



TOGETHER WE RISE

2020 FIRST CHESAPEAKE ANNUAL REPORT





FIRST® CHESAPEAKE MISSION

FIRST® Chesapeake/VirginiaFIRST® is the non-profit regionally based affiliate of FIRST® (For Inspiration and Recognition of Science and Technology), whose vision is:

TO TRANSFORM OUR CULTURE BY CREATING A WORLD WHERE SCIENCE AND TECHNOLOGY ARE CELEBRATED AND WHERE YOUNG PEOPLE DREAM OF BECOMING SCIENCE AND TECHNOLOGY LEADERS.

FIRST Chesapeake administers the FIRST® Robotics Competition program and the FIRST® Tech Challenge in the District of Columbia, Maryland, and Virginia. Using robots as the vehicle and working with its local program delivery partners such as Virginia-DC FIRST® LEGO® League and University of Maryland Baltimore County, FIRST Chesapeake brings STEM-based leadership enrichment programs and competitions to tens of thousands of young people in the District of Columbia, Maryland, and Virginia each year. Combining the excitement of sporting events with the academic rigors of science and technology, FIRST programs are the ultimate sport for the mind. FIRST Chesapeake is committed to building a world where teamwork, *Gracious Professionalism*®, and collaboration are celebrated. FIRST programs support a future where diversity is recognized as a key enabler of innovation, and inclusion encourages individuals to achieve their potential while improving the lives of others in their community.

In July 2018, the FIRST Chesapeake Board identified the goal: *to bring FIRST programs into every school district in the District of Columbia, Maryland, and Virginia.* FIRST Chesapeake is dedicated to fostering an interest in STEM-based programs to all students within its District for today and the future.

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FIRST CHESAPEAKE VISION

FIRST® Core Values express the FIRST philosophies of *Gracious Professionalism* and *Coopertition*®

Discovery: We explore new skills and ideas.

Innovation: We use creativity and persistence to solve problems.

Impact: We apply what we learn to improve our world.

Inclusion: We respect each other and embrace our differences.

Teamwork: We are stronger when we work together.

Fun: We enjoy and celebrate what we do!

OUR RISING IMPACT

Evidence from the ongoing *FIRST* Longitudinal Study, conducted via a multi-year partnership with Brandeis University, demonstrates that *FIRST* is meeting our mission and goals to increase the number of young people interested in STEM – and *FIRST* alumni’s interest extends beyond their participation in the program to their educational and career choices.

At the end of six years of rigorous data collection (May 2020), there is strong evidence that *FIRST* participation leads to long-term impact, including sustained attitudes and interest in STEM and persistence in STEM pathways into college and related careers. Both male and female *FIRST* alumni are declaring majors in STEM at greater rates than the study’s comparison group.* Young women in *FIRST* show the largest gains in STEM attitudes and persistence – significant for a group traditionally underrepresented in STEM fields like computer science and engineering.

FIRST PREPARES STUDENTS FOR A STEM FUTURE

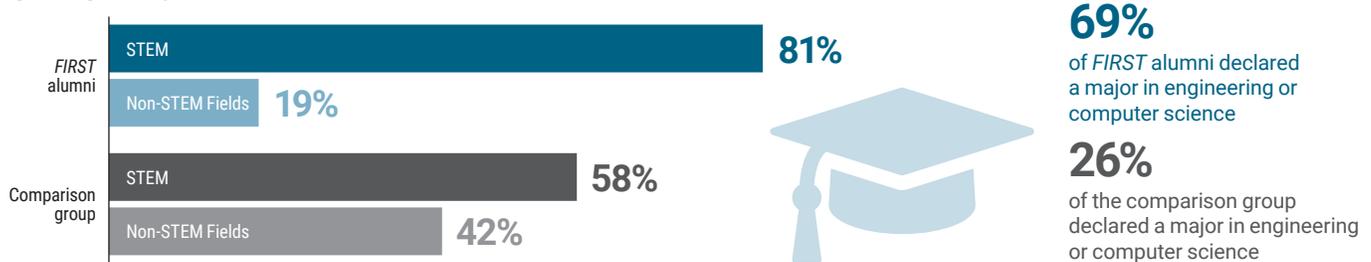
Sustained attitudes and interest in STEM – Positive impacts on STEM-related attitudes and interests are evident six years after entering a *FIRST* program. Those impacts are consistent regardless of race, gender, income, or community type and persist into college.

FIRST students are significantly more likely to show gains in STEM outcomes than comparison students:



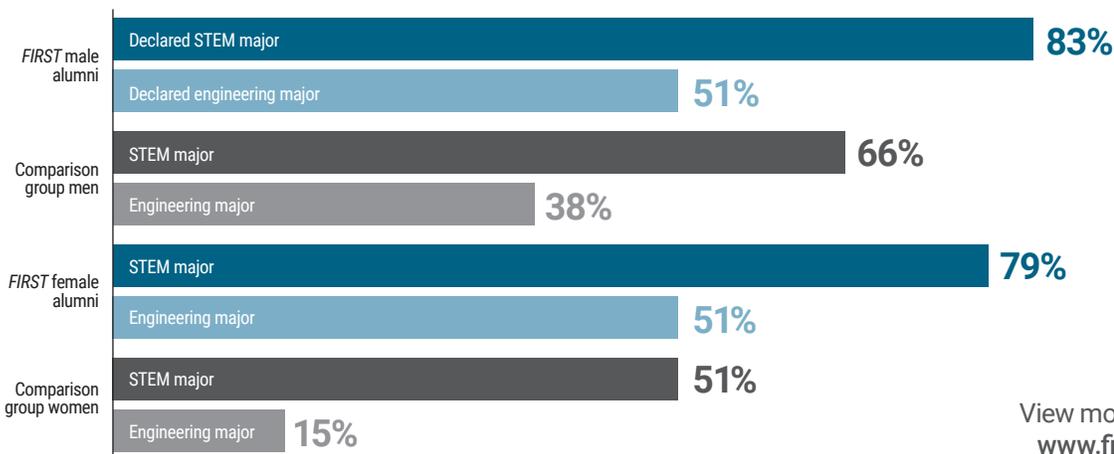
Persistence in STEM in college – *FIRST* alumni are significantly more likely to pursue college pathways into computer science and engineering than comparison students, including indicating high interest in, taking courses in, and declaring a major in those fields.

Among the *FIRST* alumni in the study who had declared a major by the end of year 3 in college, most had chosen a STEM field, and the majority selected engineering or computer science:



Sustained STEM career paths for female FIRST alumni – Female *FIRST* alumni continue to show significant sustained impacts related to STEM interest and career pathways. In most cases, those gains for female *FIRST* alumni were significantly larger than those for male *FIRST* alumni.

Both male and female *FIRST* alumni declare majors in STEM at greater rates than their comparison groups. By year 3 in college, female *FIRST* alumni declared engineering majors at the same rate as male alumni and higher rates than comparison group men and women:



View more info about the study at www.firstinspires.org/impact.

*Comparison group includes students who did not participate in *FIRST* programs but were enrolled in math and science classes at the same schools.

SOURCE: *FIRST* Longitudinal Study: Findings at 72 Month Follow-Up, The Center for Youth and Communities, Brandeis University, May 2020; All differences statistically significant, $p \leq .05$.

LETTER FROM THE BOARD CHAIR AND VICE CHAIR

As we begin a new year, we reflect on what an extraordinary year 2020 was for all of us – in our personal lives, in our professional lives, with how and where we learn – and how proud we are of how *FIRST* Chesapeake has navigated these troubling times. As a nonprofit, our vision is about providing young people with problem-solving skills. Little did we know at the beginning of 2020, that we would be deploying these skills for our own operations in the wake of the COVID-19 pandemic's impact.

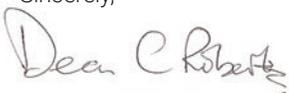
The *FIRST* Chesapeake board of directors has the role of organizational governance and strategy. But our talented and committed board also see themselves as having another role – enablers. By March, it became clear to our staff that 2020 would be a challenging year. We had two options, either relax and sit out the year or seek a mandate to be innovative. We, of course, choose innovation with a laser-beam focus on safety. You will see in the pages of this Annual Report a plethora of successes and initiatives that will continue to keep the show on the road in 2021. Here are four achievements of which we are particularly proud:

1. Between July 2019 and early March 2020, we had hosted **MORE THAN 15 EVENTS AND WORKSHOPS** that were attended by more than 25,000 individuals and viewed by 23,000 people from as far away as Brazil and the Netherlands.
2. By April 2020, we had switched to a remote platform where we held **INFORMATIVE AND INTERACTIVE “CHATS” EVERY WEEK** to keep our teams engaged, moved our last free **VOLUNTEER PROFESSIONAL DEVELOPMENT WORKSHOP TO AN ON-LINE FORMAT**, hosted an **END OF THE SEASON AWARDS CEREMONY** that also recognized our graduating seniors, and began hosting regular **REMOTE TOWN HALLS** to keep our teams and volunteers informed.
3. As a key part of our growth-strategy we **UNIFIED WITH MARYLAND/DC FIRST TECH CHALLENGE** and provided support to more than 130 additional teams. (These teams officially joined *FIRST* Chesapeake in July 2020 – growing our *FIRST* Tech Challenge program by 45% overnight.) An excellent increase in committed volunteers and teams!
4. Our two-year-old **WOMEN IN STEM INITIATIVE EXPANDED** to include incentives for under-resourced, diverse, and inclusive teams, and we also introduced the **JIM AND LARAIN SCHUBERT AWARD** that recognized mentors from under-resourced teams who went “above and beyond.” If we want young people in every area/school in our District to have the opportunity to participate in *FIRST* Chesapeake we need to reach out, and we have stepped up to do that.

Thank you to our staff, volunteers, teams, sponsors, and board for leaning-in to the challenges of the pandemic in 2020 and to position ourselves to delivering our vision for our teams in 2021. Despite these challenges we are financially sound and a stronger organization because we are a solutions-focused, “can do” organization, and that is what we all value in partnering with *FIRST* Chesapeake.

We invite you to review this Annual Report to understand our impact on the young people that we serve, and please note how much fun we are all having! May the new year bring you and your families and abundance of health, positive changes, and success.

Sincerely,



Dean Roberts, Chair



Bettina Garcia Welsh, Vice Chair



Dean Roberts

Chair

VirginiaFIRST dba FIRST Chesapeake



Bettina Garcia Welsh

Vice Chair

VirginiaFIRST dba FIRST Chesapeake

LETTER FROM OUR EXECUTIVE DIRECTOR

Singer/songwriter John Prine wrote, "that's the way that the world goes 'round, it's up one day, the next you're down..." I think he was saying that we can't always choose the situation, but there are times when we can decide how to react. The one thing we should never forget from this past season is how our *FIRST* Chesapeake family came together to support our mission, our teams, our first responders, and their communities. Without your patience, expertise, dedication, and generosity, *FIRST* Chesapeake would not be where it is today. Thank you.

Between July 1, 2019 and June 30, 2020, *FIRST* Chesapeake was busier than ever developing ways to bring *FIRST* programs to even more volunteers and young people in the District of Columbia, Maryland and Virginia. This included:

- Reaching for the Stars Women in STEM Breakfast Sponsored by Rolls-Royce and Scholarships Sponsored by Dominion Energy.
- Our first cohort of the Alumni Ambassador Program Sponsored by Booz Allen Hamilton, which provided almost \$20,000 in team grants.
- The inaugural Jim and Laraine Schubert: Unsung Heroes Award Sponsored by Showbest Fixtures celebrating the dedication of *FIRST* Chesapeake mentors.
- 20+ informative and interactive thirty-minute [FIRST Chesapeake Chats sponsored by Newport News Shipbuilding](#).
- Profiles of 15+ key *FIRST* Chesapeake volunteers, board members and staff as part of [Meet FIRST Chesapeake Sponsored by Northrop Grumman](#).
- In-person and virtual Town Halls to keep the *FIRST* Chesapeake community informed and engaged.
- The [FIRST Chesapeake Cultural Awards](#) and Salute to Seniors.
- Free [FIRST Chesapeake Mentor Workshops Sponsored by Booz Allen Hamilton](#)
- Working in partnership with VA-DC *FIRST* LEGO League and Amazon to introduce *FIRST* programs to 15 Title 1 schools in the DC Metro area and growing middle school *FIRST* Tech Challenge programs in 5 Title 1 schools in Richmond through [NextUp RVA](#).

While we are all looking forward to the return to a *new better normal*, I would like to take this opportunity to give well-deserved recognition to those who have made a difference in this season *that has been like no other*.

OUR VOLUNTEERS: Even though the *FIRST* Robotics Competition season was cut short in mid-March, almost 1,700 *FIRST* Tech Challenge and *FIRST* Robotics Competition event volunteers donated more than 20,000 hours in 2019-2020. Beyond their usual duties, volunteers stepped up to serve on advisory committees, host remote chats and workshops, judge on-line, and produce some incredible videos. The names are too many to mention, but you know who you are. You are the best!

OUR TEAMS: Every year, our amazing teams approach the season with creativity and endless enthusiasm, but this year our teams also demonstrated an incredible sense of stewardship by stepping up to meet immediate and unexpected needs within their communities. By the end of March, scores of *FIRST* Chesapeake teams had mobilized to manufacture face masks and face shields, donate safety glasses, and fabricate other personal protective equipment to keep our heroic doctors, nurses and first-responders safe during the first months of the pandemic. Our graduating seniors also deserve recognition for their graciousness in the face of a canceled season. Your maturity and selflessness while confronting disappointment and uncertainty is an example to us all.

CONTINUED »



Leighann Scott Boland
Executive Director
VirginiaFIRST dba FIRST Chesapeake

THE ONE THING WE SHOULD NEVER FORGET FROM THIS PAST SEASON IS HOW OUR *FIRST* CHESAPEAKE FAMILY CAME TOGETHER TO SUPPORT OUR MISSION, OUR TEAMS, OUR FIRST RESPONDERS, AND THEIR COMMUNITIES.



LETTER FROM OUR EXECUTIVE DIRECTOR CONTINUED

OUR STAFF AND BOARD OF DIRECTORS: Our program staff put in many 60+ hour weeks during the *FIRST* Tech Challenge season, and when the *FIRST* Robotics Competition season was cut short, staff redirected their energy to producing remote interactive chats, informative updates, and engaging activities to keep our *FIRST* Chesapeake family connected. While some nonprofits ground to a standstill, our Board of Directors put their full support behind the staff and encouraged everyone to think outside of the box. As the country faced the troubling reality of systemic inequalities, the staff and board stated their commitment to promoting [equity, diversity and inclusion](#) as a fundamental organizational principle. I am so proud to be a part of this team!

PARTNERSHIPS: Even though we could not fulfill all of our sponsorship agreements, not a single sponsor asked *FIRST* Chesapeake to return sponsorship dollars. These companies realize that the true value of *FIRST* is more than robots. Sponsors such as Newport News Shipbuilding, Dominion Energy, and Capital One leveraged their workforce to support our in-person events; Showbest Fixtures funded a new award celebrating the dedication of our mentors, Leidos allowed us to put their title sponsorship towards on-line outreach, and Booz Allen Hamilton recognized the value of our alumni by supporting the Alumni Ambassador program. Partnerships with our local program delivery partners such as VA-DC *FIRST* LEGO League, University of Maryland Baltimore County, and USRA STEMaction; as well as nonprofit organizations such as MENTOR Virginia and NextUp RVA; and higher education such as University of Virginia, James Madison, George Mason, and Virginia Commonwealth universities helped us directly impact over 7,000 middle and high school students. We couldn't have done this without you!

No one would want to diminish the heartache and challenges our *FIRST* Chesapeake family has faced this year. Some of us lost family members, faced quarantine, missed graduations, and took part in some tough conversations regarding inequities and social justice. Still, I am so proud of the way our organization has refocused to end the year with a renewed sense of mission, strong financials and an even greater sense of unity. Thank you for all that you do.

Stay safe and healthy, my friends.

Leighann Scott Boland
Executive Director, VirginiaFIRST dba FIRST Chesapeake

FIRST CHESAPEAKE IMPACT

“The excitement is what engages younger students to become passionate and interested in the field of STEM.... Our team might be small in comparison, but we bring the energy of an entire army to our competitions.”

– Demond Morris, The Prez, Junkyard Dogs, *FIRST* Robotics Competition Team 2106



7,000+

students, grades 7-12 on *FIRST* Chesapeake teams

325

teams participating, grades 7-12

15+

competitive events and workshops

25,000

event attendees

1,400+

volunteers who donate their time to events

1,900+

mentors/coaches involved in events



“My daughter’s initial reaction at a *FIRST* tournament was that the experience is unlike most sporting events where teams have distinct boundaries and it’s all about competition. *Gracious Professionalism* is a real thing in the *FIRST* community. It’s what cultivates an environment of altruism and mutual respect among participants and keeps my kids wanting to come back to *FIRST* events year after year.”

– Tom Poole, Board Member, *FIRST* Chesapeake, *FIRST* Tech Challenge Mentor Team 16022, and Senior Vice President, Capital One

1,600+

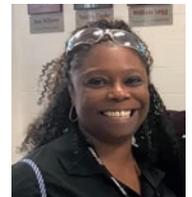
registered alumni in Virginia, District of Columbia, and Maryland

23,000

competition live feed views from 8 different countries

“*FIRST* programs build teamwork skills that are critical in real-world professional environments. When you work with a team, every opinion, every perspective, matters. If one team member falls, everybody falls. Being part of *FIRST* teaches students not only how to lead when the situation demands it, but how to follow and how to be a critical part of the whole.”

– Vannia Willis, *FIRST* Chesapeake Volunteer/Event Coordinator, Warfare Systems Engineer Manager, Naval Surface Warfare Center Dahlgren



“The *FIRST* community promotes an environment of entrepreneurship while providing a platform for students like myself to spark real change in our communities. *FIRST* has been, by far, the most influential experience of my entire life. I walked in as a shy and unconfident ninth-grader and left as a well-rounded leader in my community, currently pursuing a STEM degree.”

– Jessica Aujla, *FIRST* Chesapeake Alumni Ambassador

40% 60%

young women young men students involved with Chesapeake

FIRST CHESAPEAKE PROGRAM HIGHLIGHTS

From July 1, 2019-June 30th, 2020, *FIRST* Chesapeake was the local *FIRST* partner for all *FIRST* Robotics Competition programs in the District of Columbia, Maryland, and Virginia and *FIRST* Tech Challenge programs in Virginia.* In FY2020, we worked closely with our District *FIRST* partners, VA-DC *FIRST* LEGO League, USRA STEMaction, and University of Maryland Baltimore County, to promote a K-12 progression of programs throughout our District that served more than 1,325 teams.

*As of July 2020, *FIRST* Chesapeake represents all *FIRST* Robotics Competition and *FIRST* Tech Challenge programs in the District of Columbia, Maryland, and Virginia.

Grades 7-12 · Ages 12-18



It's Way More Than Building Robots

Teams of students design, build, code, and operate Android-smartphone-controlled robots to compete head-to-head in an alliance format. Students are encouraged to create team brands and be an ambassador for *FIRST* and STEM in their communities.

In March 2020, *FIRST* Chesapeake began working with USRA STEMaction and *FIRST* Headquarters to bring 130+ Maryland and Washington, DC *FIRST* Tech Challenge teams under the *FIRST* Chesapeake umbrella in the first quarter of FY2021.

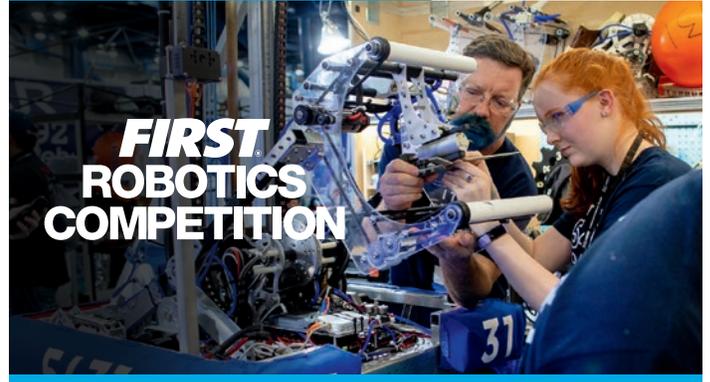
STATS

- 35% of 750 mentors are female
- 196 registered teams
- 12 local qualifiers
- 1 Virginia State Championship Sponsored by Capital One
- 2 Team Workshops Sponsored by ECPI University
- 50% of team members identify as minority

"FIRST Tech Challenge exposes youth to STEM fields and more importantly helps them grow their problem-solving and teamwork skills. This helps them in their academic and professional life well beyond any STEM career."

— Scott Walthour, Coach, *FIRST* Tech Challenge Team 16540, Crabotix

Grades 9-12 · Ages 14-18



An Exciting Sport Built Around the World of STEM

Under strict rules, with limited time and resources, high school teams, mentored by professional engineers, use sophisticated technology to build and program industrial-size robots for a challenging field game. Each team develops a brand, raises funds to meet its goals, and works to promote STEM in the local community.

In March 2020, the final weeks of the *FIRST* Robotics Competition Season was suspended and eventually canceled due to COVID-19.

STATS

- One of the largest concentrations of *FIRST* Robotics Competition teams in the nation
- 127 registered teams
- 50%+ of all *FIRST* Robotics Competition teams are located within an hour of the DC Metro Area.
- 85% of teams are located closest to a majority urban/suburban population
- 22% of 1100+ team mentors are *FIRST* alumni
- 12% of teams from LMI50%+ communities
- 46% of team members identify as minority
- 3 District events (4 events canceled due to COVID 19)
- 1 District Championship Sponsored by Newport News Shipbuilding (moved to April 2022)

"FIRST has literally changed my life. All of my jobs and my friends that I have had would not have been possible if I didn't join an FIRST Robotics Competition team in high school."

— Gabe Odachowski, Alumni, *FIRST* Robotics Competition, Team 2363, Triple Helix

TOGETHER WE ARE BUILDING TOMORROW'S TECHNOLOGY LEADERS

FIRST CHESAPEAKE ALUMNI GIVE BACK

FIRST Chesapeake alumni are creating a world where science and technology are celebrated and where young people dream of becoming science and technology leaders.

In the Fall of 2019, *FIRST* Chesapeake and Booz Allen Hamilton introduced the **FIRST Chesapeake Alumni Ambassador Program**. The goals of this program were to:

- Increase *FIRST* Chesapeake alumni engagement.
- Expand roles and exposure of alumni volunteers at *FIRST* Chesapeake events.
- Provide necessary training to alumni volunteers to serve critical roles at *FIRST* Chesapeake events while also growing diversity within key volunteer roles.
- Increase the number of qualified mentors to engage *FIRST* Chesapeake teams, especially teams from low-to-moderate income schools.
- Provide selected alumni with up to \$1,000 in unrestricted grant funds to present to a team of their choice.

Twenty very impressive young alumni from the *FIRST* Chesapeake District were selected to take part in the program.

Nineteen *FIRST* Tech Challenge and *FIRST* Robotics Competition teams also benefited from generous pass through grants from Booz Allen Hamilton.



Jessica Aujla
Centerville, VA



Ethan Bass
Christiansburg, VA



Elexis Bradley
Fishersville, VA



Sam Brown
Staunton, VA



Jacob Butler
North Chesterfield, VA



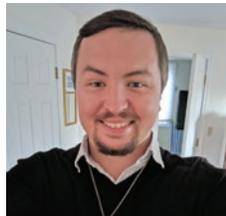
Shyanne Chan
Henrico, VA



Preston Childress
Christiansburg, VA



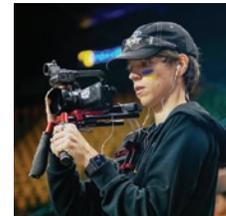
Cynthia Davey
Hampstead, MD



Chris Garrity
Newport News, VA



Marissa Hibbert
Chesapeake, VA



Alex Hughes
Manassas, VA



Amal Hussain
Fulton, MD



Ethan Joyner
Baltimore, MD



Ryan Kaplan
Richmond, VA



Siddharth Karunakaran
Fulton, MD



David Keegan
Glen Allen, VA



Eric Link
Vienna, VA



Nile Smith
Washington, DC



Mansi Suresh,
Herndon, VA



Trey Woodlief
Charlottesville, VA

DAVID KEEGAN: I learned literally everything I needed to know for my career on *FIRST* Robotics Competition 617. Engineering skills, people skills, and basic materials fabrication skills.

AMAL HUSSEIN: The *FIRST* organization does an excellent job of promoting inclusion and diversity for unrepresented groups, like girls and racial minorities, which encouraged me to explore everything I can in this field, become friends with other teams, and empower young people to join *FIRST*.

JACOB BUTLER: The *FIRST* community has done so much for me throughout my years as a team member and alumni mentor. I feel that the best way to give back to the program that gave me so many skills and valuable experiences is the best way to honor those who first taught and mentored me.

SIDDHARTH KARUNAKARAN: The *FIRST* community is an outlet for people who are not sure how to express their engineering curiosity. To me, *FIRST* is an opportunity to excite the innovators of tomorrow.

MENTORS HELP OUR TEAMS BUILD SELF-CONFIDENCE, CREATIVITY, AND LEADERSHIP SKILLS



A FIRST CHESAPEAKE FAMILY'S STORY: FROM TEAM MEMBERS TO MENTORS

The Gray Family is only a four-person unit, but they take on far more than four roles within the *FIRST* community on a truly global scale. The Grays are a tightknit family and like to share the same hobbies.

WHEN BROTHERS
PIERCE AND SPENCER,
WHO NEVER HAD MUCH
ENTHUSIASM FOR TEAM
SPORTS AS KIDS, GOT
INVOLVED IN ROBOTICS,
IT BECAME A PASSION
FOR THE ENTIRE FAMILY.

It began simply enough in 2009, when elder son Pierce joined *FIRST* LEGO League. Parents, Simon and Alexis, got involved soon after, with Simon taking on duties as a coach for Pierce's *FIRST* LEGO League team, and Alexis as a parent volunteer, driving team members to events and assisting the coaches during the build season. After her first experience at a competition was just

to sit around waiting for her son's team to compete, Alexis walked up to the local event coordinators and asked how she could help. Over time, her volunteer roles evolved until she was (in partnership with Simon) the local event manager, overseeing every aspect of planning for the annual *FIRST* Tech Challenge Orange Qualifier. When Pierce aged out of *FIRST* LEGO League, and there was no *FIRST* Tech Challenge program available locally, Simon created the first *FIRST* Tech Challenge program in Orange and ran it out of his house.

Because of Simon Gray's advocacy and enthusiasm for the entire continuum of *FIRST* programs, programs are now available to every student in the Orange school district. Simon secured partnerships for all of the teams in the county through his employer, the U.S. Navy's Naval Systems Command (NAVSEA) and Orange County has made major investments in STEM and robotics for their school system. Also, you probably recognize Simon, even if you don't know his name. He's the "guy with the hat". The sombrero-wearing head referee on the field at many *FIRST* Chesapeake *FIRST* Tech Challenge Qualifiers.

Though elder brother Pierce was the inspiration behind the start of the Grays' journey with *FIRST*, younger brother, Spencer, is a *FIRST* celebrity in his own right. Spencer says he never imagined himself speaking in front of large crowds, but now he is a seasoned game announcer, easily and comfortably engaging audiences at *FIRST* LEGO League and *FIRST* Tech Challenge competitions. Spencer has evolved from emceeing at Qualifiers and Super-Regionals to being invited to the *FIRST* World Championship in Detroit.

Both Pierce and Spencer, now *FIRST* alumni, follow their parents' example and continue to serve as *FIRST* Chesapeake volunteers—Pierce usually as a referee or hardware inspector, and Spencer as a mentor, game announcer, and emcee. The Grays have also volunteered at *FIRST* Global events as far away as Dubai! There are many families like the Grays who have made *FIRST* a family affair. We are grateful for the support of our *FIRST* Chesapeake families who have grown from team members to advocates and essential volunteers.

TOGETHER WE RISE

MAKING *FIRST* CHESAPEAKE PROGRAMS ACCESSIBLE TO ALL

In 2016 *FIRST* published its [Five Strategic Pillars](#) directing *FIRST* Program Organizations (FPO), like *FIRST* Chesapeake, to go broad and go deep. This charge called on partners to promote the benefits of *FIRST*'s Kindergarten-12th grade continuum of programs, as well as introduce our programs to a broader and more diverse population. That Fall, *FIRST* Chesapeake, and FPO VA-DC *FIRST* LEGO League, formed a successful K-12 *FIRST* program collaborative that has grown to include the University of Maryland Baltimore County. *FIRST* Chesapeake also took measure of its demographics and began efforts to integrate key volunteer positions, starting with the judges' rooms, at competitions.

The first six months of 2020 were heartbreaking for so many with the combined crisis of the COVID-19 pandemic and the ugly revelation that racism still shapes the lives of so many Americans. The *FIRST* Chesapeake board and staff were compelled to not only [state](#) that the perpetuation of systemic inequality was at odds with our mission, but that we would increase our efforts to promote equity, diversity and inclusion within the organization.

FIRST Chesapeake recognizes the moral and practical case that every individual has value to contribute and that diverse talent pools are stronger and more efficient. Today, *FIRST* Chesapeake believes that promoting diversity and inclusion within our organization leads to a better future for today's young people and the STEM community as a whole. Here is how *FIRST* Chesapeake chose to meet that commitment during the 2019-2020 season.



FIRST CHESAPEAKE BOARD.

Currently, women represent 25% of our board and 30% of our board members identify as people of color.

NEXTUP RVA.

This 5-year collaboration with Richmond Public Schools brought paid instructors and the *FIRST* Tech Challenge program to five Title 1 middle schools, directly impacting 270+ 6th-8th graders annually.

JIM AND LARAIN SCHUBERT UNSUNG HERO AWARD.

In January 2020, *FIRST* Chesapeake announced a new award recognizing the contributions of mentors working with under-resourced *FIRST* Chesapeake teams. Two incredible mentors were recognized at *FIRST* Chesapeake's end of year remote ceremonies.

ALUMNI AMBASSADOR PROGRAM SPONSORED BY BOOZ ALLEN HAMILTON.

Recognizing that *FIRST* Chesapeake Alumni are much more diverse (50% minority and 40% female) than the current volunteer pool (88% Caucasian and 80% male), this program's goal was to include new faces in key volunteer roles through training and incentives. Twenty key volunteers were trained and \$19,000 were granted to teams.

FREE VOLUNTEER AND MENTOR PROFESSIONAL DEVELOPMENT WORKSHOPS.

Developed in partnership with Mentor Virginia and sponsored in part by Booz Allen Hamilton, this new program introduced 80 volunteers to strategies that promote equity, diversity, and inclusion, as well as identify appropriate boundaries for mentors, and share best practices for communicating with teens, peoples of different cultures, and fellow volunteers.

WOMEN IN STEM BREAKFAST SPONSORED BY ROLLS-ROYCE AND SCHOLARSHIPS SPONSORED BY DOMINION ENERGY.

For the second year, one hundred influential women in STEM came together in January 2020 to celebrate some outstanding Women in STEM. More than 60 very impressive young women from *FIRST* Chesapeake teams competed for 3 college scholarships worth \$5,000.



STEWARDSHIP IS IMPORTANT

SPONSORS, VOLUNTEERS, AND TEAMS MAKE VALUABLE CONTRIBUTIONS TO THEIR COMMUNITIES



Between July 1, 2019 and June 30, 2020....

FIRST Chesapeake Sponsors, including Newport News Shipbuilding, Booz Allen Hamilton, Showbest Fixture, and Capital One, contributed **more than \$150,000** in pass through support to **FIRST Tech Challenge** and **FIRST Robotics Competition** teams in the District of Columbia, Maryland and Virginia. Hamilton Beach, Capital One, and Dominion Energy **recruited scores of event volunteers** from December-February.

FIRST Chesapeake Volunteers

contributed their time and expertise to efforts as varied as updating **FIRST Chesapeake's Event Safety Plan**, to hosting our **FIRST Chesapeake Chats** Sponsored by Newport News Shipbuilding, to sewing masks for first responders. Many volunteer judges quickly learned how to **conduct remote interviews** after events were canceled. Volunteer coaches and mentors worked with their teams to **develop fun, innovative, on-line activities** to keep everyone engaged and informed.



FIRST Chesapeake Teams manufactured approximately **5,000 face masks** and comfort accessories, **2,500 face shields**, **700 safety mask ear savers**, and donated almost **1,000 safety glasses** to first responders, hospitals, and nursing homes in the first 3 months of the COVID-19 pandemic.

VOLUNTEERS

FIRST Chesapeake would not exist without the tireless dedication of thousands of volunteer coaches, mentors, and event volunteers.



21,000

VOLUNTEER HOURS

\$580,000+

VALUE

Even with the shortened *FIRST* Robotics Competition season, *FIRST* Chesapeake volunteers donated almost 21,000 hours valued at more than \$580,000.

79

NET PROMOTER SCORE

Our volunteers assigned a [Net Promoter Score](#) of 79 to the *FIRST* Chesapeake Volunteer experience. (Score of 70-100 = excellent).



FIRST Tech Challenge Event Volunteer Hours

12

EVENTS

837

VOLUNTEERS

12,144

TOTAL EVENT HOURS

\$340,882

VALUE



FIRST Robotics Competition Event Volunteer Hours

3

EVENTS

899

VOLUNTEERS

8,552

TOTAL EVENT HOURS

\$240,052

VALUE

FINANCIAL IMPACT

FIRST Chesapeake provides the resources and materials so that FIRST Robotics Competition teams in the District of Columbia, Maryland, and Virginia and FIRST Tech Challenge teams in Virginia can learn, grow, and succeed. Between July 1, 2019 and June 30, 2020, the organization raised \$150,000+ in sponsorships to support local teams* and cover the costs of competitions, workshops, and outreach.

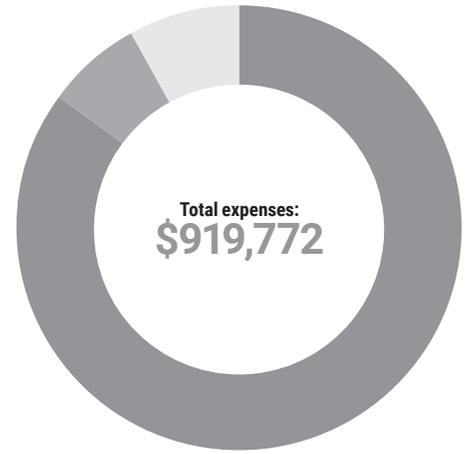
*\$150,790 in sponsorships, grants and donations were passed through to FIRST Chesapeake teams between September 2019 and April 2020.

INCOME



- 79% Grants, sponsorships, and donations
- 12% FIRST pass through – percentage of FIRST Robotics Competition team registration revenues
- 7% FIRST Tech Challenge event registration
- 1% Other

EXPENSES



- 85% Team services and growth
- 7% Fundraising
- 8% General operating



FIRST CHESAPEAKE BOARD

The VirginiaFIRST dba FIRST Chesapeake Board of Directors provides governance and leadership for FIRST Chesapeake.

Mr. Dean Roberts **CHAIRMAN**
Market Analysis Executive, Rolls-Royce, North America

Ms. Bettina Garcia Welsh **VICE CHAIR**
CFO, ICF International

Mr. Michael Duncan **TREASURER**
Managing Partner, Donnachaidh Associates, LLC

Ms. Lakshmi Meyyappan **SECRETARY**
Director of Professional Services for Commercial Accounts, Macedon Technologies

Mr. Chris Bjornson
CIO, Accenture Federal Services

Mr. Paul Chi
Senior Vice President, Booz Allen Hamilton

Mr. Robert W. Franceschini
SVP, Deputy Chief Technology Officer, Leidos

Dr. Gulu Gambhir
Director, Professional Services Aerospace & Satellite, Worldwide Public Sector, Amazon Web Services (AWS)

Mr. James Kresge **FORMER CHAIRMAN**
CTO, West Creek Financial

Mr. Doug Lawrence
Site Vice President – Surry Power Station, Dominion Energy

Dr. Latitia D. McCane
Director of Education, The Apprentice School

Mr. Scott McKay
Retired Chief Information Officer and Executive Vice President, Operations and Quality, Genworth Financial

Ms. Cristie Neller
VP Administrative Services, BHE GT&S

Mr. Tom Poole
SVP Digital Payments and Identity, Capital One

Mr. Brian Snodgrass
Director, Information Technology, Northrop Grumman Corporation

Mr. Nick Serfass
Executive Director, Richmond Technology Council

Dr. Cedric Sims
Senior Vice President, Booz Allen Hamilton

TEAM ADVISORY COMMITTEES

The *FIRST* Chesapeake Team Advisory Committees consists of volunteer mentors who act as the voice of *FIRST* Chesapeake's 3,500+ volunteers and provide feedback to the *FIRST* Chesapeake staff and board of directors.

FIRST Tech Challenge

Henry Bass
Team # 4924 – Christiansburg, VA

Bryce Davey
Team # 8221 – Hampstead, MD

Kirk Frankfurth
Team # 5233 – Marriottsville, MD

Dave Hairston
Team # 11215, 7, 4234 – Aberdeen, MD

Randy Hintz
Team # 16537 – Lanexa, VA

John Pendleton
Team # 14597 – Stuart, VA

Shari Robinson
Team # 7039 – Ashland, VA

Erik Wood
FIRST Tech Challenge
Team Advisory Committee Facilitator

FIRST Robotics Competition

Amy Brunner
Team # 4541 – Severn, MD

Preston Childress
Team # 401 – Blacksburg, VA

Katherine Dougan
Team # 2377 – Pasadena, MD

Nancy Holincheck
Team # 5243 – Centreville, VA

Paul E. Lathrop
Team # 7429 – Chesterfield, VA

Tim Miedzinski
Team # 836 – Hollywood, MD

Brian Pace
Team # 1262 – Martinsville, VA

Farish Perlman
Team # 1389 – Bethesda, MD

Paul Rodi
Team # 6334 – Midlothian, VA

Josh Smith
Team # 1629 – Accident, MD

Timothy Stevic
Team # 1731 – Warrenton, VA

DeAndre' Taylor
Team # 1610 – Franklin, VA

Matthew Wilson
Team # 1086 – Glen Allen, VA

Anne Shade
FIRST Robotics Competition
Team Advisory Committee Facilitator

FIRST TECH CHALLENGE LOCAL VOLUNTEER COMMITTEE

Thank you to our local volunteer committee season committee members.

Oakton Qualifier

Michelle Odell
Jenn Griffith
Mike Snyder

Richmond Qualifier

Matt Wilson
Stan Bukalski

Christiansburg Qualifier

Isabelle Marchand
Lisa Bass

Newport News Qualifier

Vannia Willis
Chris Garrity
Olimpia Stein

Centreville Qualifier

Oli Small
Nancy Holincheck

Charlottesville Qualifier Sponsored by Micron, Hosted by UVA School of Engineering

George Cahen
Krystian Jones

Salem Qualifier

Randy Brinkley
Alice Shaw
Catherine Sarisky

Orange Qualifier

Jessica Sarver

Virginia State Championship Sponsored by Capital One

Thomas Larson

FIRST ROBOTICS COMPETITION LOCAL VOLUNTEER COMMITTEE

Thank you to our local volunteer committee season committee members.

Richmond Event Sponsored by Dominion Energy

Kou Vang
Mark Sailer
Kay Bollen
Betsy Milburn

Portsmouth Event Sponsored by Newport News Shipbuilding

Vannia Willis
Chris Garrity
Melvin Marriner
Crystal Newton

Blacksburg Event

Michael Collver
Lisa Bass

Bethesda Event Sponsored by Accenture

Farish Perlman
Jill Wetzal
Karen Bogoski

Haymarket Event

Gail Drake
Gloria Desautels
Jamie Lechner

Edgewater Event Sponsored by Leidos

Heather Walker
John Walker

Owings Mills Event

Jeff Meyers
Kathy Laukzemis
Don New

FIRST CHESAPEAKE 2019-2020 ANNUAL FUND DONORS

Susan Baker
Jenny Beatty
Doris Blanchard
Leighann Scott Boland
Don Brobst
Victor D'Andrea
Michael Davidson
Michael Duncan
Samantha Ellis
Richard Evans
Sarah Gagnon

Gulu Gambhir and Rhonda Van Deist
Omar Garriott
Megan Healy
Bob and Heidi Hirsh
Nikki Jackson
James Kresge
Stephanie Lockhart
Latitia McCane
Regina McLean
Patricia Mead
Lakshmi Meyyappan

Anthony Mitchell
Tracy Noell
Dean Roberts
Brian Snodgrass
Janet and Lorin Sodell
Katarina Spears
Lakshmi Thangaraj
Phyllis Tyndall
United Way of the VA Peninsula
Bettina Welsh
Bridget and Michael Westhoven

SPONSORS

More than seventy-five percent of *FIRST* Chesapeake's annual budget comes from sponsorships and donations. Many of our corporate partners support *FIRST* Chesapeake through cash sponsorships while also actively recruiting mentors and event volunteers from their workforce, providing internships for alumni, serving on committees, and taking on pro-bono projects to help keep operating costs down. Remember to thank *FIRST* Chesapeake's sponsors for their support. Together, we are building tomorrow's technology leaders.

TITLE SPONSOR



PRESENTING SPONSOR

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LEADER IN TECHNOLOGY



CAPTAIN OF INNOVATION



FRIEND OF THE FUTURE





FOR INSPIRATION & RECOGNITION OF SCIENCE & TECHNOLOGY

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