

# Answering the Call

55 Years of Serving Virginia's Children



2025 IMPACT REPORT

Children & Family Services | Behavioral Health | Education | Advocacy

# A Message From Our Board Chair and CEO

## OUR MISSION

*Elk Hill enables children and families to transform overwhelming challenges into successful futures. Through specialized education, community-based services and residential treatment programs, children and families can discover the academic, vocational, behavioral, and relationship skills they need to be successful.*

**D**ear Friend,

When we look at the map of Elk Hill's service locations, we feel a deep sense of satisfaction and pride. While Goochland County will always be our home, our reach now extends across Central Virginia—from Harrisonburg to Staunton to Richmond.

Our motive for expansion is simple: **We go where children need us.** When referrals outpaced the capacity of our group home for girls, we opened a second home in Charlottesville. When Richmond-area families needed supervised visitation, we provided a welcoming place with compassionate parent coaching. When public school administrators in Harrisonburg asked Elk Hill to provide special education for middle- and high-schoolers, we made plans to open a new school in late 2025.

The credit for Elk Hill's growth goes to our staff. Our therapists, counselors, educators, case managers, and specialists are known and respected statewide for their expertise and dedication. And none of this would be possible without you, our donors. Because of your generosity this year, hundreds of Virginia children received the support they need to heal, to learn, and to grow. On behalf of our kids, we thank you. ■



*Nelson Teague*

**Nelson Teague, Jr.**  
Board Chair

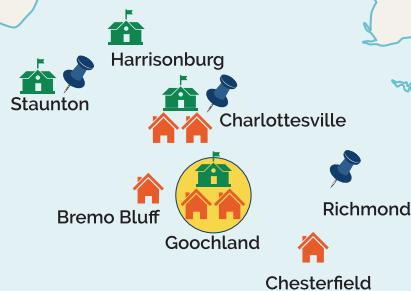


*Ronald K. Spears*

**Ronald Spears**  
Chief Executive Officer



**VIRGINIA**



*Founded in 1970 in Goochland by S. Buford Scott, Elk Hill now serves youth and families across Virginia at 13 locations and in more than 35 schools. Since our founding Elk Hill has served more than 10,000 youth.*



*"I was playing a game with one of my fourth-grade girls, and one of the questions was, 'Where do you feel most comfortable?'"*

*She immediately said, 'Here.'*

*I asked her if she meant here at school, and she said, 'Here, in the counseling room with you.'"*

– Cait Lawson  
Licensed Professional Counselor  
Augusta County



**T**he children we serve often have tough home lives, a history of trauma, or difficulty regulating their emotions during a loud, long school day. Elk Hill's staff provide an oasis of calm. "When a child feels comfortable telling me what they are feeling and exploring why, the trust there is very powerful," said Johanna S. Thomas, QMHP-T, a therapeutic day treatment counselor in Staunton. "Being able to be a support, someone who can listen without judgement and offer some positive coping skills, is one of the most rewarding things as a counselor." ■

## Meeting children and families where they are

When children face behavioral and mental health challenges, our Community Services team is there. In schools and homes throughout Central Virginia, we provide professional counseling, coaching, mentoring, case management, and crisis support. Our approach works. "We're constantly contacted by public schools to expand our services," said Community Services Director Heather Lewis, LPC. "Schools and principals trust us."

At Elk Hill, we believe every child deserves access to mental health care. If Medicaid lapses or insurance denies a claim, our counselors advocate on behalf of the family and—thanks to our wonderful donors—we provide scholarships so children can get the services they need. ■

**35+ SCHOOLS WITH  
ELK HILL COUNSELORS**

**542 CHILDREN SERVED**

**6,201 FAMILY AND  
INDIVIDUAL THERAPY  
SESSIONS**

\*FY 2025



# Prevention Services

*"One of our summer camp kids was on the autism spectrum. He wanted everything to be the same every time. But every experience we provide is different. **Being in the moment is so important, or you miss the joy.**"*

*The phrase I used a lot with him was, 'I need you to choose happiness.' And he did. In our last outing, he piloted a canoe by himself. To watch him paddling around the lake with proficiency was awesome."*

– Andy Josselyn  
Outdoor Education Coordinator

**T**his child was one of two siblings referred to Elk Hill's camp after months of truancy and behavior challenges caused by past abuse and trauma. His sister was quiet and withdrawn. She and her brother resisted following rules and tested every limit.

"By the end of the program, they became different human beings," said Mr. Josselyn. The children are now attending school every day, as well as Elk Hill's after-school program. "They just seem to have joy for the first time," their social worker told us. ■



## Helping children and families reconnect and heal

Nature is the best teacher. Elk Hill provides outdoor adventure and ecotherapy experiences to children in the community, in our schools, and in our residential programs. With a \$10,000 grant from the Virginia Department of Wildlife Resources, we purchased canoes and trained our staff. As a result, more than 100 kids this year paddled canoes for the first time ever. Some had never been on a river.

Prevention Services also includes mentoring, parent coaching, and supervised visitation, which expanded this year with a new office in the Richmond area. Our caring staff work with children and parents to break unhealthy patterns and forge new, resilient bonds. ■

**100% OF CLIENTS AND CAREGIVERS  
SURVEYED REPORT INCREASED  
POSITIVE SELF-IMAGE, NEW  
BEHAVIORS, AND COPING SKILLS**

**• MORE THAN 150  
• CHILDREN PARTICIPATED  
• IN PREVENTION AND/OR  
• OUTDOOR PROGRAMMING**

**• \$4,000 IN  
• SCHOLARSHIP FUNDING  
• PROVIDED**

\*FY 2025





*"A lot of our kids are in a hole that they didn't dig. When they're trying to climb their way out of it, they don't have time to be kids. Here at Fair Meadows, we ensure that they get to have a childhood."*

– **Sonia Timberlake**  
Residential Case Manager  
Fair Meadows Group Home  
for Girls

**T**his spring, the first three residents of the new Fair Meadows Therapeutic Group Home in Charlottesville went on an outing to Elk Hill's Challenge Course. "I'm afraid of heights," one girl said on the drive to Goochland. "I'm absolutely not doing that."

As she looked up at the obstacle course, the two other girls encouraged her to try. "You're braver than you think," they said. "And you can't be brave if you're not scared." With her peers and staff cheering her on, the girl dared the climb. She shrieked as she ziplined to the forest floor, then exclaimed: "I did it! I actually did it. It wasn't as bad as I thought it would be." ■



## Guiding youth as they take their first steps toward adulthood

At Fair Meadows and our other therapeutic group homes, our young residents learn empathy, responsibility, and independence. Many have never had a trusted adult show them how to write a resume, dress for a job interview, or budget for household needs. With care and compassion, our staff teach youth these skills and help them navigate tumultuous teenage emotions.

Anytime we encounter a challenge, we innovate. When bureaucratic red tape prevented one girl from enrolling in school, our staff created worksheets and online lessons so she wouldn't fall behind. Kind supporters stepped in to

provide things that brought our residents joy. On trips to Kings Dominion, the movie theater, and the roller rink, our resident youth could laugh, play, and simply be kids. ■

**63,450** MEALS PROVIDED  
TO ELK HILL STUDENTS AND  
THERAPEUTIC GROUP HOME  
RESIDENTS

**82** CHILDREN SERVED

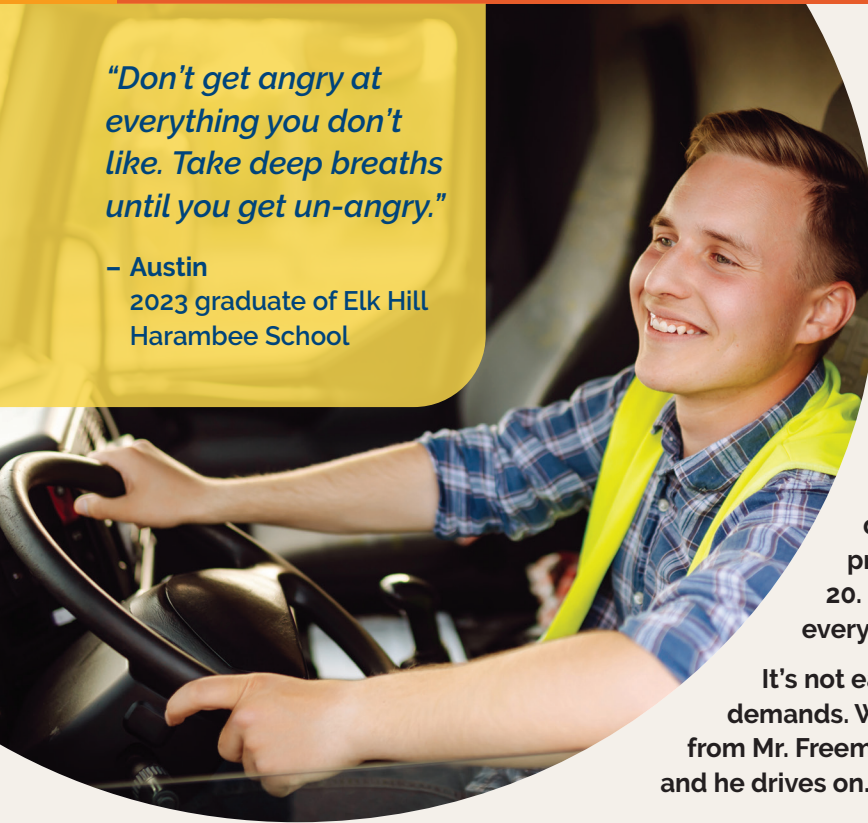
**81%** IS THE AVERAGE  
GRADE ON RESIDENTIAL  
YOUTH'S REPORT CARDS

\*FY 2025



*"Don't get angry at everything you don't like. Take deep breaths until you get un-angry."*

– Austin  
2023 graduate of Elk Hill  
Harambee School



In middle school, Austin was known for his uncontrollable tantrums. "He would destroy things, run out of the building, curse people out," recalled Shawn Freeman, Head of School at Goochland's Harambee School. This went on for years. School staff privately feared he'd never change—but they believed that he could.

With patient coaching from Mr. Freeman, Dean of Students Joshua Dowell, and Harambee School staff, Austin grew into a confident, calm, and determined young man. Austin, who has autism, earned his commercial motor vehicle certification and now drives box trucks all over the United States. "The prettiest state I went through was Missouri," said Austin, 20. "Especially driving through it at dawn, and just seeing everything lighting up down the side of the interstate."

It's not easy dealing with traffic jams and freight brokers' demands. When things get tough, Austin remembers the advice from Mr. Freeman and Mr. Dowell. He takes a deep breath... and he drives on. ■

- ELK HILL CHARLOTTESVILLE SCHOOL
- ELK HILL HARAMBEE SCHOOL — GOOCHLAND
- ELK HILL STAUNTON SCHOOL
- ELK HILL HARRISONBURG SCHOOL  
OPENING FALL 2025

## Empowering youth to achieve— in the classroom and beyond

Elk Hill's four accredited and licensed day schools provide individualized special education, mental health services, enrichment, and workforce development for kids who, like Austin, struggle in conventional schools. Our donors' generosity ensures that every child referred gets the help they need to overcome their challenges and live up to their potential. ■

8 HIGH SCHOOL  
GRADUATES

144 CHILDREN SERVED

1 GRADE LEVEL INCREASE  
IN READING, ON AVERAGE,  
FOR ELK HILL STUDENTS

\*FY 2025





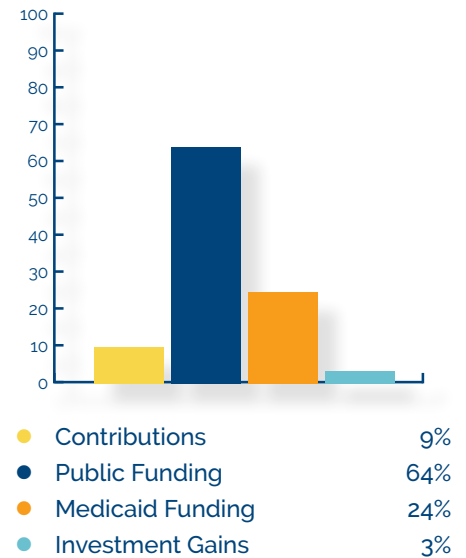
**E**lk Hill is known for its commitment to providing children and families with the services they need to thrive, even when the cost exceeds what insurance or Medicaid is willing to pay. Thanks to our generous donors, Elk Hill fills the gaps and meets these needs. With careful financial stewardship and your generous support, we're charting a path for future growth and stability. ■



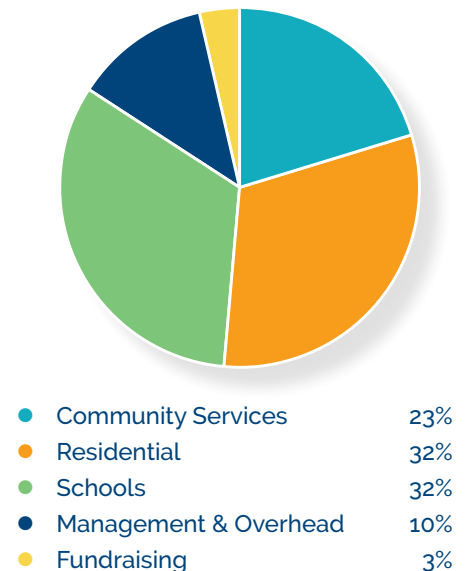
## Fiscal Year 2025 | Year ending June 30th, 2025

| REVENUE                           |                     | Total       |
|-----------------------------------|---------------------|-------------|
| Contributions                     | \$1,346,536         | 9%          |
| Public Funding                    | \$10,117,994        | 64%         |
| Medicaid Funding                  | \$3,814,268         | 24%         |
| Investment Gains                  | \$522,161           | 3%          |
| <b>Total Support</b>              | <b>\$15,800,960</b> | <b>100%</b> |
| Total Elk Hill                    | \$15,339,489        |             |
| Elk Hill Foundation               | \$461,471           |             |
| <b>Total</b>                      | <b>\$15,800,960</b> | <b>100%</b> |
| EXPENSES                          |                     |             |
| Community Services                | \$3,419,288         | 23%         |
| Residential Services              | \$4,802,928         | 32%         |
| Schools                           | \$4,767,384         | 32%         |
| Management and General            | \$1,521,268         | 10%         |
| Fundraising                       | \$450,767           | 3%          |
| <b>Total Expenses</b>             | <b>\$14,961,636</b> | <b>100%</b> |
| Change in Net Assets              |                     |             |
| Revenues                          | \$15,800,960        |             |
| Expenses                          | \$14,961,636        |             |
| <b>Change in Net Assets Total</b> | <b>\$839,324</b>    |             |

### REVENUE SUMMARY



### EXPENSE SUMMARY



Numbers shown here have not been audited. For a more detailed financial report, please contact our office at 804-457-4866 x312 or [Philanthropy@ElkHill.org](mailto:Philanthropy@ElkHill.org)



# Recognizing Elk Hill's Donors

**E**lk Hill has been transforming children's lives for 55 years—and we couldn't have done it without you, our caring and loyal supporters. This year, you made it possible for Elk Hill to say **yes** to every child: **yes** to summer camp, **yes** to outdoor adventures, **yes** to after-school fun, **yes** to holiday wishes. Thank you for always answering the call. And thank you for being a steadfast, compassionate presence in the lives of the children we serve.

This report includes those who gave to Elk Hill from July 1, 2024 through June 30, 2025. If you gave after June 30, your name will be noted in next year's Impact Report.

We apologize for any errors. Please notify us of any inaccuracies or omissions: 804-457-4866 ext. 310 or [Philanthropy@ElkHill.org](mailto:Philanthropy@ElkHill.org). ■

## ■ ■ ■ \$100,000 AND ABOVE ■ ■ ■

Community Foundation for a greater  
Richmond  
Mr. Roger J. Gendron

## ■ ■ ■ \$50,000 – \$99,999 ■ ■ ■

Jenkins Foundation  
Bob and Anna Lou Schaberg Foundation

## ■ ■ ■ \$25,000 – \$49,999 ■ ■ ■

Thomas and Cheryl Boswell Charitable Fund  
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The Estate of Mrs. Polly Watson  
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## ■ ■ ■ \$10,000 – \$24,999 ■ ■ ■

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Altria Companies Employee Community Fund  
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Foundation

## ■ ■ ■ \$5,000 – \$9,999 ■ ■ ■

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Ballyshannon Fund  
BAMA Works Fund of Dave Matthews Band  
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Virginia Department of Wildlife Resources  
Glenn and Kathy Wright

## ■ ■ ■ \$1,000 – 4,999 ■ ■ ■

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▲ (L to R) Cait Lawson, Kahla Myers and Heather Lewis participated in Career Day to promote mental health through animal-assisted therapy.



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◀ A team of volunteers from Capital One, including board member Reuben Essandoh, brought joy to our youth at the annual Holiday on the Hill event.

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*Many donors choose to make memorial or honor gifts to Elk Hill as a way to pay tribute to faculty, staff, friends, and loved ones. We are grateful to these donors who contributed to Elk Hill from July 1, 2024 to June 30, 2025.*

## ■ ■ ■ HONORARIUMS ■ ■ ■

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**In Honor of Eugenia Anderson-Ellis**  
 Dr. Howard W. Ellis

**In Honor of William J.G. Barnes**  
 Mr. and Mrs. John Claytor  
 Mr. John Barnes

**In Honor of Sally Burke**  
 Mr. William Burke

**In Honor of Charles E. Bradshaw**  
 Mrs. Fontaine J. Velz

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 Mr. and Mrs. Frank F. Mountcastle, Jr.

**In Honor of Will Clarke**  
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 Dr. Anne Howell McElroy

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 Mrs. Lena N. Corrigan

**In Honor of Dr. Laura T. Easter**  
 Mr. and Mrs. Kevin Shearer

**In Honor of Elk Hill Staff**  
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 Mrs. Netta Radice  
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▲ Children spent their summer hiking, swimming and exploring in Elk Hill's outdoor programs.





▲ Thanks to donors, Elk Hill youth participated in equine-assisted therapy.

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*The Elk Hill Society recognizes individuals who have included Elk Hill in their charitable planning. Their foresight and generosity ensure the long-term stability of Elk Hill for future generations. This can take many forms, including bequests, outright gifts, charitable trusts, annuities, life insurance, and endowment gifts. Elk Hill is deeply thankful for these committed individuals.*

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Children & Family Services | Behavioral Health | Education | Advocacy



▲ Former Elk Hill teacher Jinny Fleischman, with her son Luke and granddaughter Anastasia Fleischman, was honored with a tree planting. All three generations of the family have worked at Elk Hill!





Children & Family Services | Behavioral Health | Education | Advocacy

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