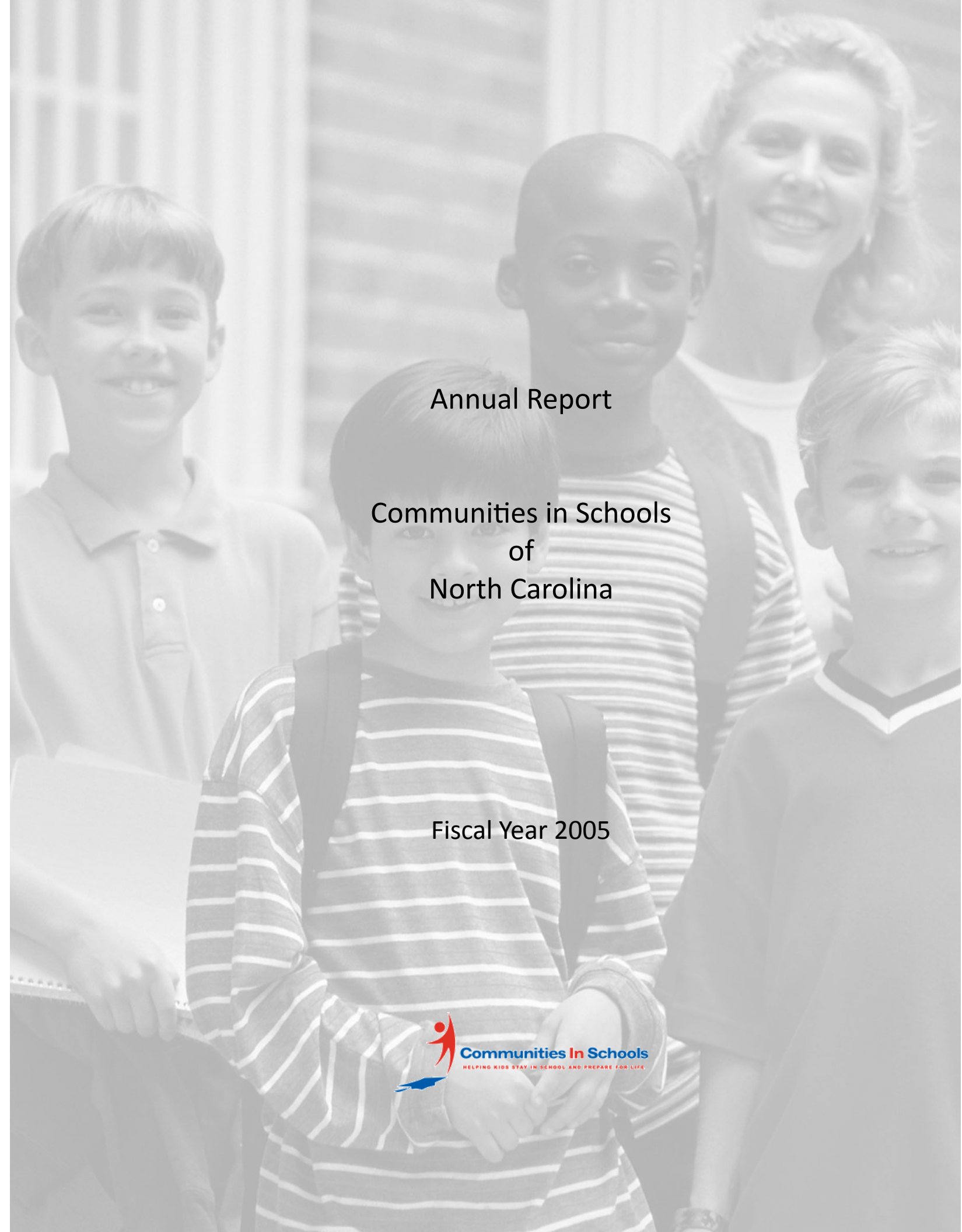




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Annual Report

# Communities in Schools of North Carolina

Fiscal Year 2005



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		<b>Alex Holmes</b> Financial and Estate Planning Consultant	<b>Richard “Stick” Williams</b> Duke Energy
		<b>Graeme Keith, Chairman Emeritus</b> The Keith Corporation	<b>Curtis Wynn</b> Roanoke Rural Electric Cooperative
		<b>Joel New</b> ANI Consulting	<b>Marco Zarate</b> NC Society of Hispanic Professionals
		<b>Virginia Parker</b> Management and Leadership Consultant	
		<b>Marvin Pittman</b> NC Department of Public Instruction	

Quick Facts—2004-2005

			Compared to Previous Year
<u>Statistics About Our Youth</u>			
• Youth Receiving Services	80,918	↑	6%
• Case Managed Students	25,076	↑	30%
• Total Student Population at All CIS Sites	178,491	↑	1%
• Percent of Potential Dropouts Staying in School	98%	↑	2%
• Percent Promoted	95%	↑	3%
• Percent Graduated	96%	↑	4%
• Percent Improving Discipline	95%	↑	5%
• Percent Improving Achievement	85%	↑	1%
• Percent Improving Attendance	81%	↓	3%
<u>Statistics About Our Programs</u>			
• Local Programs	36	↑	8%
• Counties Served	57	↑	44%
• Sites Served	411	↑	1%
• Board Members	779	↑	5%
• Community Partners	2,795	↑	24%
• Volunteers	9,169	↓	33%
• Volunteer Hours	320,406	↑	23%
<u>Local Program Funding</u>			
• Grants and Contracts	\$8,741,300	↑	27%
• Cash	\$3,880,694	↑	24%
• In-Kind Donations	\$6,590,921	↑	84%
• Value of Volunteers	\$5,527,004	↑	24%
Total	\$24,739,919	↑	37%

Major Funding Sources (Cash and In-Kind) — Federal Grants, Public Schools, Local Governments, State Agencies, United Way

Value of cash, goods and services leveraged for every dollar invested by the NC General Assembly — \$22.57

Total Cost per Student Served — \$311.26

<u>CISNC State Office Facts</u>			
• AmeriCorps Members (working in local program sites)	30	→	
• VISTA Members (working in local program sites)	33	↑	80%
• Annual Budget (FY 2004)	\$1,911,059	↓	7%
• Amount Received from NC Legislature (FY 2004)	\$1,167,588	↑	2%



Mission Statements

**Communities In Schools®**

Communities In Schools® champions the connection of needed community resources with schools to help young people successfully learn, stay in school, and prepare for life. Communities In Schools is a respected national voice for students. Over the years, through five Presidential administrations, the CIS position has been clear: **Every** child needs and deserves the resources that make the difference between a graduate and a dropout. For more than 25 years, Communities In Schools® has helped students **choose success** by ensuring their access to the "Five Basics":

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

**Communities In Schools® of North Carolina**

Communities In Schools® of North Carolina (CISNC) was created in 1989 primarily to replicate CIS programs across the state. Since that year, CISNC has helped to create 31 local programs in the more traditional models. In the second week of March 2005, CISNC successfully helped to establish a one-of-a-kind, 18-county regional CIS program in Northeastern North Carolina. Consequently, including the four programs that pre-existed CISNC, the CIS network in North Carolina now includes 36 local programs serving 51 counties. Along with its mission to replicate, CISNC was also assigned the mission of assuring the sustainability of all local CIS programs through relevant training, on-call technical assistance and other types of support, all provided at no cost by that office. In the years since 1989, these two key roles have been expanded to meet the needs of the ever-growing CIS network while also providing general assistance outside of the CIS community in support of North Carolina's efforts to improve public education. Among these additional roles are the creation of statewide public and private partnerships and the support of local program resource development; statewide advocacy for at-risk youth and the creation of dynamic relationships with state government agencies; strengthening the network through viable and effective statewide public relations and communications efforts; and the collection and evaluation of essential data concerning the impact of CIS across the State.



Communities In Schools of North Carolina, Inc.  
Description of Program Services

As explained in the mission statement, CISNC’s primary program mission revolves around the start-up and support of local CIS programs across North Carolina. CISNC’s success and strength rests upon its ability to meet the individual needs of local programs either directly or by brokering in training and technical assistance through a national network of practitioners. Because each local program is independent with its own distinctive needs, CISNC must be prepared to respond to all needs with numerous options.

We track the effectiveness of these core missions by breaking them down into functional areas. In this way we can track our successes and failures, look for trends and variances, and determine whether what we have invested in time and money is cost effective. Cost effectiveness, however, does not rule the day if we have a program with a particular need that falls outside of thriftiness. Consequently, while we always seek economies of scale, the individual need of a program may require us to make an extra trip, spend additional time, or grant an exception to a particular policy, but always with an eye towards being sound stewards of the money entrusted to us. These areas of functional expenses include the following: development and sustainability, direct support, replication, training, and volunteer recruitment and sustainability. There is a sixth functional expense, which is tied to a distinct project in which we run two independent community learning centers, one in Winston-Salem and the other in Wilmington.

The following services are among those typically provided by this office under each area of functionality.

- ◆ Development and Sustainability
  - Grant notification and grant-writing assistance
  - Financial management and risk-management best practices
  - Field advocacy and technical assistance
  - Desk-side/individual coaching
  - Quality management reviews
  - Resources for coordinated statewide media and public-awareness campaigns
- ◆ Direct Support
  - Proceeds from statewide fundraising efforts and directed pass-throughs
  - Start-up funding for new CIS programs

Nancy Barrow, Executive Director, CIS of Perquimans County, P.O. Box 12, Hertford, N.C. 27944, (252) 426-3644

Jennifer Boyd, Interim Executive Director, CIS of Pitt County, 150 E. Firetower Road, Suite E, Winterville, NC 28590, (252) 757-9349

Sandi Norman, Executive Director, CIS of Randolph County, John R. Lawrence Elementary, 6068 Suits Rd., Archdale, NC 27263, (336) 434-0008

Dencie Lambdin, Executive Director, CIS of Robeson County, PO Box 706, Lumberton, NC 28359, (910) 738-1734

Gretchen Shelton-Raiford, Executive Director, CIS of Rockingham County, 511 Harrington Hwy., Eden, NC 27288, (336) 349-2729 ext. 26

Sylvia Harriss, Executive Director, CIS of Rocky Mount Region, 201 South Pearl St., Rocky Mount, NC 27804, (252) 442-9991

Victoria Slusser, Executive Director, CIS of Rowan County, 204 E. Innes St., Salisbury, NC 28147, (704) 797-0210

Melissa Barker, Executive Director, CIS of Swain County, PO Drawer 1, Bryson City, NC 28713, (828) 488-7505

Judy Younts, Executive Director, CIS of Thomasville, 400 Turner St., Thomasville, NC 27360-3129, (336) 474-4233

Bob Plemmons, Executive Director, CIS of Transylvania County, P.O. Box 669, Brevard, NC 28712-0669, (828) 885-7390 x390

Susan Hansell, Executive Director, CIS of Wake County, 871 Harp Street, Raleigh, NC 27604, (919) 834-5663 x 108

Sudie Davis, Executive Director, CIS of Wayne County, PO Box 11557, Goldsboro, NC 27532-1557, (919) 735-1432

Jenny Croft, Executive Director, CIS of Whiteville, PO Box 1246, Whiteville, NC 28472, (910) 640-1039

Glendora Chipman, Executive Director, CIS of Wilkes County, 1260 College Ave. Suite 1, Wilkesboro, NC 28657, (336) 651-7830

## Local Program Contact Information

Allison Jordan, Executive Director, CIS of Asheville/Buncombe Co., 50 S. French Broad Ave., Suite 246, Asheville, NC 28801, (828) 259-9717

Cynthia Tart, Executive Director, CIS of Brunswick County, PO Box 10087, Southport, NC 28461, (910) 457-3494

Catherine Campbell, Executive Director, CIS of Cabarrus County, PO Box 854/120 Marsh Ave., Concord, NC 28026-0854, (704) 788-1007

Debbie Eller, Executive Director, CIS of Caldwell County, 602 Morganton Blvd., Lenoir, NC 28645, (828) 426-4247 x 21

Louise Hicks, Executive Director, CIS of Cape Fear, PO Box 398, Wilmington, NC 28402, (910) 343-1901

Cynthia Marshall, Executive Director, CIS of Charlotte-Mecklenburg, 601 East 5th Street, Suite 300, Charlotte, NC 28202, (704) 335-0601, ext 1039

Theresa Waldroup, Executive Director, CIS of Clay County, P.O. Box 642, Hayesville, NC 28904, (828) 389-1625

Linda McKnight, Executive Director, CIS of Cleveland County, 502 South Lafayette St., Shelby, NC 28150, (704) 480-5569

Cindy Kowal, Executive Director, CIS Cumberland County, PO Box 2882, Fayetteville, NC 28301, (910) 221-8800

Bud Reider-Lavery, Executive Director, CIS of Durham, 411 W. Chapel Hill St., Suite 604, Durham, NC 27701, (919) 682-9000

Cathy Kenzig, Executive Director, CIS of Gaston County, Alliance for Children & Youth, Box 1695, Gastonia, NC 28053, (704) 867-3512

Jimmi Williams, Executive Director, CIS of Greater Greensboro, 122 North Elm Street, Suite 301, Greensboro, NC 27402-1347, (336) 691-1268

Cerise Collins, Executive Director, CIS of High Point, PO Box 6735, High Point, NC 27262, (336) 883-6434

Allison Leon, Executive Director, CIS of Lee County, 143 Charlotte Ave., Sanford, NC 27330, (919) 718-5426

Donna Black, Executive Director, CIS of Lexington, 68 B East 4th Street, Lexington, NC 27293-0177, (336) 242-1520

Billy Marsh, Executive Director, CIS of Lincoln County, PO Box 1315, Lincolnton, NC 28092, (704) 736-0303

Tom Field, Executive Director, CIS of Madison County, P.O. Box 956, Marshall, NC 28753, (828) 649-9276 ext. 248

Glynda Dean, Executive Director, CIS of McDowell County, 81 S. Main Street, Marion, NC 28752, (828) 652-1040

Lori Gilcrist, Executive Director, CIS of Mitchell County, Greenlee Primary School, 2206 Carters Ridge Rd., Spruce Pine, NC 28777, (828) 467-0970

Andi Korte, Executive Director, CIS of Moore County, PO Box 223, Pinehurst, NC 28370, (910) 692-9010

Diana Mitchell, Executive Director, CIS of the Northeast, P O Box 313, Rich Square, NC 27869, (252) 539-2236x230

Sheila Sholes-Ross, Executive Director, CIS of Orange County, PO Box 9454, Chapel Hill, NC 27515-9454, (919) 967-6677

- Free children’s books (\$1.5 million over past four years)
- No-cost VISTA workers (\$500,000 in past three years)
- Fiduciary agent and program management of statewide AmeriCorps project (\$1.6 million over past seven years)
- Proceeds from statewide fundraising efforts (over \$350,000 in past three years)
- New computers and peripherals (IBM partnership and impending one with Dell)
- Bookkeeping services for new programs
- Funding a 1-800 number for no-cost phone inquiries into CISNC office
- Website development funds

♦ Replication

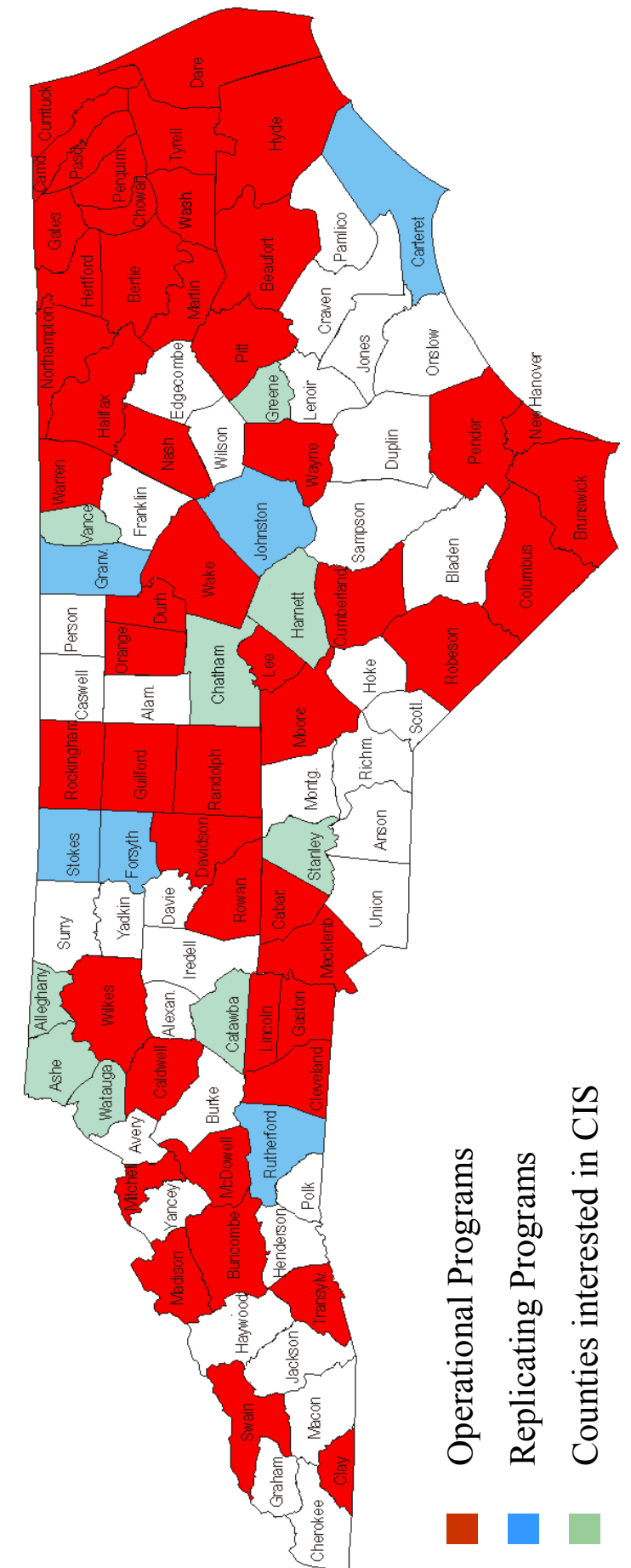
- A controlled, 14-step process of pre-implementation and implementation stages, which includes: conducting community orientation meetings, conducting community assessments, establishing a task-force, developing and implementing a work plan, fundraising, choosing a start-up site, creating a site plan and much, much hand holding.
- Initial funding costs associated with incorporating and establishing a 501c(3) non-profit organization

♦ Training

- Academic
  - ◊ Learning Styles
  - ◊ Positive Discipline
  - ◊ Remediation
- Board
  - ◊ Fundraising and other responsibilities
  - ◊ Orientation
  - ◊ Recruitment
  - ◊ Strategic and Annual Planning
  - ◊ Executive Director Responsibilities
- Community
  - ◊ Asset Mapping
  - ◊ Collaboration

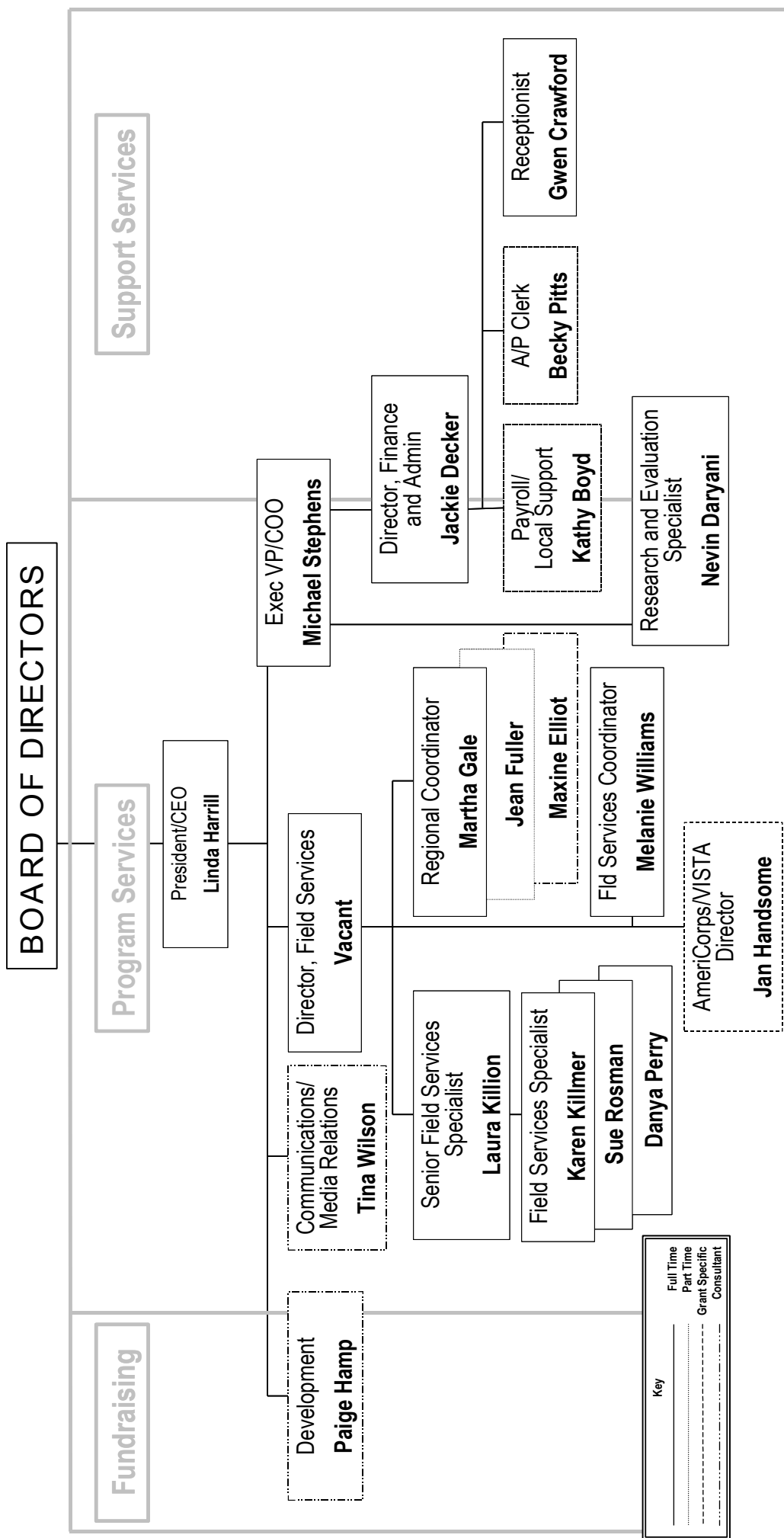
- ◇ Needs Assessment
- Fiscal
  - ◇ Safeguarding Funds
  - ◇ Bookkeeping
  - ◇ Budgeting
  - ◇ Grant administration
- Organizational
  - ◇ Crisis and Risk Management
  - ◇ Nonprofit Management
  - ◇ Personnel Policies
  - ◇ Program Evaluation
  - ◇ Public Relations
  - ◇ Quality and Standards
  - ◇ Reporting
  - ◇ Volunteer Management
- Resource Development
  - ◇ Grant review and writing
  - ◇ Fundraising
  - ◇ Planning
- Site
  - ◇ Afterschool programming
  - ◇ Delivery of Five Basics (mentoring, service learning, etc)
  - ◇ Programming
  - ◇ Record keeping and reporting
  - ◇ Site Plans
  - ◇ Site Management
- Youth
  - ◇ Asset Building
  - ◇ Family Strengthening
  - ◇ Leadership
  - ◇ Risk and Resiliency

# The CIS Network In North Carolina



# Communities In Schools of North Carolina

## Organizational Chart



- New executive director training
- Volunteer training
- Youth development and leadership camps and conclaves
- No-cost or subsidized state training conferences
  - ◊ Summer training institute (over \$50,000 in last four years thanks to SAS)
  - ◊ Annual winter training conference 30-percent subsidized (\$115,000 in three years)
- ♦ Volunteer Recruitment and Sustainability
  - State-of-the-art volunteer manuals (\$30,000 this year via Progress Energy grant)
  - Management of state mentoring partnership

We are proud of the fact that no operational CIS program in North Carolina has ever closed its doors, even during the recent hard economic times. While this is attributable in good measure to the resolve, dedication and skills of local staff and boards of directors, a large degree of this success rests directly upon the support that has been provided by Communities In Schools of North Carolina. CISNC is one of only five CIS State Offices that has earned charter status through the CIS National Quality and Standards Program, and our national office considers CISNC one of its model state offices.

As the executive director of one our newest programs put it,

“CISNC has been instrumental in bringing Communities In Schools to Lee County. Throughout 2003-2004, CISNC staff members guided local volunteers through the CIS replication process. They conducted training for our board members, our part-time executive director, and our Lee County High School site coordinator (a volunteer position). They also provided extensive technical assistance with site plans, annual program and operating plans, budgeting, fundraising, and creating policies and procedures to ensure fiscal accountability. “

—Holly Ann Rogers, former executive director, CIS of Lee County

## Some of CISNC's Many Statewide Partners

Bank of America  
BB&T  
BellSouth  
Blue Cross and Blue Shield of North Carolina  
Cisco Systems, Inc.  
College Foundation of NC  
Commission on Volunteerism and Community Service  
Department of Juvenile Justice and Delinquency Prevention  
Department of Health and Human Services  
Duke Energy  
Futures for Kids  
GlaxoSmithKline  
Governor's One on One  
Habitat for Humanity  
IBM  
The Junior League  
Keith Corporation  
NC Independent Colleges and Universities  
NC Business Committee for Education  
NC Center for Non-Profits  
NC Child Advocacy Institute  
NC Citizens for Business and Industry  
NC Community Colleges  
NC Conference on After School Programming  
NC Corporation for National Service - VISTA  
NC Crime Commission  
NC Department of Labor  
NC Department of Public Instruction  
NC Medical Society  
NC Mutual Insurance Company  
The New Schools Project  
Office of the Governor  
Office Depot  
Progress Energy  
Public School Forum  
RBC Centura  
SAS  
Senior PGA  
State Board of Education  
UNC School of Social Work  
University of NC General Administration (and 16 universities)  
UPS  
Wachovia  
WRAL-TV, Raleigh

## CISNC Pioneering and Testing New Initiatives

1. Communities of Faith – providing the opportunity for churches, synagogues, mosques and other communities of faith to adopt a school or provide volunteers to work with our youth. Works very well in all communities, but especially well in our rural communities that have little or no businesses.
2. CIS of the Northeast – the latest CIS program headquartered in Rich Square, which will eventually provide CIS services to 18 northeastern NC counties. The first of its kind in the CIS national network.
3. Performance Learning Centers – a type of alternative school for HS youth who have been retained in one or more school years and cannot perform at their best in a traditional high school. This accelerated, web-based opportunity will allow an LEA to provide an opportunity for these greatly at-risk youth to stay in school and earn their high school diploma. This initiative is in partnership with the Gates Foundation, the major funder. We are looking to start 12 such schools in 12 separate LEAs over the next four to five years.
4. NC Education Ball – created in 2003 – a major fund-raising and media event held in Raleigh at the end of each school year. Celebrates public education in North Carolina, with proceeds going to the entire CIS network across the state
5. Lots for Learning® – a fundraising opportunity for any CIS affiliate whereby the real estate community in any NC county can donate to the CIS program some amount of its profit from the sale of a property. All parties may get involved in donating up to \$50.00 or so each, from the real estate brokerage, to the law firm, to the lending agency.
6. Cars for Kids® - similar to Lots for Learning® but utilized in the auto sales and resale industries.
7. Invest In Success – created in 2005 and sponsored primarily by RBC Centura, this is a statewide fundraising campaign using mail outs and opportunities for customers to donate at any RBC Centura branch.