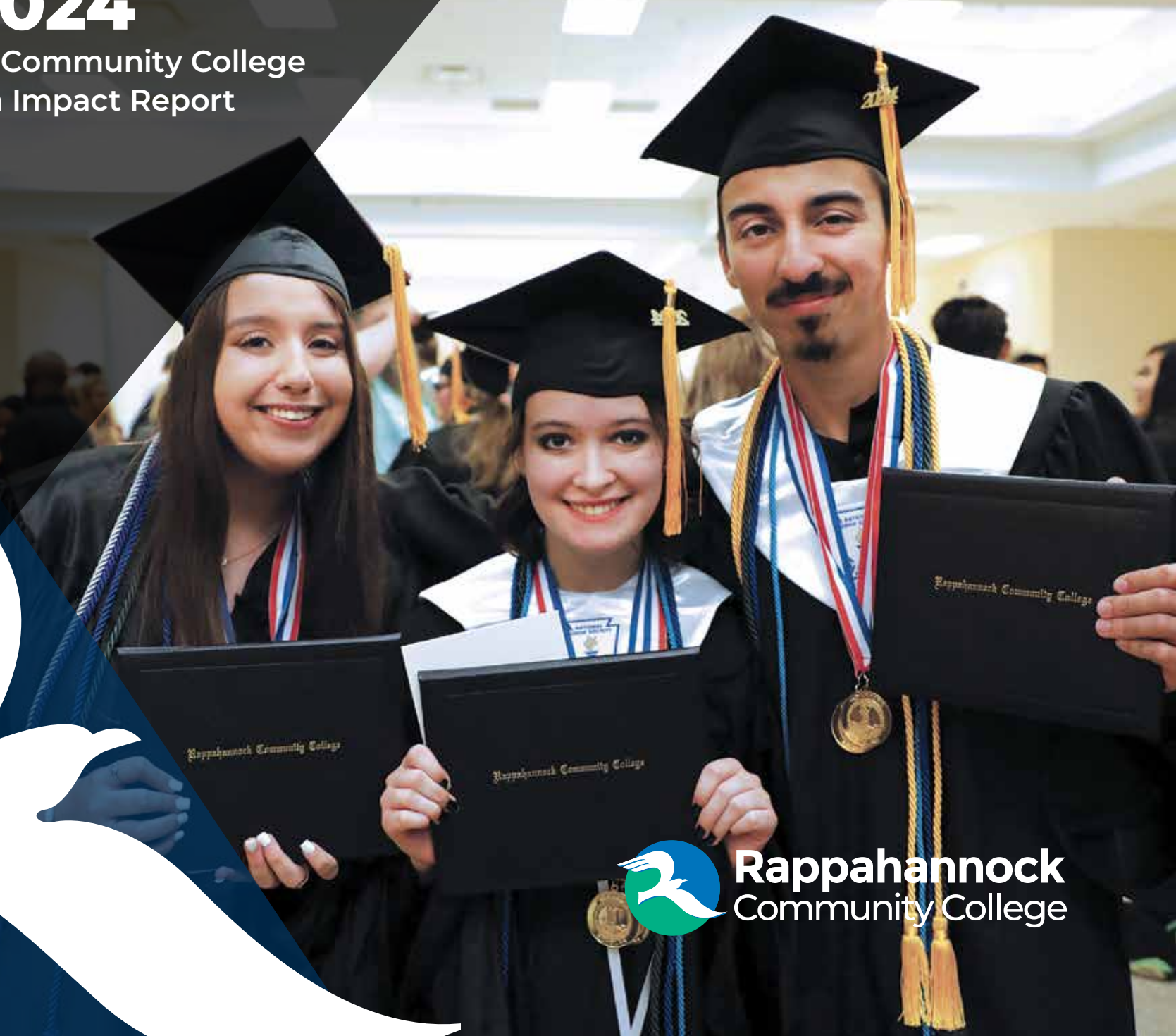


# 2023-2024

## Rappahannock Community College and Foundation Impact Report



**Rappahannock**  
Community College

**Dr. Shannon Kennedy**

Rappahannock  
Community College  
President



We are so excited about the developments at Rappahannock Community College! We are looking forward to breaking ground on a brand-new Health Sciences facility on the Warsaw campus and a new Diesel and Welding training center on the Glens campus. We have not had a new instructional building on either campus since 1978!

The Health Sciences facility will house nursing, emergency medical science, and our diagnostic medical sonography (DMS) programs. The DMS program, begun in Fall 2023 at the request of VCU Tappahannock Hospital, had its first class of graduates in December. The program has graduates and current students from 10 of the 12 counties we serve. New graduates are making over \$70,000 with huge signing bonuses!

The Diesel and Welding training center will allow the College to expand our welding capacity and allow us to expand diesel mechanics. By relocating welding to a new facility, we can use the current welding space to house and expand our HVAC program. Currently, diesel and HVAC are part-time evening only programs.

**Pictured:**

Dr. Shannon Kennedy (right) and student Sunshine Booth (left) on a field trip to Tangier Island. Sunshine participates in the TRiO Program, an educational outreach initiative designed to motivate and support students that have been historically underrepresented on college campuses.

Speaking of expanding, we opened a new welding lab at our New Kent site in August. The lab features 11 state-of-the-art booths. This allowed us to expand dual enrollment welding. We now serve high school students from seven counties (added three school divisions), expanding access.

None of these developments are possible without the support of the RCC family. Your generous contributions change lives every day. By improving the economic mobility of our students, we are improving our community. In this report, you will learn more about the developments and changes at your community's college.

We are proud to call you a member of the RCC family! Thank you again for your support of Rappahannock Community College and our students.

Gratefully,



Shannon L. Kennedy, Ed.D.



Dr. Rob Gates (left), President RCC Educational Foundation, Inc. and Local Board President Richard Gouldin (right).

The Local College Board is a community advisory body and liaison between the State Board for Community Colleges and the College administration. It makes recommendations about the use of local funds budgets and long-range planning and curriculum. The RCC Educational Foundation is a non-profit organization and its Board assists with fundraising efforts to support College programs and student scholarships.

# Expanding Healthcare Training

## The Health Science Building Project

RCC is proud to administer the only nursing and DMS programs in the Middle Peninsula and Northern Neck regions. However, due to space limitations, the college has been unable to accommodate all qualified applicants, resulting in missed opportunities for aspiring healthcare professionals. Expanding health science programming to better prepare local students for careers in healthcare is a critical priority.

In June 2024, the RCC Educational Foundation was awarded a \$5.1 million grant from the U.S. Department of Commerce's Economic Development Administration to cover approximately 80% of the design and construction costs of a new, state-of-the-art health science training facility at the Warsaw campus. The first new instructional building at RCC in 45 years, the facility will span almost 10,000 square feet and will feature simulation labs, classrooms, student study areas, and offices dedicated to nursing, emergency medical services (EMS), diagnostic medical sonography (DMS), and other healthcare programs.

Between 2014 and 2022, RCC graduated 612 students from its Associate Degree in Nursing (ADN) program, with an impressive average of 90% achieving licensure on their first attempt. In collaboration with VCU Health-Tappahannock, RCC successfully launched its inaugural DMS program in the fall of 2023, welcoming a cohort of nine students who are now entering the workforce and gaining employment with our healthcare partners.

The new instructional facility is expected to lead to a 30% increase in ADN graduates between 2025 and 2035 compared to the previous decade, with an anticipated 125 students graduating from the DMS program. This expansion will significantly enhance the region's healthcare workforce, addressing the pressing needs of our communities.

Contact RCC Educational Foundation Executive Director, Sarah Pope, at [spope@rappahannock.edu](mailto:spope@rappahannock.edu) or 804-333-6705 to learn more about naming opportunities and ways to give.

Photos are architectural renderings and subject to change.



**Help us raise the matching funds to complete the project and break ground in 2025!**





**For the 2023-24 academic year, \$5,014,885 in financial aid was awarded to 1,229 postsecondary students.**

This was the largest amount of aid awarded in five years, and includes federal aid, state aid, and RCC Scholarships. The 2023-24 Financial Aid year is Fall 2023, Spring 2024, and Summer 2024.

Kendra Yates at her 2024 graduation ceremony.

# From Patient, to Student, to Registered Nurse

In January 2024, Kendra Yates proudly graduated from RCC's nursing program, surrounded by the love of her fiancé and children. Her remarkable journey began seven years ago after a devastating motorcycle accident that left her with severe injuries and nearly 80% of her body covered in burns. Kendra attributes her survival and newfound purpose to the dedicated burn care team at VCU Health, who not only saved her life but also inspired her dream of becoming a nurse.

Throughout her recovery, Kendra emphasized that tragedy can pave the way for new dreams. The compassionate care she received ignited her determination to pursue nursing, even in the face of educational setbacks. After spending nearly two months at the VCU Health Evans-Haynes Burn Center, she found motivation and encouragement from her care team, who helped her set and achieve daily recovery goals.

At RCC, caring faculty and the financial support of an RCC Educational Foundation scholarship played a crucial role in Kendra's success whose abilities shone during clinicals. Dean of Health Sciences Ellen Koehler remarked, "The experience students get while completing clinical for school are often the first interactions they have with an organization, and this shapes their future plans. Many of our graduates stay in our community after passing their nursing boards."

Aryah Williams, R.N., a professor in the RCC nursing program, noticed Kendra's unending curiosity – connecting coursework to clinical training and always coming to class with a "smile on her face and ready to learn."

"Kendra speaks to how her own patient perspective shaped her into the empathetic and caring nurse that she has now become," Williams said. "Her perspective leaves an impact on each

new nurse that she shares her story with, and it has become one of the most invaluable experiences for our students." Even after graduating, Kendra has volunteered to share her experience with future nursing cohorts. Her story of "how hope, compassion and an indomitable will to overcome can change the entire course of someone's life" is inspiring to students, Williams added.

Today, as a registered nurse at VCU Health Tappahannock Hospital and a recent graduate of Old Dominion University's Bachelor of Science in Nursing program, Kendra is dedicated to providing the same patient-centered care that transformed her life. Her journey embodies the hope and resilience she wishes to inspire in others, thanks to the unwavering support of the RCC nursing faculty and the doctors and nurses at the VCU Health Evans-Haynes Burn Center.



\* Scan code for Kendra's story or log onto <https://qrco.de/bfg4rp>

# Meeting Local Workforce Needs

Businesses in our region face a pressing challenge: a shortage of skilled workers for essential positions. A GO Virginia Region 6 study reveals that the Manufacturing Institute estimates 2.1 million manufacturing jobs nationwide could remain unfilled by 2030 due to this skills gap. RCC is strategically positioned to help bridge this workforce divide.

Lynn Showalter, Director-at-Large for the American Welding Society (AWS) and Welding Engineer at Newport News Shipbuilding, highlights the ongoing demand, “The shipyard is hiring regularly, with about 50-60 new hires each month.”

To meet this demand, RCC has partnered with AWS, GO Virginia, New Kent County, and the RCC Educational Foundation to create a state-of-the-art welding facility at the Bridging Communities Regional Career and Technical Center in New Kent. Since classes began in August 2024, daytime dual enrollment and evening adult classes have reached full capacity, indicating strong interest. RCC is also expanding welding offerings in the Northern Neck at the Montross Facility to further meet community needs.

Renovations at the Glens campus will increase capacity for diesel students and add an electrical program. A new maritime electrical program, supported by the Submarine Industrial Base grant, will be housed at New Kent. By 2026, RCC expects to enroll 151 welding students, 10 general engineering students, and 30 maritime electrical students, creating new pathways for maritime careers.

Showalter emphasizes RCC’s program effectiveness, noting that “RCC students have a solid understanding of welding processes and the realities of working in an industrial environment. That’s essential for success.”

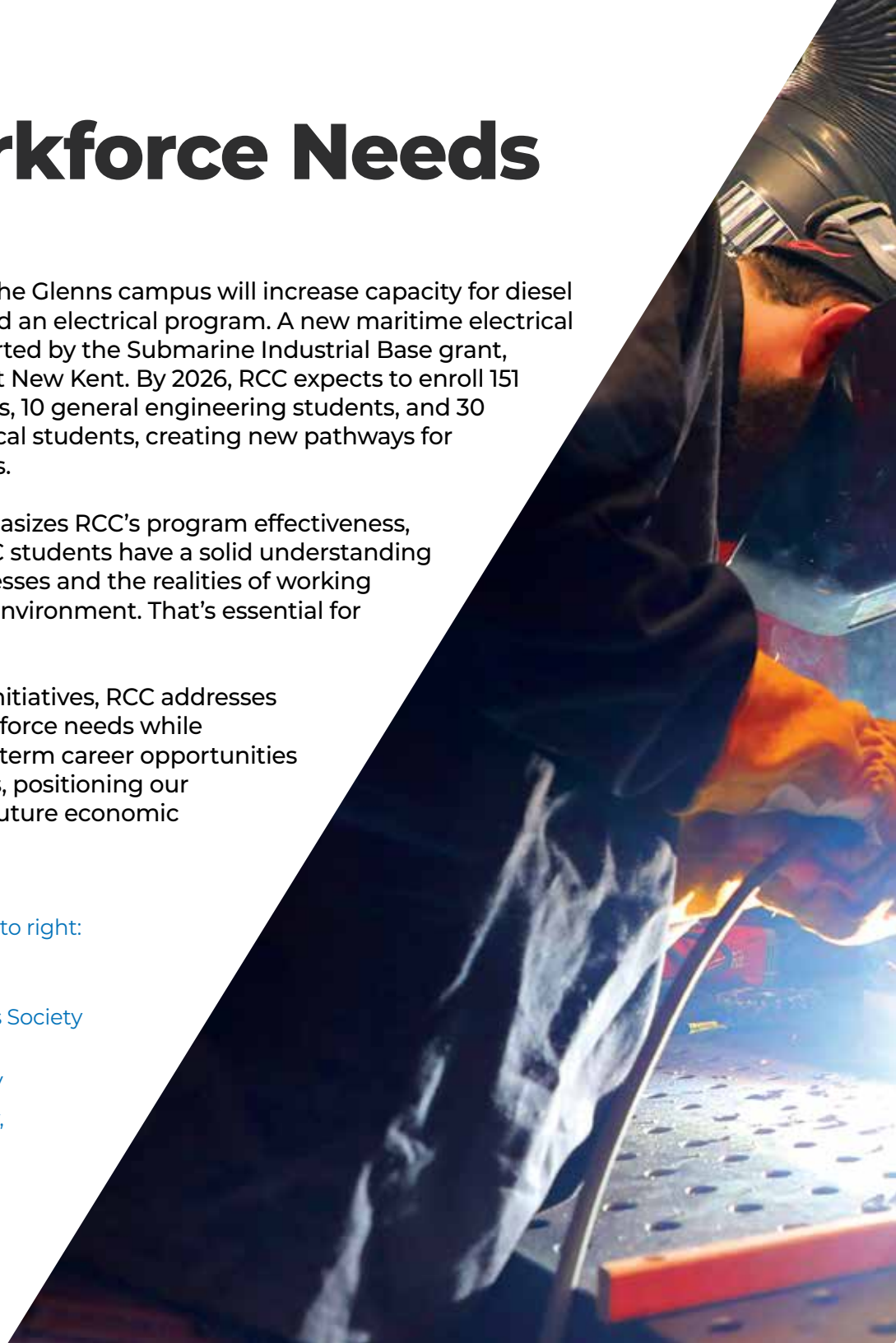
Through these initiatives, RCC addresses immediate workforce needs while cultivating long-term career opportunities in critical sectors, positioning our community for future economic growth.

Pictured from left to right:

Lynn Showalter,  
Director-at-Large,  
American Welders Society

RCC President,  
Shannon Kennedy

Rodney Hathaway,  
New Kent County  
Administrator



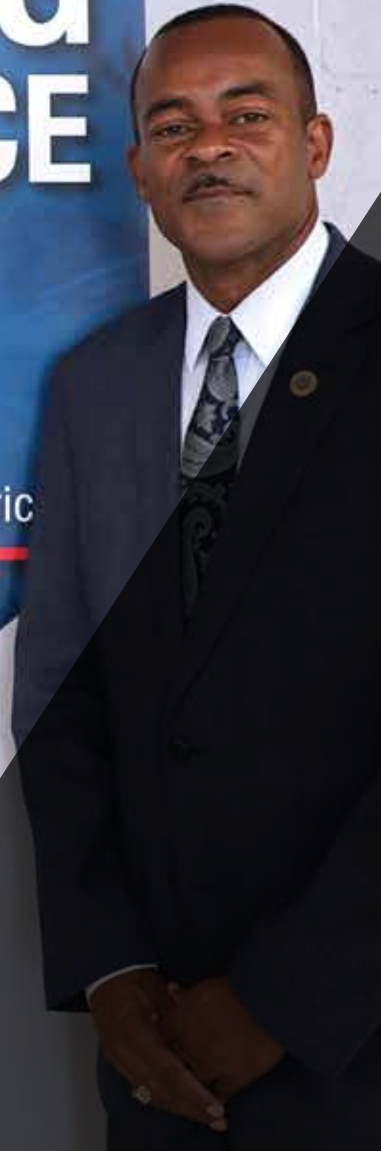




American Welding Society®  
FOUNDATION

# WELDING WORKFORCE GRANT

Building for the Strength of America





Pictured:  
Career Services Coordinator Kimberly Coles  
(center) works with students and employers  
to help meet our area's workforce needs.



# Unlocking Futures

## Helping Students Achieve Their Career Goals

RCC recently launched a Career Services program to ensure our graduates secure meaningful employment after graduation. Through a federal Title III Strengthening Institutions grant, Career Services Coordinator Kimberly Coles is fostering connections among students, alumni, and local businesses.

## Empowering Students for Career Success

We are prioritizing hands-on career development programs that equip students with the skills they need to thrive in the job market. Initiatives such as internships, job shadowing, mentorships, and apprenticeships provide our students with real-world experiences, enhancing their employability and preparing them for the challenges of their chosen fields. Career Services at RCC offers tailored resources, guiding students in selecting majors, exploring internships, building resumés, and conducting job searches—all aimed at paving a clear path to their career aspirations.

## Engaging Employers for Future Workforce Development

Our newly established RCC Employer Partnership (REP) is designed to foster strong collaborations between the College and local businesses. This program encourages employers to invest in the next generation of talent, allowing them to connect with motivated students and alumni. By hosting internships and participating in career events, employers not only enhance their workforce but also play a crucial role in shaping the skills and competencies of future employees.

## Advancing RCC's Mission Through Career Integration

The addition of the Career Services Coordinator significantly strengthens RCC's mission by bridging academic learning with practical career experiences. This initiative not only supports our students' success but also reinforces our community ties by aligning educational outcomes with the needs of the local workforce. By empowering our students and alumni to integrate their academic journeys with career opportunities, RCC is actively contributing to the development of a skilled workforce ready to meet the demands of the local economy.

For more information, contact Kimberly Coles at [kcoles@rappahannock.edu](mailto:kcoles@rappahannock.edu)

# Inspiring Success



Ryan Riordan got his start in chemistry at RCC

Ryan Riordan is a passionate young chemist whose journey began at RCC as a dual enrollment student. As Ryan transitioned from high school to college, the experience was both enlightening and transformative. “At RCC, I quickly learned how different college classes were from high school,” Ryan recalled. “The smaller class sizes and close-knit campus made it easier to adjust and connect with others.”

RCC provided Ryan with a supportive environment that made the transition smoother. “I felt like I was part of a community,” Ryan shared. “Everyone came from similar backgrounds, and it was comforting to know that we were all navigating this new chapter together.”

One of the most significant turning points in Ryan’s academic career was securing an internship at Old Dominion University (ODU) during the summer of 2022. This opportunity arose thanks to the dedication of Ryan’s chemistry professor, Mr. Charles Crook. “Mr. Crook believed in me and encouraged me to apply for the internship program aimed at community college students,” Ryan explained. “His guidance was pivotal in helping me gain the lab experience I needed to advance my studies.” The internship was a transformative experience for Ryan, allowing him to immerse in hands-on chemistry work while collaborating with peers from various community colleges. “I learned so much in the lab, but the best part was meeting other students who shared my passion for chemistry,” Ryan said. “It was inspiring to see how diverse our backgrounds were, yet we had similar goals.”

Despite the successes, Ryan faced personal challenges along the way. Before enrolling at RCC, driving was a significant hurdle. “I had my learner’s permit and rarely drove,” Ryan confessed. “Becoming a student at RCC pushed me to get my license and become more comfortable driving longer distances. It was a big step for me.”

Today, as Ryan continues to pursue a degree in chemistry at ODU, he remembers the invaluable lessons learned at RCC. “The support I received, both academically and personally, laid the foundation for my future,” Ryan stated. “I’m excited to see where this journey takes me, and I hope to inspire others just like Mr. Crook inspired me.”

Ryan’s story is a testament to the power of community, mentorship, and resilience in overcoming challenges. With a bright future ahead, he is eager to make a positive impact in the world of science.

# Bridging High School to College and Career Opportunities

RCC's Dual Enrollment program encourages high school students to enroll in college-level classes enabling them to earn both college and high school credits before graduation. Many students also earn an Associate degree concurrently with their high school diploma.

## Pathways to Success

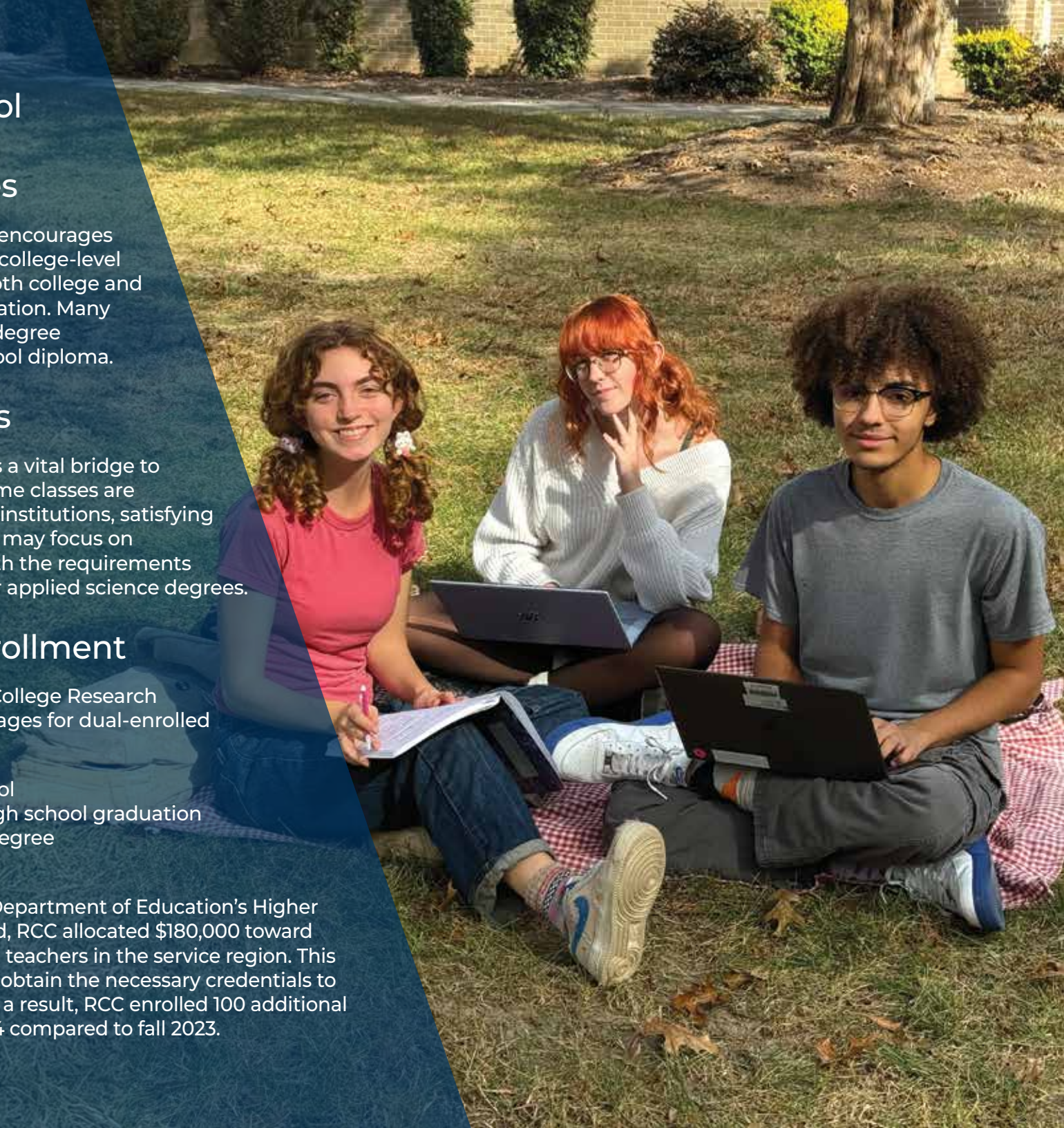
Dual enrollment courses serve as a vital bridge to college and career pathways. Some classes are designed to transfer to four-year institutions, satisfying entry-level requirements. Others may focus on career-specific skills, aligning with the requirements for credentials and certificates or applied science degrees.

## Benefits of Dual Enrollment

Research from the Community College Research Center highlights several advantages for dual-enrolled students, including:

- Graduating from high school
- Enrolling in college after high school graduation
- Pursuing a baccalaureate degree
- Persisting to completion

Using grant funds from the U.S. Department of Education's Higher Education Emergency Relief Fund, RCC allocated \$180,000 toward scholarships for secondary school teachers in the service region. This funding enabled 18 instructors to obtain the necessary credentials to teach dual-enrollment classes. As a result, RCC enrolled 100 additional dual-enrolled students in fall 2024 compared to fall 2023.



# Honoring Catherine Courtney

## 2024 Chancellor's Award for Philanthropy

The Catherine Courtney Nursing Professorship Endowment was named in honor of Catherine Courtney, the first RCC nursing program director and a long-time RCC Educational Foundation board member. Catherine, along with the giving circle of major donors, has provided \$720,000 thus far to the endowment. A dedicated funding stream through this endowed fund ensures enough faculty are in place to teach and graduate more nurses to meet future workforce demands. The Giving Circle donors include partners from Riverside Health System and VCU Health Tappahannock, local businesses, individuals, community organizations, and RCC faculty, staff, and alumni.

President Shannon Kennedy commented, "Our nursing program is operating at capacity and the service region is in desperate need of nurses. We have a demand from students for the nursing program, but the College does not have the faculty to accept all eligible and worthy students who apply to the program. The giving circle donors of the Catherine Courtney Nursing Professorship Endowment are true heroes, providing significant support to the College's first endowed professorship and ensuring we can graduate more nurses into the workforce."



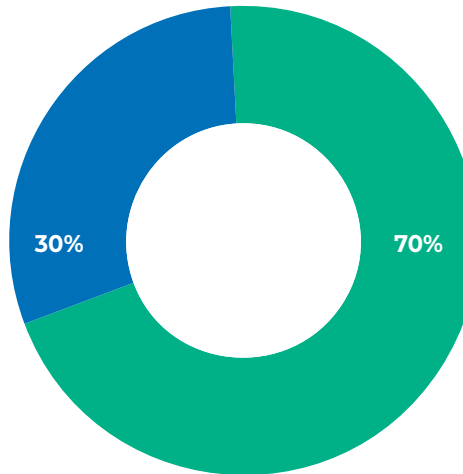
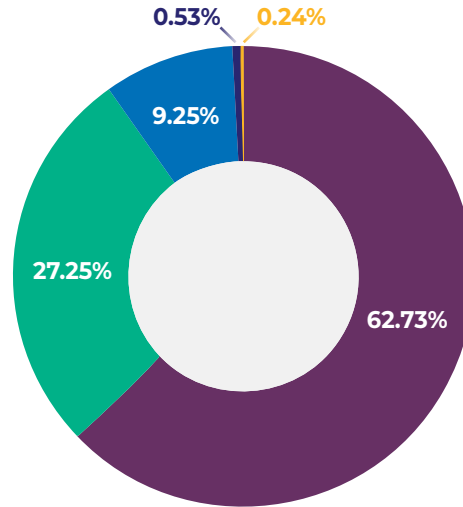
Pictured: Catherine Courtney seated among 2024 nursing graduates.

# RCC's Service Region & Economic Impact

## FY24 Economic Impact by County\*

Essex	\$1,650,802
Gloucester	\$2,655,353
King & Queen	\$291,495
King George	\$397,241
King William	\$834,325
Lancaster	\$1,043,557
Mathews	\$965,510
Middlesex	\$1,026,082
New Kent	\$696,320
Northumberland	\$1,365,414
Richmond	\$1,547,258
Westmoreland	\$1,081,558
<b>TOTAL</b>	<b>\$13,554,915</b>

\*Figures include employee salaries, student financial aid and scholarships, and payments to local vendors. Data is not presented in accordance with GAAP or GASB.



## College Revenue FY24

General Fund	\$11,856,199
Tuition and Fees	\$5,149,328
Other Non-General Fund	\$1,747,335
Counties Contribution	\$100,293
Federal Grants	\$45,920
<b>Total</b>	<b>\$18,899,075</b>

## College Expenditures FY24

Total Personnel	\$13,162,487
Maintenance & Operations	\$5,736,588
<b>Total</b>	<b>\$18,899,075</b>

## 2023 & 2024 RCC Educational Foundation, Inc. Impact Report\*

RCC EFI Total Assets

Total Contributions

Total dollar amount of utilized scholarships, including competitive and student-designated awards, and student emergency assistance grants.

Total dollar amount of educational program and administrative support

	FY2023	FY2024
RCC EFI Total Assets	\$17,827,659	\$20,677,162
Total Contributions	\$1,334,274	\$1,416,921
Total dollar amount of utilized scholarships, including competitive and student-designated awards, and student emergency assistance grants.	\$648,934	\$710,122
Total dollar amount of educational program and administrative support	\$459,130	\$649,576

\*Figures taken from audited financial statements

# RCC Educational Foundation Donor List - Cumulative Giving FY23 and FY24

## \$150,000 - \$250,000

Charina Endowment Fund  
Claude Moore Charitable Foundation  
Earl W. Withers Revocable Trus  
George W. Verlander and Cornelia M. Verlander  
Memorial Foundation  
Virginia Foundation for Community College  
Education

## \$50,000 - \$149,999

A. Linwood Holton, Jr. Trust  
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The J. Edwin Treakle Foundation  
The Moore Family Fund at Schwab Charitable Fund  
VCU Health System  
Woman's Club of White Stone

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Chesapeake Bay & River Association of Realtors  
CoBANK  
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The Samaritan Group  
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## \$2,500 - \$4,999

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BayLands Family Credit Union  
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Gloucester Mathews Care Clinic  
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Primis Bank  
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Tappahannock Rotary Club  
The Marion And Leland James Fund of the RCCF  
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United Bank  
Westmoreland Masonic Lodge No. 212

## \$1,000 - \$2,499

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**\$250 - \$499**

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