



*"Connecting to Something Greater...
Outside and Within"*



ANNUAL REPORT 2022-23

Dear RMFY Friend,

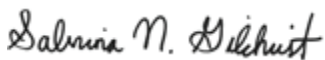
Miriam Webster defines the word connect as “to join or fasten together usually by something intervening” and “to place or establish in relationship.” Today, interventions that connect people and build relationships are more vital than ever. The U.S. Surgeon General has declared that loneliness and isolation are an epidemic. And right here in Mecklenburg County, “disconnected youth” who are not engaged in school or work are identified by our friends at Leading On Opportunity as a target population, needing critical support to improve economic mobility. This is why Right Moves For Youth has been synonymous with solutions for the next generation for more than thirty years.

We specialize in cultivating transformational relationships to maximize impact for our students, families, partner schools, and ultimately our community. Through our weekly groups, Ambassadors Leadership Program, college and workplace tours, and incentive activities, children are making connections with each other, their schools, and community mentors who are invested in their success. Indeed, we are building better lives through extraordinary relationships.

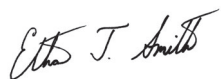
In the following pages, you will see that RMFY intervened with our youth, families, and communities in a way that bolstered connection. As an organization, RMFY connected with several corporate partners to expose our students to career possibilities, financial literacy, and educational opportunities. Through our curriculum, “Connecting to Something Greater...Outside and Within,” students were guided through self-discovery, self-regulation, and positive engagement with others. You’ll see that we are making good on our commitment to provide excellent student support and youth development services – “to help others make the right moves for a better life for all” (RMFY’s Hi-5 Pledge).

With our deepest sincerity, we thank you for supporting our mission to help students in grades 6-12 make the most of their education, connections, and opportunities so that they can set themselves up for future success. None of this is possible without you, our RMFY Friends.

With Gratitude,



Sabrina N. Gilchrist, *Executive Director*



Ethan T. Smith, *Board Chairman*



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Right Moves For Youth



Our Program

Right Moves For Youth (RMFY) is a school-based, youth development and student support program focused on helping teens develop the skills to succeed in school and life.

The mission is to help students in grades 6-12 make the most of their education, connections, and opportunities to set themselves up for future success.

Small Group Mentoring Overview

Using the 4 Pillar Model of educational attainment, social and emotional well-being, career exploration/college readiness, and civic duty/leadership, students grow together and build positive relationships to excel academically, socially and emotionally!

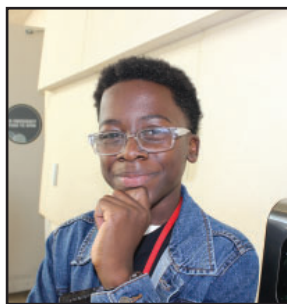
Up to 15 students can participate in each weekly small group in their school or virtually. We offer several groups per school. Students can be referred or self-refer.

Group mentoring helps youth grow their social networks, expand their worldviews, and practice new learning with their peer group (National Mentoring Resource Center). Every (pre)teen wants and needs a place of belonging that undergirds feelings of connectedness and safety.

The RMFY Small Group Mentoring Curriculum is called “Connecting to Something Greater...Outside and Within”.

Curriculum Topics:

- Building connections
- Coping strategies
- Exploring confidence and character
- Decision-making
- Avoiding triggers to bad decisions
- Increasing positive thoughts about themselves and improving attitudes
- Discovering their individual purpose
- Creating attainable goals



My favorite thing about RMFY is the activities I get to do with my friends. RMFY has taught me to be myself without being afraid.

– Cameron, 8th grade

Ambassador Leadership Program

Our key leadership development program is the Ambassadors Leadership Program, which aims to help students develop and leverage their leadership skills in their schools, communities, and beyond.

The program is designed to provide students with opportunities to learn, practice, and apply leadership principles in real-life situations.

Program Overview



28 Schools Reached
19 Schools in-person and
9 Schools virtually



77%
Students with No
Suspensions



8
College and
Career Building Opportunities

1,453
Total number of
students reached

545
Total number of
students served



27
Students in the
Ambassadors Leadership
Program

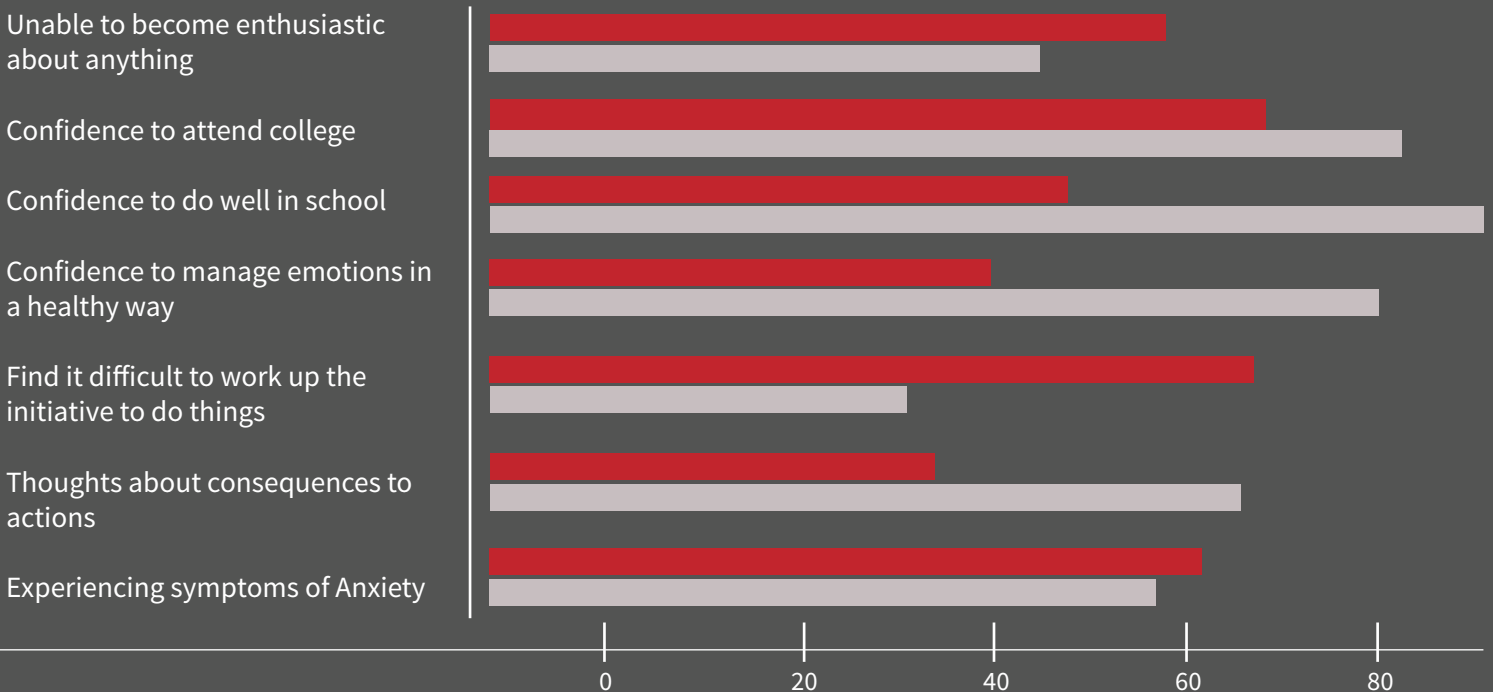
Incentives for “making the right moves” include earning pizza parties, tickets to sporting events, and earning an annual RMFY t-shirt. 75 students also earned a new bike and 120 students participated in an exclusive Nike Jumpman event.

Student Social-Emotional Results Before and After Receiving RMFY Intervention

Measurements

■ Pre- Test

■ Post-Test



Student Impact Stories



Deuntre Nash

Deuntre Nash is a middle schooler who was selected by his counselor to join Right Moves For Youth. Before joining RMFY, Deuntre struggled with bullying and low self-esteem. His desire to learn and engage in conversation with other RMFY members was cultivated in our meetings run by Mr. Gibbs and Mr. Nicholson. Through the self-confidence he gained in our program, Deuntre was able to gain more friends and become friends with students at his school who previously bullied him. He was also able to refocus his attention on his grades and learn to be himself.

In addition to helping Duentre develop important intrapersonal and interpersonal skills, Right Moves For Youth also helped him enjoy experiences few have the privilege to enjoy. Some of his favorites included getting tickets for a Hornets game for his entire family and going to the movies with the RMFY staff. Duentre has a deep love for RMFY and our staff for treating him with kindness and respect. Right Moves is dedicated to helping students like Duentre achieve even more academic and personal growth and continue to be strong, capable leaders at school and for the community.

Zakiya and Layla Spaulding are Seniors graduating from Philip O. Berry Academy this year and have been active members of Right Moves For Youth for over 5 years. Both are enrolling at Queens University this fall. Layla joined RMFY before the COVID-19 pandemic started and was able to participate in meetings over Zoom during the pandemic. Seeing Layla engage with other students and build friendships through our program inspired Zakiya to join the organization as well. Soon, they were both participating in meetings and developing important communication skills. They loved our mission of helping everyone in our program consider their lives outside of school and to develop the skills they need to be leaders in the community.

Zakiya and Layla are proud to be members of RMFY and have spoken of their gratitude for our staff, the lessons, and the opportunities they gained through our program. They were able to develop important networking and life skills due to the space and support we provided them to grow into the bold, outgoing young leaders we know today. Their desire to grow as individuals and as leaders inspires us to continue our mission of helping students make the right moves for a better life for all.

Zakiya and Layla Spaulding



Alumni Impact Stories

Right Moves For Youth alumni are an enduring part of our legacy as an organization. Maya Clamp is a prime example of our impact as an organization. She was a member of Right Moves for all four years of her high school education and continues to stay in contact with members of our staff. Through RMFY, Maya developed great resilience, kindness, and success as a student and as a person. She earned a full-ride to Wake Forest University and is now enrolled in WFU Medical School.

Maya has experienced firsthand how far our organization reaches when she wore an RMFY shirt to the grocery store and saw students excitedly announce “Hey! She’s in RMFY too”. Although it was a small interaction, it was enough for her to know how important Right Moves continues to be to students. She believes that RMFY provides a safe, understanding space for students of every race, gender expression, and sexual orientation to truly be themselves. Maya is a shining example of a courageous, loving person that Right Moves For Youth is proud to call an alumna.



Willie Ryder is a volunteer with Right Moves For Youth who first learned about RMFY through our annual Twilight 5K. After discovering our mission and how we help the youth of our community, he knew that he wanted to get involved and signed up to participate in our 5K. He has since become a weekly group mentor!

As an avid runner, Mr. Ryder was excited to help raise money for a good cause and was equally delighted to see that students from his group were volunteering to run water stands. Mr. Ryder would sometimes worry that all the lessons he was trying to impart to his students wouldn’t stick, but after seeing students from his first year as a mentor with his current students, those worries started to fade.

Mr. Ryder believes in the power of being present for our students and has said, “**If you can be there just even to listen and let them know, ‘Hey, there’s somebody that cares,’** then more students will share their experiences and anxieties so we can help them make the right moves for their future.

Program Volunteers (2022-23)

Makii Arline
Officer Charles Artis
Officer Alvin Bailey
Toya Bailey
Officer Matthew Blanchett
Officer Trevor Bourque
John Bragg
Officer Christopher Brandt
Yolanda Bynum
Chief Deputy Rodney Collins
Crystal Dunham
Kermeka Ferguson
Lt. Stephen Flatt
Sgt. Crystal Fletcher
Officer JJ Flowers
Dr. James Freeman
Pam Gilchrist
Officer Shaquana Griffin
Ashlene Jones
Officer Thornell Little
Angela McDuffie
Porsche McDuffie
Officer Brandon Miller
Melvin Nicholson
Rolando Parkins
Officer Maurice Pharr
Gertrude Pinckney
Nicole Rhoads
Brandi Roberts
Melonie Robinson
Sgt. Christopher Roseboro
Willie Ryder
Marc Scavo
Angie Shoff
Carol Sims
Shanelle Tatum
Monet Tellier-Mitchell
Raven Thomas
Elizabeth Tropa
Carlos Witherspoon
Officer Todd Zielinski

TWILIGHT 5K RACE COMMITTEE

Chief Deputy Rodney Collins
Lt. Stephen Flatt
Capt. Jackie Gilmore
Sgt. Johnny Oliver
Tim & Robin Rhodes
Sgt. Christopher Roseboro
Carlos Witherspoon

TWILIGHT 5K VOLUNTEERS

Jessica Aguilar
Shirley Beatty
Ricky Beatty
Susan Binnie

John Bragg
Berlyne Charles-Vincent
Moe Cieri
Kinshasha Coleman
Ruthye Cureton Cooley
Crystal Dunham
Kevin Elzer
Ross Feldman
Suzanne Fetscher
Lissa Fuentes
Tom Jatulis
Stephanie Lorenzo
Julie Maloney
Angelica Monreal
Justino Montes
Jaimie Montes
Melvin Nicholson
Stacie Nicole
Tiffany Orr
Meghan Paladino
Justin Roberts
Lisa Robinson
Alexandra Russell
Marc Scavo
Angie Shoff
Cheryl Siddiq
Tammy Tevepaugh
Marsha Williams
Carlos Witherspoon
Dana, Jordan & Cedric Witherspoon
Courtney Witherspoon
Emily Woodward
Kenneth Wright

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Demetrius Wilson, Vice-Chair
Don Dockery
Crystal Dunham
Kevin Elzer
Lt. Stephen Flatt
Ethan Smith
Matt Tuchi

MARKETING COMMITTEE

Caity Donovan, Chair
Dan Loskowitz
Sgt. Christopher Roseboro
Ethan Smith
Ally Veltman
Caroline Wallace

FINANCE COMMITTEE

Brian Maxwell, Chair
John Bragg
Ethan Smith



Kermeka Ferguson

We couldn't do everything we do without the love and support of our community. One of our community leaders who has a deep desire to mentor young minds and give back to her community is Kermeka Ferguson. Kermeka first learned about Right Moves For Youth at our annual Heat Up the Night fundraiser event. After hearing about what our program does and seeing first-hand the positive impact we've had on students, she knew she had to be a part of our organization in some way.

Kermeka volunteers as a group mentor at Alexander Graham Middle School where she and our staff lead group activities designed to help students develop practical skills. When she first started as a group mentor, she was worried that the students wouldn't appreciate her coming into their safe space that has been nurtured by our RMFY staff. To her surprise, the students were thrilled to see her return and greeted her "with smiles, waves and a few students even yelling out [her] name!" These genuine connections and forms of inclusion are prime examples of what RMFY develops across all schools that participate in our program.

My favorite thing
about RMFY is talking
to people I wouldn't
usually talk to.
RMFY has taught me
how to better
communicate.

– Amiyah, 7th grade

Mission Alliances



Bank of America's Better Money Habits program is designed to teach younger members of the community financial literacy so they can get a head start on learning how to spend and save their money wisely. Mariska, Michael, Euralis, and Katie are the leads of the Better Money Habits program and after learning about Right Moves For Youth, decided that we would be the perfect organization to partner with. During the first few meetings, the representatives from Bank of America's Better Money Habits were blown away by how curious our students were and how specific their questions were. They wanted to help build a foundation of financial knowledge for the students so they would understand the importance of not spending more than you make and what classifies as a need or a want.

In addition to working with the students, they also held meetings with the parents of our students. They would cover a wide variety of important financial topics, ranging from credit to estate planning. Throughout our program partnership, parents and students alike were open to being vulnerable and sharing their hardships in order to learn from them. The Better Money Habits staff were thrilled to see that the students would create a presentation at the end of the program and show off all the knowledge they gained and spread that to other students and family members. The program leads at Bank of America's Better Money Habits hope to continue partnering with our organization in addition to starting programs at other student-centric organizations.



PARTNERS

Charlotte Fire Department
Charlotte Mecklenburg Police Department
Mecklenburg County Sheriff Office
Charlotte-Mecklenburg Schools
Bragg Financial Advisors

COLLABORATORS

Allstate Foundation
Bank of America
City of Charlotte
LendingTree Foundation
Red Ventures
Rogers Builders
Schug Foundation
St. Johns Baptist Church
The Spokes Group
Wells Fargo
Apparo

FRIENDS

Carolina Youth Coalition
Central Piedmont Community College
The Children's Alliance of Mecklenburg County
E2D
Time Out Youth
Girl Scouts Hornets' Nest Council
Black Social Capital Initiative
Playing For Others
GenOne
ProjectOne

Events Bring Us Together



Thank You Sponsors!

Bragg Financial Advisors
 Charlotte-Mecklenburg Police Department
 Compass Group
 CPI Security Systems
 Empire Communities
 Mecklenburg County Sheriff's Office
 Publix Super Markets Charities
 Red Ventures
 Rodgers Builders
 Truliant Federal Credit Union
 Wells Fargo



Thank You Sponsors!

Bank of America, *Presenting Sponsor*
 Adams Beverages
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 Deutsch Family Wine & Spirits
 Duke Energy/Piedmont Natural Gas
 Red Ventures
 Truliant Federal Credit Union
 Wells Fargo





2025 Strategic Vision Update



GOAL 1:

Fortify Program Services

Development of new curricula, “Connecting to something greater...”

Added new program talent for quality service delivery



GOAL 2:

Increase Resources for the Mission

FY22 cost analysis led to new funding strategies for sustainable growth

Launch of 2025 Giving Society



GOAL 3:

Identify and Secure Strategic Agency Alliances

Newly defined categories of alliance

More intentional collaboration with corporate entities and other nonprofit youth-serving agencies



GOAL 4:

Sustainably Increase Schools and Students Served

Served three additional schools compared to the previous year, going from 16 to 19 RMFY school sites

First Year Learnings

- 1) There is power in collaborating with skills-based volunteers in both envisioning and strategic execution. Diversity of thought and cross-disciplinary knowledge strengthens the process.
- 2) Receiving feedback on the vision and strategic plan from supporters and leveraging those recommendations can move the needle.
- 3) It is important to balance pacing, accountability and managing expectations in goal attainment. “This is a marathon” is the perfect metaphor for visionary work.

Pivots

- 1) The strategy for sustainable growth was simplified to focus on three funding buckets and the development of the 2025 Giving Society.



2025 Society

Furthering Impact
Sustaining Growth

- To support the 2025 Strategic Vision and to make sure we can accomplish our goals, we created the 2025 Society.
 - The 2025 Society provides the opportunity for someone to make a 3-year pledge of any size.
 - Each year, 75% of your gift will go towards current operations and 25% will go towards expansion and sustainability (towards the 2025 Strategic Vision goals).
 - Your 3-year pledge of any size allows RMFY to sustainably reach more students and more schools that need our services.

2025 Society Members

Teresa and Irving Brenner
 Ruthye Cureton Colley
 Susanna and Charles Dalton
 Stephanie and Russell Daniel
 Don Dockery
 Caity and Patrick Donovan
 Crystal Dunham
 Kevin Elzer and Susan Binnie
 John Grigg
 Julie Maloney

Katie and Brian Maxwell
 William McDonald, Jr.
 Gretchen and Marc Scavo
 Vicki and David Scheppegrill
 Mary Anne and Ethan Smith
 Ashley Varnado
 Caroline Wallace
 April and Thomas Whitlock
 Carlos Witherspoon

To learn more or to join the 2025 Society visit our website at <https://www.rightmovesforyouth.org/the-2025-society/>.



2022-2023 Supporters

Right Moves For Youth recognizes our donors who have contributed and helped make a meaningful impact. Thank you to everyone who helped RMFY reach \$1 million raised in an annual campaign for the first time in the organization's history.

LEADERSHIP DONORS

\$100,000+

Mecklenburg County - American Rescue Plan Act (ARPA)
Mecklenburg County - Juvenile Crime Prevention Council (JCPC)

\$50,000 - \$99,999

The Leon Levine Foundation
City of Charlotte: Charlotte-Mecklenburg Police Department
Aaron and Liz Feinberg
Piper Sandler
Sisters of Mercy of North Carolina Legacy

\$25,000 - \$49,999

The Merancas Foundation
The Bill and Sharon Allen Family Foundation
Allstate Insurance Company
Frank and Kathy Bragg

\$15,000 - \$24,999

Bragg Financial Advisors
The JEM Project
Bank of America
Truliant Federal Credit Union
Anonymous
Ally Bank
Duke Energy Foundation

\$10,000 - \$14,999

LSEG Foundation
Mrs. Peggy and Dr. John Schug
Duke Energy-Piedmont Natural Gas
Charleys Kids Foundation
Charlotte Mecklenburg Community Foundation
Jean L. Law

\$5,000 - \$9,999

Red Ventures
Pricewaterhouse Coopers
Stephanie and Russell Daniel
Charlotte Knights Charities



One career exposure experience this year was a collaboration with Rogers Builders. Students visited a project site and interacted with employees in their office.

Compass Group USA
CPI Security
Empire Communities
Phillips and Leslie Bragg
Phoenix Fund

\$2,500 - \$4,999

Nicole and Joe McCartney
Living Through Giving Foundation
Anna and Verner Stanley, Jr.
Carolina Panthers Charities
Catherine and John Bragg
M.B. & Edna Zale Foundation
Mary Lou and Michael Daly
NCFI Barnhardt Foundation
OneMain Financial
Publix Super Markets Charities
Rogers Builders

\$1,000 - \$2,499

Faison Enterprises, Inc. Fund
In honor of John H. Grigg
Hugh Bigham, Jr.
John Grigg
Ginny and Roger Cobb
St. John's Baptist Church
Kevin Elzer and Susan Binnie

Ruthye Cureton Cooley
Gretchen and Marc Scavo
Caity and Patrick Donovan
Sarah and Greg Soule
Eva Nesmith
Andrew Kelleher
Mary Anne and Ethan Smith
Dr. James Freeman
Brighthouse Financial
Charlotte Hornets Foundation
Dale Halton*
Ernst & Young
George Rodriguez
Lara and Joshua Carson
Julie Maloney
Lynn Bishop

Gifts \$999 and Under

Addison Grammatico
Adonis Alexander In honor of Sabrina Gilchrist
Aglorise Perry
Alicia and Rodney Collins
Alison and Joel Golmont
Amanda and Philip Schneider
Andrea Nesmith
Andres Riobueno

*Deceased

2022-2023 Supporters

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Andrew Cook
Angela Witt
April and Thomas Whitlock
Ashley Varnado
Barbara and Stephen Flatt
Ben Rose
Benjamin Lee Bartlett
Betty Harkey
Betty Hudgins
Brad Haig In honor of
Julie Maloney
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Brian Gilchrist
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Carolyn Miller In honor of
Kendra Clarke
Chandria Jones
Chris Howard
Christopher Roseboro
Corey Ficke
Crystal Dunham
Dan Loskowitz
Dana M McLean
Darrell G Dye
David Alexander
David Hanna
David Kobziak
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Don Dockery
Douglas Ghidina
Elliott Davis LLC
Ernesto Sierra
Euralis Figueroa
Eva Beatty
Fabulous Fifty Women's Giving
Circle, Charlotte Chapter
Gail Barksdale
Gene Lim
Gilbert Maldonado
Irving and Teresa Brenner
James Sears McGee In honor of
Claude and Katharine Broach
James Vincent Dadabo

Jeffrey Francis
Jennifer Muckley
Jeremy Alan Emory
Joe Rogers
Joseph Jones
Jose Tan
Joyce Y Hall
Julian Clark
Julius Rainey
Katie and Brian Maxwell
Kelli and David Knoble
Kendra Clarke
Kenneth Adlam
Kim Ray
Kimberly Derek Riley
Kimberlee and Peter Schneider
Kyle J Ferlic
Lauren Lewis In honor of
Stephanie Daniel
Lea and Max Williams
Linn Byrd
Lisa McNeil
M.B. & Edna Zale Foundation In
honor of Aaron Voorhees birthday
Makkeddah Gilchrist
Margaret Kozsan
Marilyn Porter In honor of Chief
Deputy Rodney Collins
Michelle Hopkins
Mildred Folk
Mitzi Folk
Monique Fairclough-Drake In honor
of Sabrina Gilchrist
Greg Jaudon
N B McWilliams
Na'Cole and Demetrius Wilson
Nakia C. Best
Odette Harper
Patrick Cobbs
Patrick McKendry
Qiana Laterese Matthews
Rachel McIntyre
Ramiro Hernandez
Robert Griffin
Robin and Tim Rhodes
Roshonda and Brannon Jones



Ambassadors earned a field trip to Atlanta, GA where they visited colleges, local attractions, and cultural sites.

My favorite thing
about RMFY is
the community of
students and staff
that come together
to encourage and
inspire us to succeed.
RMFY has taught me
to always do my best
and stay committed
to making the
right moves.

– Zakiya
12th grade

2022-2023 Supporters

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Rusty Secrist
Ryan Adam Melton
Sadie Andrus
Scottie Trapp In honor of
Sarah Oppenheimer
Sherie Pearsall
Shirley and Ricky Beatty
Shirley Cherry
Stacey L Anderson
Steve Wang
Steven Owens
Stuart Friou
Susanna and Charles Dalton
Suzanne Fetscher
Suzanne Wittebort
Tammy Maria Loomis
Tayuanee Dewberry In honor of
Sabrina Gilchrist
Timothy Gerald
Women Executives In honor of
Sherri Chisholm
William McDonald, Jr.
Yolanda Bynum

3+ Years of Giving

Adonis Alexander
Adrian Holley
Aglorise Perry
Alicia and Rodney Collins
Andrew Kelleher
Angie and Jim Shoff
Angela and Reginald Johnson
Antigone Branch
Barbara and Lt. Stephen T. Flatt
Ben Rose
Betty and Joe Millsaps
Burnet and Campbell Tucker
Caity and Patrick Donovan
Catherine and John Bragg
Charles Artis
Corey Ficke
Curtis Stanton
Dale Halton*
Dan Ward
David Alexander
Dawn and Aaron Cannon (H)
Debbie and Mark Taylor
Don Dockery

Dr. David Williams
Dr. James T. Freeman
Gary Coble
Gene Lim
George and Barbara Climer
Ginny and Roger Cobb
Gretchen and Marc Scavo
Hugh Bigham, Jr.
Jayne and Mike Pate
Jennifer Muckley
John Grigg
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Julie Maloney
Kelli and David Knoble
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Kim Ray
Lara and Joshua Carson
Lyndsay and Michael Yeary
Lynn Bishop
Marilyn and David Furman
Marilyn Porter
Marni and Sears McGee
Mary Beth and Jeremy Fulkerson
Matt Tuchi
Megan Shoff
Michael Gardner
Mildred Folk
Mrs. Mary and Dr. Charles Edwards
Mychal Moore
Patsy Houston
Robert Griffin
Rohit Lohan
Sabrina N. Gilchrist
Sadie Andrus
Sarah Richards
Sgt. Crystal Fletcher
Sheray Deleon
Stephanie and Russell Daniel
Stewart Tate
Susanna and Charles Dalton
Suzanne Fetscher
Teresa and Irving Brenner
Torri Tellis
Vanessa Butler
Vicki and David Scheppebrell
Vicki Gardin
William and Pam Crowder

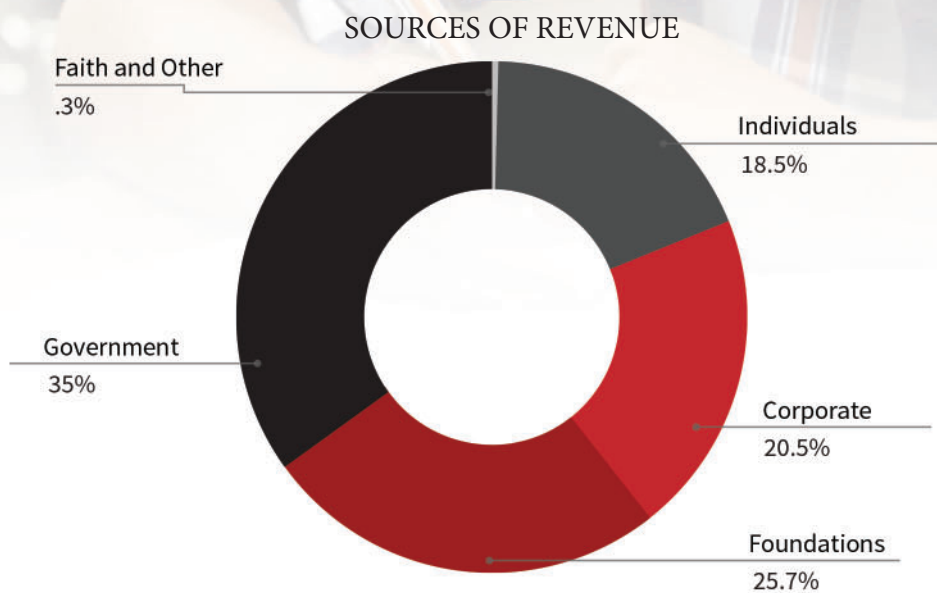
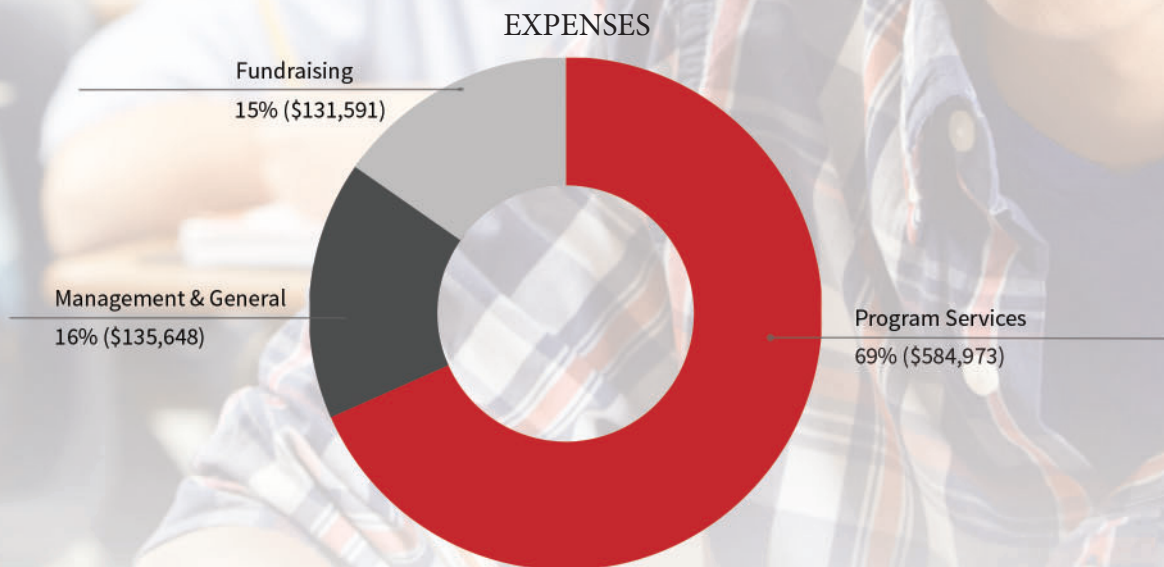
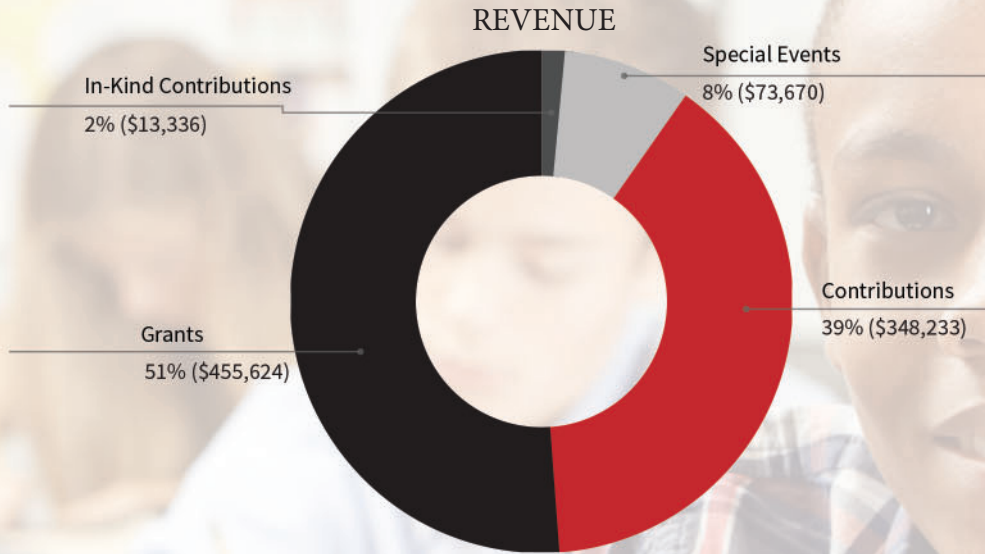


120 RMFY middle school students were invited to participate in a special event with Nike Jumpman brand, athletes from the four Jumpman collegiate schools, and the Charlotte Sports Foundation.





5+ Years of Giving

Angela Witt
Anna and Verner Stanley, Jr.
Betty Hudgins
Carlos Witherspoon
Douglas Ghidina
Frank and Kathy Bragg
Jeffrey Francis
Kathryn and Adam Ford
Leslie and Phillips Bragg
Liz and Aaron Feinberg
Lydia and David Hanna
Mary Anne and Ethan Smith
Mary Lou and Michael Daly
Mrs. Peggy and Dr. John Schug
Sarah and Greg Soule
Sharon and Bill Allen
Stuart Friou
Suzanne Wittebort

Financials





-  Right Moves For Youth
-  RMFYCharlotte
-  RMFYCharlotte
-  Right Moves For Youth



Make a difference for generations to come.
Remember RMFY in your planned giving.