAL's dedicated staff, comprised of officers and highly trained civilians, serve as trusted mentors and role models, guiding youth towards positive life choices and empowering them to reach their full potential. However, none of this would be possible without the generous support of donors who contribute to PAL's success. Their contributions enable PAL to continue offering transformative programs that positively impact the lives of our youth. Together, with the support of our staff, volunteers, donors, and community members, Henrico PAL continues to serve as a beacon of hope and opportunity, enriching the lives of countless young individuals and shaping the future of our community for the better.



# EXECUTIVE DIRECTOR STATEMENT

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Henrico PAL Friends,

First and foremost, we would like to sincerely thank all of our sponsors, donors, volunteers, community partners, board members, staff members and police officers for their continuous support. Based on your contributions and commitment, the Henrico Police Athletic League has continued to build positive relationships between Henrico County police officers and the over four thousand youth we serve annually. Secondly, on behalf of the Henrico PAL board, staff, and officers, we would like to thank our parents for once again entrusting us with our community's most treasured possession. At Henrico PAL, we truly believe that our children are society's most valued commodity.

As a nonprofit-state licensed-evidence based-youth crime prevention program, Henrico PAL remains committed to exposing our youth to the very best programs and services possible to create a pathway to success. Our core educational curriculums are STEM (Science, Technology, Engineering, and Mathematics) and Financial Literacy. These comprehensive programs will equip Henrico PAL youth with the prerequisite knowledge to compete in a global world in the future and ensure their vocational and financial success. During the 2022-23 school year over 50% of our After-School Program students accomplished academic honor roll, over 98% possess a favorable attitude of law enforcement, and over 90% of our Youth Leadership Council Members go on to college.

One of the carryover imperatives from our previous and current organizational strategic plans is the identification of the resources to build a Henrico PAL Youth and Family Education & Recreation Center in the future. As a result of this focus, we are happy to announce that in August 2023 through the generosity of Henrico County, Henrico PAL took possession of the old Math & Science Innovation Center, located at 2401 Hartman St. The acquisition of this facility is a 10 year lease agreement with the stipulation that Henrico PAL will raise the funding to demolish the current structure and build a new facility. Our new location is situated in the Central Gardens Section of Henrico County and the Fairfield Court Section of Richmond City, which is home to some of the most underserved youth in the Richmond Region. This new facility will serve as a safe haven for youth and particularly underserved youth for generations while creating opportunities to learn and play in a state-of-the-art facility.

Recently, Henrico PAL has secured the architectural firm VMDO to create a facility design and identify the projected cost associated with this project. The total cost to build a state-of-the-art facility is 47 million dollars, with the possible option of building in phases. Based on the scope of this project, the Henrico PAL Board of Directors are currently in the initial stages of establishing a capital campaign and identifying investors for this much needed community project. Consequently, we humbly seek your support in becoming an investor in positively changing the life trajectory of the thousands of youth we serve and those youth in the surrounding area.

Therefore if you and/or someone in your orbit is interested in being a difference maker in the lives of Richmond and Henrico County youth and would like to become a partner please email us directly at [kragland@henricopal.org](mailto:kragland@henricopal.org) or visit our website at [www.henricopal.org](http://www.henricopal.org) and donate to our upcoming capital campaign. To stay updated on the latest news and happenings check us out on Facebook, Instagram, and Twitter.

Once again, we sincerely thank you for your support and remember, "Every Kid Needs A PAL".



Sgt. Kenneth L. Ragland (Retired)  
Executive Director

A handwritten signature in blue ink, appearing to read "K. Ragland". The signature is written in a cursive, flowing style.

# EXECUTIVE OFFICERS

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Johnny Newman  
President



Dr. Michelle  
McQueen-Williams  
Vice  
President



Tony Elam  
Treasurer



Jim Seevers, Esq.  
Secretary



Kenneth Ragland  
Executive  
Director

# EXECUTIVE BOARD MEMBERS

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Chief Eric English | Chief of Police for Henrico County Police Division

Joseph Chambers | VADA (Virginia Auto Dealers Association) Benefits & Insurance

Frank Thornton | Former Henrico County Board of Supervisors - Fairfield District

Beth Manning | Manager of HR & Administration, the Monument Companies, Inc.

# BOARD MEMBERS

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**Dennis Bickmeier** | Henrico Sports and Entertainment Authority  
**Donald Blake** | Blake Management Group  
**Courtney Goldsborough** | Henrico PAL Alumni President  
**Michael Harris** | Henrico County Mental Health  
**Honorable Judge Gary A. Hicks (retired)** | Henrico County Circuit Court  
**Dr. Patricia Hill (retired)** | Henrico County Mental Health

**Sharaza Nelson** | Director of Workforce Programs, Chamber RVA  
**Dr. Gregory Pleasants** | Physician - Private Practice  
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**Bruce Richardson** | Luxury Units, LLC.  
**Shannon Taylor** | Henrico County Commonwealth's Attorney  
**Lori Waran** | Richmond Raceway  
**Victor Williams (retired)** | Richmond International Airport

# OUR PROGRAMS

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## After School Program

The Henrico PAL After School Program serves over 400 kindergarten through 8th grade students in Henrico County. The program provides every student a full course dinner and snack each day. Additionally, the After School program is designed to provide a safe environment for students while participating in a wide variety of educational and recreational activities. Some of these activities include completing homework, learning chess, dancing, and art. The Henrico PAL After School Program has partnered with The Cultural Arts Center at Glen Allen to allow students to engage in an array of art projects. This program allows students to broaden their horizons and focus on developing positive relationships with police officers by engaging in enriching experiences. Each of our four sites are supervised by site managers, police officers, school teachers, athletic coaches, and college students. As a result of this program, over 55% of our students make the honor roll.



## Art Program

The Arts and Crafts Program is conducted and sponsored by The Cultural Arts Center at Glen Allen. This program is offered during the After School Programs throughout the school year. Program curriculum includes: drawing, painting, stitching, sculpturing, framing, and creating varying crafts. Grades 4th and 5th participate in StageCraft, which is designed to teach all three crafts required to conduct a play: stage design and set-up, wardrobe design, and acting. There is an eight-week summer program on Fridays which includes the same curriculum offered throughout the year, but includes others such as dance and sewing.



## Music Academy

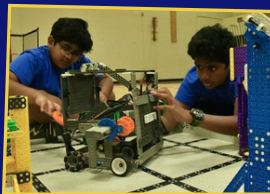
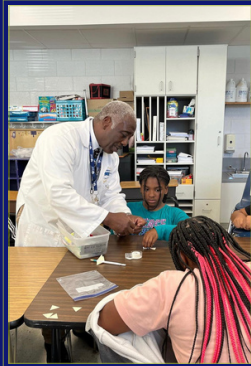
The Henrico PAL Music Academy was established in 2022. The Academy uses a holistic approach to teaching by introducing entertainment as a vehicle for professional and social development. Our objective is to enhance students' lives by engaging them with well-rounded invocative learning activates utilizing a fun and professional music industry course-based curriculum. Using music to fine tune their inner talents and abilities, our goal is to enhance adolescents technical, and academic skills, thus developing them into business minded productive members of society.





## STEM Program

The STEM Program sparks the minds of young students and encourages them to explore the field of science, technology, engineering, and mathematics. The STEM program allows students to approach challenges in today's society with a spirit of creativity, critical thinking, collaboration, and clear communication. Students have the opportunity to engage in a variety of projects while gaining unique and valuable skills. The Henrico PAL STEM Program has been brought to us by the sponsorship of Altria Group, Inc. and Meta.



## Chess Program

In 2015, the Henrico PAL Chess Club was founded. The club serves youth and adults throughout the Henrico County community. Learning the game of chess has proven to enhance analytical and cognitive thinking, attention span, inhibition, and planning. We provide a great opportunity for our participants to expand beyond athletic activities and become even more well- rounded individuals. The Chess Program meets every Friday at the Belmont Recreation Center, from 6:30pm-8:30pm.



## Summer Camp

The Annual Henrico PAL Summer Camp is an 8 week program and is designed to provide Henrico County's youth ages 6-13 years old with a safe environment while participating in a wide variety of sports, educational, and recreational activities. During the summer camp, over 600 participants engage in various sporting clinics, art classes, museum tours, community service projects, and more. Henrico PAL Summer Camp participants also attend field trips every Thursday to either Kings Dominion, Busch Gardens, Water Country USA, Washington Mystics Basketball Games, Pocahontas State Park, Lake Anna, or Buckroe Beach.



## Youth Basketball League

The goal of Henrico PAL's Youth Basketball League is to develop the skills of youth ages 7-12 and provide them with a fun and safe environment. Participants engage in practice during the week and compete in games on Saturdays at the Eastern Henrico Recreation Center. The Youth Basketball League consists of equal playing time for all players and at the end of the program each participant receives a t-shirt, trophy, and invitation to the "End of the League Banquet."



## Johnny Newman Basketball Clinic

This one-day clinic is designed to provide youth with an enjoyable and rewarding experience. The 50 kids who attended were taught the fundamentals of basketball such as dribbling, passing, rebounding, defense, and general knowledge of the game. Each child had the opportunity to improve their skills individually as well as becoming a better team player. The clinic is staffed by former NBA player Johnny Newman, former WNBA player Jessie Hicks as well as high school and college coaches and players.



## Open Gym Night

Henrico PAL's Open Gym Night is held at the Eastern Henrico Recreation Center every Thursday night and provides youth 9 to 17 years old a safe haven while playing basketball, participating in additional indoor sports, and socializing with other well-mannered youth and law enforcement.



## Henrico PAL Majestic Dynasty Dance Program

The national and international award-winning Henrico PAL Majestic Dynasty Dance Program is an opportunity for girls 6-16 years old to learn fundamental dance warm ups, stretches, techniques and routines. A variety of dance styles are taught including jazz, hip-hop, tap, and contemporary. The Majestic Dynasty has placed first in numerous tournaments throughout the State of Virginia, won three consecutive national tournaments and one international tournament.

The Majestic Dynasty is comprised of four groups.

1. The after school dance program: *Henrico Majestic Vibe*
2. The stand alone dance program and performance group: *Henrico Majestic Spirit*
3. The competition team: *The Henrico Majestic Royalty*
4. The advanced leadership team: *The Henrico Majestic Royalty ELITE*



## Youth Leadership Council

The Henrico PAL Youth Leadership Council (YLC) is designed to expose career minded youth, ages 12 to 18 years old, to the many facets of leadership development and community service. Participants serve on the Leadership Council and hold executive positions all while developing positive relationships between governments, private industries, and community leaders. To further develop their leadership skills, these youth identify monthly community service projects, such as community cleanups at local elementary schools, water drives, Thanksgiving Turkey Giveaways and volunteer at seniors living facilities. Additionally, students in the Youth Leadership Council participate in a College Preparatory Program that allows them to tour colleges and prepares them for higher education. Over 95% of participants in the YLC have attended college after graduation. Every year the YLC offers 2 members who are scheduled to attend college a \$1,000 scholarship.



# COMMUNITY EVENTS

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## Thanksgiving Turkey Giveaway

In November 2023, over 500 turkeys and canned good boxes were given to families identified by Henrico County Social Services, Mental Health, Henrico County Police Division and Henrico County Public Schools (HCPS). Since the establishment of Henrico PAL in 2007, we have provided over 4,000 turkeys and Thanksgiving boxes to families in need in the Henrico-Richmond area. The Thanksgiving Turkey Giveaway takes place on the Saturday before Thanksgiving each year. The event is sponsored by the Innsbrook Rotary Club, Walmart Foundation, and the West End Assembly of God.



## Kids and Cops Holiday Shop

Henrico PAL's second annual Kids and Cops Holiday Shop was hosted on December 16th, 2023. That morning brought lots of smiles as children had the opportunity to shop with police officers, HPAL Board and Staff Members, and Henrico County elected officials. It was a great event and we were excited to be able to bring holiday cheer to families across Henrico County.



## Painting of the Hundreds Chart

Over the summer, the Henrico PAL Youth Leadership Council (YLC) and dedicated Henrico PAL staff came together for a meaningful community event. They embarked on the task of repainting the hundreds chart at Harvie Elementary school. At Baker elementary school they painted a whole new chart. This project transformed the surroundings with vibrant colors and renewed vitality. Their collective effort made a tremendous difference, revitalizing the school environments and fostering a sense of pride and ownership within the community. Through their commitment and teamwork, they exemplified the positive impact that collaborative community initiatives can have on neighborhoods and schools.



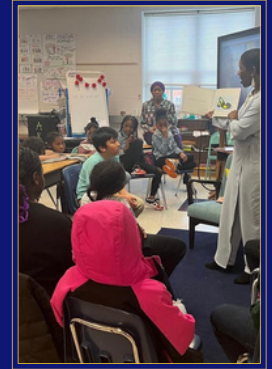
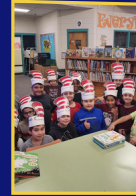
## Day of Play

The Henrico PAL Day of Play event, held at Dumbarton and Pinchbeck elementary schools, was a vibrant celebration of community and fun-filled activities. Attendees enjoyed a wide array of attractions, including bounce houses, arts and crafts stations, basketball games, and delicious pizza. This event was made possible through a collaboration between Henrico PAL, VCU's Center for Sport Leadership, and Henrico Parks and Recreation, showcasing the power of partnership in creating memorable experiences for families and children in the local area.



## International Reading Day

In our commitment to fostering literacy and a love for reading among the youth, we celebrated International Reading Day on March 2nd with great enthusiasm and dedication. Officers and volunteers from our organization joined forces to visit local elementary schools, where they engaged students in captivating storytelling sessions. These interactive reading sessions not only encouraged a deeper appreciation for literature but also strengthened the bonds between law enforcement officers, volunteers, and the community we serve. Through the power of storytelling, we aim to inspire a lifelong passion for learning and empower children to explore the limitless worlds that books offer.





# 2023 AWARD WINNERS

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Henrico PAL Youth of the Year  
Kendall Scott and Johanna Tillman

Henrico PAL Volunteer of the Year  
Debroah Matthew-Walker

Henrico PAL Employee of the Year  
Charles Anderson

Henrico PAL Board Member of the Year  
Dr. Michelle Mcqueen-Williams

Henrico PAL Police Officer of the Year  
Officer Adam Marzullo

Henrico PAL TyVaughn Eldridge College  
Scholarship Award Winners  
Kendall Scott, Deandre Vaughan  
& Zakiya Watkins

Significant Contribution to  
Henrico PAL STEM Program  
Altria  
META

Significant Contribution to  
Henrico PAL After School Program  
Cultural Arts Center of Glen Allen  
Feed More-Kids Café

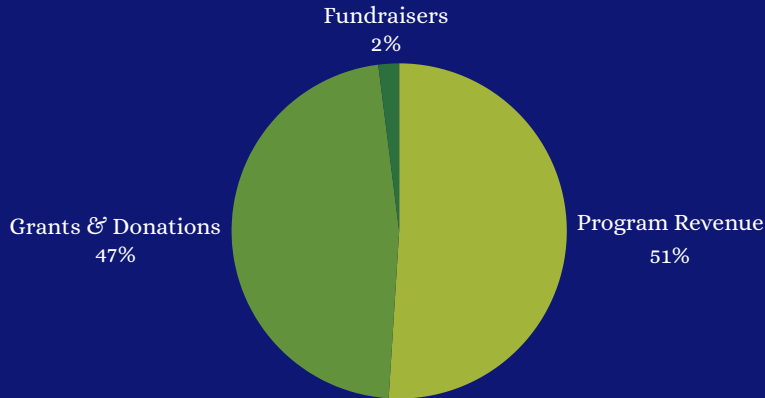
Significant Contribution to  
Henrico PAL Summer Camp  
First Tee  
HCPS-Pupil Transportation  
HCPS- Nutrition Services  
Henrico Recreation & Parks  
NOVA  
Richmond Strikers  
Richmond Volleyball Club  
Tuckahoe Sports Inc.  
YMCA

Significant Contribution to  
Henrico PAL Thanksgiving Giveaway  
West End Assembly of God

Significant Contribution to  
Capital Campaign  
Speaking Spirit Ministries

# FINANCIAL OVERVIEW

## Income



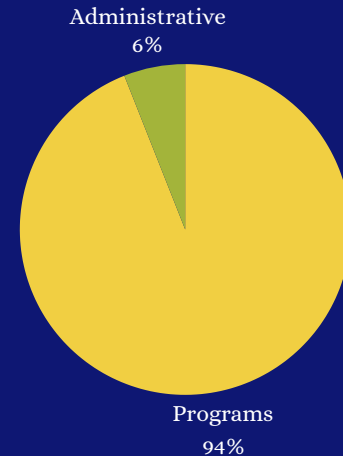
### Income Analysis

**Program Revenue:** Largest portion at 51%, demonstrating the high demand for core programs/services and self-sustainability.

**Grants and Donations:** 47% of total income, indicating strong external support and community trust.

**Fundraisers:** Contributed 2% of total income, showcasing community engagement and supplementary revenue generation efforts.

## Expenses



### Expense Analysis

**Program Expenses:** Account for 94% of total expenses, highlighting the organization's primary focus on delivering impactful programs and services to our beneficiaries.

**Administrative Expenses:** Comprise 6% of total expenses, reflecting efficient resource allocation and a lean administrative structure that supports our program delivery effectively.

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West End Trophy  
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# Acquisition of Our New Home!



# Where we are Headed



# HOW TO GIVE

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If you or someone you know are interested in partnering with us, please call us at (804) 262-HPAL (4725) or email us at [info@henricopal.org](mailto:info@henricopal.org).



All donations are tax deductible and can be made by visiting our website at [www.HenricoPAL.org](http://www.HenricoPAL.org), or mailing your donation directly to us at 2401 Hartman St. Richmond, Virginia 23223.



To learn more about how you can volunteer or support Henrico PAL please visit our website at [www.henricopal.org](http://www.henricopal.org) or check us out on Facebook, Instagram, and Twitter @HenricoPoliceAthleticLeague.



Henrico Police Athletic League

*"Every Kid Needs A PAL"*



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