Title

Henrico Police Athletic League

06/10/2026

by **Kenneth Ragland** in **Impact 100 Richmond Grant Application (2026)**

id. 54368476

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Original Submission

06/10/2026

Score	n/a
1. Name of Organization	Henrico Police Athletic League
2. 501C3 Number	75-3243082
3. Geographic Area(s) Served:	Henrico
4. Application Contact Name:	Michelle Rollins
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7. Organization Website (if applicable):	www.henricopal.org
8. Organization Executive Director/CEO Contact:	Kenneth Ragland

9. Organization Executive Director/CEO Phone Number:	+18042624725
10. Organization Executive Director/CEO Email:	Kragland@henricopal.org
11. What is your highest rating on GuideStar (we recommend at least Gold):	Gold
Provide a link to your GuideStar organizational profile, if applicable.	https://www.guidestar.org/Profile/75-3243082
12. Please confirm that the following grant criteria are met by the applicant:	Organization has an annual operational budget above $250,000. Organization has been in existence for 36 months or longer, and is currently in good standing in the state where the entity was formed. Project will serve needs in the City of Richmond and/or the surrounding counties (Chesterfield, Goochland, Hanover, Henrico, and Powhatan). Funds will be utilized within 12 - 18 months, and the program/project has demonstrated sustainability following the use of Impact 100 Richmond funds.
13. Select ONE of Impact 100 Richmond's focus areas where your proposed work best aligns:	Family
14. Summary: Provide 1-2 sentences that summarize your specific funding request and the goal of this project or program effort?	HPAL seeks funds to expand after-school programs, providing safe care, meals, and mentorship to help Richmond/Henrico families thrive.

15. Organization: Briefly describe the history and mission of the organization.	Established in 2007, the Henrico Police Athletic League (HPAL) has positively impacted over 40,000 at-risk K–12 youth through comprehensive academic, athletic, and mentorship programming. Our mission is to inspire, support, and prepare youth for lifelong success by providing a safe environment where they can thrive academically, socially, and emotionally. HPAL's unique Police-Mentored Operational Model pairs law enforcement officers with youth to build trust, foster character development, and reduce juvenile risk factors—transforming lives and strengthening the vital bond between our community and those who protect it
16. Community Need: Describe the community need(s) that the program/project will address.	Underserved families in Richmond and Henrico face a critical gap in after-school support, leaving youth vulnerable during the hours between school dismissal and parental return. For many working parents, this gap creates significant stress regarding safety, nutrition, and academic stability. HPAL bridges this divide by providing a safe, consistent environment where 'every kid needs a PAL.' By combining nutritional support, academic guidance, and diverse enrichment, from STEM to sports with the consistent mentorship of law enforcement, we provide the stability families need. Our programs do more than supervise; they empower the entire family unit by ensuring children are safe, fed, and supported, allowing parents to work with peace of mind while their children build the skills necessary for lifelong success.
17. Community Need: Describe how a $100,000 Impact 100 Richmond grant for this program/project would be transformational for your organization and/or the community.	A $100,000 Impact 100 Richmond grant would be a transformative investment in the stability and future of our families, allowing the Henrico Police Athletic League to scale our comprehensive after-school ecosystem. This funding removes critical barriers like transportation and program fees, ensuring our most vulnerable families have guaranteed access to a sanctuary where children are safe, nourished, and mentored. By expanding our operational capacity, we can deliver high-impact programming that extends far beyond standard care, incorporating vital initiatives such as the Childhood Obesity Prevention Program, Sports & Fitness Clinics, Youth Safety training, Chess, Dance, Arts & Crafts, and STEM education. Crucially, each of these programs is deeply grounded in the consistent, positive mentorship of our law enforcement officers, who are present daily to build trust and foster character development. This grant does more than fund a program; it strengthens the entire family unit, empowering parents with the peace of mind to work while providing their children with the holistic guidance and relationship-driven support necessary to thrive.

18. Program/Project: Provide a high-level description of the program/project for which you are seeking funding.	The Henrico Police Athletic League (HPAL) After School Program provides a safe, structured sanctuary for K-12 youth from late August through early June. Operating at four primary sites Baker Elementary , Dumbarton Elementary, Harvie Elementary, and Pinchbeck Elementary, our program serves families across Henrico and Richmond. We offer daily, full-course nutritional dinners and snacks, alongside dedicated time for homework assistance. Beyond academic support, students participate in a diverse array of enrichment programs, including the Childhood Obesity Prevention Program, Sports & Fitness Clinics, Youth Safety training, Chess, Dance, Arts & Crafts, and STEM education. A core component of our model is the active presence of law enforcement officers at every site. These officers serve as mentors, building positive, trust-based relationships with students by engaging in activities aligned with their own personal interests. To maximize accessibility, HPAL provides transportation for students from over 30 schools across the region, including Mehford, Varina, Ward, Donahoe, Fair Oaks, Montrose, John Rolfe, Seven Pines, Greenwood, Longdale, Trevett, Chamberlayne, Holladay, Lakeside, Longan, Charles Johnson, Hungary Creek, Brookland, Moody, Laburnum, Glen Lea, Fairfield, Adams, Ashe, Ratcliffe, Skipwith, Ridge, Pemberton, Tuckahoe Elementary, Tuckahoe Middle, Crestview, Maybeury, Jackson Davis, Quioccasin, Elko Middle, and Three Chopt Elementary. While the program has a weekly cost of $95.00, we remain committed to equity by providing robust scholarship support to ensure no family is turned away due to financial constraints.
19. Program/Project: What challenges are you likely to encounter? How will your organization address them?	Our primary challenge is ensuring equitable access for underserved families who face significant barriers, such as transportation logistics and financial constraints. To address this, we are committed to providing robust scholarships and working closely with local schools to coordinate reliable transportation, ensuring no child is turned away due to cost or distance. Additionally, managing an after-school program at this scale requires consistent, high-quality staffing to maintain safety and meaningful mentorship. We address this by investing in comprehensive training for our team and fostering strong partnerships with local universities, community professionals, and law enforcement agencies to ensure a diverse, skilled, and dedicated group of mentors at every site. Finally, maintaining high-quality programming and resources across multiple sites can be resource intensive. We proactively mitigate this by cultivating strong relationships with local business partners and community supporters for donations, while aggressively pursuing diverse grant opportunities to ensure our programs from athletics to arts, remain well-equipped, safe, and impactful for every student we serve

20. Program/Project: Will you collaborate with any other organizations? If so, who will be your partners, and what will they contribute?	HPAL relies on a robust network of community partners to deliver our comprehensive after-school services: 1.Henrico County Police Department: Provides a holistic, integrated partnership where assigned law enforcement officers are present at every site year-round to mentor youth and build lasting, trust-based relationships. 2.Henrico County Public Schools: Essential partners who provide the facility sites for our programs and work hand-in-hand with our staff to ensure a seamless transition from the classroom to our after-school environment. 3.Henrico County Food Bank & FeedMore: Crucial in addressing food insecurity, they supply the well-balanced meals and snacks we provide to students daily, which our staff picks up to ensure every child is nourished. 4.The Cultural Arts Center of Glen Allen: Enhances our programming by bringing in volunteers and materials for our arts and crafts initiatives, while also providing valuable support for our STEM projects. 5.University of Richmond: Provides dedicated student volunteers who assist with homework support, coaching, and student engagement.
21. Program/Project: Using metrics appropriate for your program/project, describe your goals, indicators of success, and plan for achieving success (i.e., people served, dollars raised, community outcomes, etc.).	Our primary goal is to serve over 400 students annually, providing a consistent, safe environment for those in underserved communities. Success will be tracked through high participant retention rates, consistent homework completion, and positive feedback from students and families regarding their engagement across all program areas, including nutrition, sports, arts, and STEM. We will measure the impact of our law-enforcement mentorship model through assessments that track improvements in student-officer trust and character development. Financially, we aim to secure the $100,000 grant and maintain key community sponsorships to subsidize transportation and program costs, ensuring equitable access for all families. By utilizing biannual data reviews of attendance, nutritional uptake, and program outcomes, we will continually refine our operations to ensure we are effectively meeting the needs of our families and maximizing our long-term community impact.

22. Program/Project: Is there a specific timeline for your program/project, or will it be ongoing? If ongoing, describe the metrics used to evaluate it in the long term.	The Henrico PAL After School Program is an ongoing, long-term commitment to the families of Henrico and Richmond, providing a consistent safety net and developmental pipeline specifically for elementary-aged youth in grades K-5. By offering stable support during these foundational years, we act as a crucial partner in each student's early life journey. To evaluate our long-term success, we utilize a comprehensive set of metrics. We track longitudinal outcomes such as school engagement and improvements in foundational academic assessments as indicators of personal growth. Through consistent, year-over-year surveys and assessments, we measure the deepening of trust between our students and law enforcement mentors to gauge our relationship-driven impact. We also monitor year-over-year participant retention, which serves as a key indicator that HPAL is providing a stable, reliable resource that families count on. Furthermore, we track indicators of future readiness, such as preparedness for middle school transition and social-emotional development, ensuring we are effectively setting our students on a path for lifelong success. By gathering this data, we ensure our ecosystem of support evolves alongside the changing needs of our families and community.
23. Funding: Describe your organization’s financial position, including current financial state, cash flow, endowments, annual fundraising, and goals related to revenue.	The Henrico Police Athletic League (HPAL) maintains a solid and growing financial position, supported by disciplined budget management and consistently positive cash flow across our year-round after-school and summer programming. While we do not currently hold an endowment, we are actively cultivating long-term sustainability by diversifying our revenue through corporate partnerships, foundation grants, and community-based fundraising; in 2025, this strategy yielded over $100,000 in confirmed awards and established a robust pipeline for future growth. Our 2026 strategic plan focuses on aggressively pursuing both pending and new funding opportunities to expand our operational capacity and stabilize our comprehensive K-5 after-school ecosystem. A $100,000 grant from Impact 100 Richmond would be transformational in this effort, allowing us to immediately scale our reach, eliminate participation barriers like transportation fees, and demonstrate to our partners that HPAL is a trusted, high-impact organization fully prepared for long-term community service

24. Funding: What is the total program/project budget request? Have you raised any other funds to date to support the program/project? If awarded, how will a $100,000 grant from Impact 100 Richmond be used?	The total annual operating budget for HPAL's comprehensive K-5 after-school ecosystem is $900,000, which sustains our daily operations across all program sites, including nutritional services, transportation, staffing, and enrichment programming. We have successfully secured sustainable funding through a combination of ongoing community partnerships, corporate support, and participant contributions, yet we require this grant to bridge gaps for our most vulnerable families. If awarded, the $100,000 Impact 100 Richmond grant will be utilized to remove critical barriers to access by expanding our transportation network and increasing our scholarship capacity. Additionally, these funds will support our operational excellence by upgrading essential educational and athletic supplies, ensuring we have the materials necessary to maintain high-impact programming across STEM, the arts, and physical fitness initiatives. Ultimately, this investment strengthens our ability to retain the qualified personnel and law enforcement mentors who are central to the safety and character development of every child in our care.
25. Funding: How will you fund ongoing expenses associated with the program/project if awarded the Impact 100 Richmond grant? If funding is for a capital project, what are the anticipated ongoing expenses (maintenance, utilities, etc.), and how will you sustain these expenses?	The Henrico Police Athletic League is committed to the long-term sustainability of our comprehensive K-5 after-school ecosystem, which functions independently of the one-time Impact 100 Richmond grant. Ongoing expenses,primarily staffing, educational materials, and daily operational costs are fully integrated into our annual $900,000 operating budget, which is supported by a reliable mix of public and private grants, community fundraising, corporate sponsorships, and long-standing government partnerships. Because these programs are core to our mission, we treat their funding as a permanent organizational priority rather than a project-based cost. We will maintain this financial stability by continuing to diversify our revenue streams and deepening our relationships with community donors who recognize the essential value of the mentorship and academic support we provide to Henrico and Richmond families. By consistently cultivating new corporate partnerships and grant opportunities, we are confident in our capacity to sustain and scale these vital services for years to come.

Upload PDF Format Only: Organizations 501c3 Letter

IRS_Letter.pdf

Upload PDF Format Only: Organization Budget for this Current Fiscal Year (showing annual budget of $250K or greater)

Copy_of_HPAL_2025_Budget_-_Budget_vs._Actuals_2.pdf

OPTIONAL Upload PDF Format Only: Partner Budget for Current Fiscal Year (showing annual budget of $250K or greater), if applicable

MOU_-_Henrico_PAL_HCPS_1.18.24.pdf

Upload PDF Format Only: Detailed Program/Project Budget in a template of your choice (limit one page)

2026-27_After_School_Budget_Details.xlsx_-_Detail.pdf

Upload PDF or JPEG Format Only: List of Organization's Board of Directors

PAL_Board_Member_List_with_Affiliations.docx_1.pdf

OPTIONAL Upload PDF Format Only: Letter of Commitment or MOU from Partner Organizations (if applicable)

Thank you for taking the time to apply for the Impact 100 Richmond grant! Once you submit you will receive a confirmation email.
