

# 2025 IMPACT





# A YEAR OF REMARKABLE MOMENTUM & IMPACT

*A Message from President Paula Pando*

What an exceptional year for Reynolds Community College! The energy and momentum across all our campuses are palpable as we continue to progress in motion, with purpose. This past year marked significant progress, setting new highs in enrollment and retention not seen in a decade.



**ABOVE:** Dr. Paula Pando with VCCS Chancellor Dr. David Doré and Reynolds Automotive students

Reynolds saw new investments in high-tech, high-touch learning environments, crucial to preparing our students for the jobs of tomorrow. We have witnessed record numbers of students earning credentials and successfully transferring to four-year institutions, demonstrating the high quality and value of a Reynolds education. Our commitment to innovation has led to cutting-edge academic programs that directly address local workforce needs—from automotive to technology and welding to respiratory therapy and surgical technology. Our completion numbers are more than just statistics; they represent thousands of lives changed and the economic engine of our region strengthened. Reynolds is truly shaping the future of RVA, one student and one program at a time.

Reynolds has also emerged as a key driver in the region's rapidly growing Advanced Pharmaceutical Manufacturing sector—an effort that is helping return vital medicine production to the United States. Companies like Lilly, AstraZeneca, and others are choosing Virginia for their stateside facilities not only because of our strong business climate, but because community colleges like Reynolds are uniquely equipped to train the highly skilled workforce this industry demands.

Crucially important, none of this progress would be possible without the profound generosity of our donors. Your belief in our students—and in the power of community college education—is the foundation of everything we achieve. Whether supporting emergency aid that keeps a student enrolled during a crisis or funding technology that keeps our labs current, your contributions are tangible, life-changing investments in the prosperity of our community. Thank you for partnering with us and for making these dreams a reality.

As we look ahead, I am more enthusiastic than ever about the sustained impact Reynolds will continue to make. We are dedicated to building on this momentum, expanding access, and ensuring excellence in all that we do. Thank you for joining us on this remarkable journey.

Together, we are building a brighter tomorrow for the Richmond region.



# CAREER CONNECT CENTER

## A GATEWAY TO OPPORTUNITY

In Spring 2025, Reynolds Community College launched the Career Connect Center, a comprehensive resource hub aimed at bridging education and employment. The Center is designed to support students and community members alike in exploring career options, securing internships, and connecting with employers across the Richmond region. It offers one-on-one career coaching, access to job boards, résumé workshops, interview preparation, and robust employer engagement opportunities. A critical component of the Center is the integration of tools like Lightcast Career Coach, which helps

users map out pathways based on labor market data and personal interests.

The Career Connect Center also serves as a vital access point for underserved populations, particularly first-generation students and working adults returning to school. Early partnerships with regional employers have resulted in job placement opportunities in healthcare, skilled trades, logistics, and business administration. The Center reflects Reynolds' broader mission to drive economic mobility and workforce



development through responsive, real-world education. As more students seek purposeful employment aligned with their studies, the Career Connect Center ensures that every Reynolds graduate leaves with more than a diploma—they leave with direction.

Career Connect is housed on both the Parham Road and Downtown Campuses, ensuring students have access to comprehensive career services no matter where they are navigating their academic journey. By offering coordinated

coaching, job-readiness support, and employer engagement opportunities at both of Reynolds' full-service campuses, the Center provides consistent, convenient pathways for all learners, whether they are pursuing credit programs, FastForward/workforce credentials, or other training options. This dual-campus presence strengthens Career Connect's ability to meet students where they are, expand programming such as workshops and employer panels, and deepen partnerships that lead to meaningful employment outcomes.



ADVISING SERVICES

# ADVISING REFUEL

Advisors at Reynolds are often the first point of contact for students navigating college for the first time. In recognition of their critical role, the college launched Advising Refuel in 2024—an intentional professional development series designed to elevate advising practices through a lens of equity, care, and innovation.



# ENERGIZING STUDENT SUCCESS

Advising Refuel provides opportunities for advisors to share best practices, engage in hands-on training, and deepen their understanding of student barriers. Topics covered include culturally responsive advising, proactive case management, holistic support models, and the integration of data tools like the Flight Path dashboard.

The initiative has quickly become a catalyst for transformation across campus, helping advisors to better guide students from enrollment to graduation. It has

also created a more connected advising culture, with cross-campus collaboration and mentorship now embedded into the advising experience. Most importantly, students are feeling the impact—reporting more clarity in academic planning, stronger relationships with staff, and increased confidence in their ability to complete their programs. Advising Refuel is proving that investing in those who advise our students is one of the most effective ways to support long-term success.





## *STUDENT SPOTLIGHT*

# SIDNEY KING *SOARS* WITH FLIGHT PATH

**When Sidney King enrolled at Reynolds, she was like many first-year students—**

motivated but uncertain about her path forward. Thanks to the newly implemented Flight Path framework, Sidney accessed a roadmap that offered clear direction, intentional support, and a built-in community of care. Through her First-Year Flight Path experience, she met with advisors regularly, participated in academic planning sessions, and received consistent encouragement from faculty mentors. She completed the program's milestones

with distinction, setting herself firmly on track to graduate and making her three times more likely to complete her associate degree.

Today, Sidney is thriving as an environmental science major at the College of William & Mary, where she is continuing her academic journey with purpose and confidence. Her success has also been recognized on a broader stage: Sidney was awarded the prestigious New Century Transfer Pathway Scholarship, an honor that highlights her academic excellence, leadership, and commitment to her future career. The award, made



possible by the Coca-Cola Foundation, Phi Theta Kappa, and the American Association of Community Colleges, underscores her standing as one of the nation's top transfer students.

Sidney's journey demonstrates what is possible when students are supported with structured, data-informed frameworks that center their growth. Her accomplishments are a model of what Reynolds hopes to achieve for every Red Hawk: a strong start, a clear pathway, and the confidence to soar toward their goals.



“WE WANT TO  
LOOK BACK IN  
THIRTY YEARS  
AND SEE HOW  
MANY LIVES  
WE’VE HELPED  
CHANGE.”

—*Dominique McLane*



## *Alumni Spotlight*

# A SHARED JOURNEY *of* PURPOSE

Husband and wife team Dominique and William McLane exemplify perseverance, partnership, and a deep commitment to helping others. After years of working in care-centered fields, the couple felt called to make a broader impact in behavioral health. Together, they enrolled in Reynolds' Substance Abuse Counseling Education Career Studies Certificate (C-SAC) and graduated side-by-side in Spring 2025, blending their personal experiences with a shared desire to support individuals facing addiction and trauma.

Dominique first earned her associate degree and Behavioral Technician credential at Reynolds before encouraging William to join her in the C-SAC program. With Dominique's nursing background and William's experience as a correctional officer, they found a natural home in the college's supportive learning environment.

Balancing work, school, and family responsibilities was not easy, but Dominique and William leaned on one another and the encouragement of faculty mentors who believed in their potential. They credit the program with strengthening their communication, sharpening their professional skills, and reinforcing their confidence in their calling. Completing the certificate as a team became both an academic milestone and a defining chapter in their partnership.

Today, the McLanes operate substance abuse and behavioral health programs serving communities in Virginia and Ohio, where they continue to expand their reach and deepen their impact. Their journey reflects the power of education, determination, and shared purpose, and serves as an inspiring reminder of how Reynolds alumni carry their commitment to service into the world.

## *Alumni Honors*

# **FITIM XHEMAILI & FRANKIE LUNSFORD**

## *JOIN STATE BOARD OF OPTICIANS*

In a remarkable achievement for the Reynolds Opticianry program, alumni Fitim Xhemaili and Frankie Lunsford were both appointed to the Virginia Board of Opticians in 2024.

This prestigious recognition highlights their leadership in the field and underscores the excellence of Reynolds' nationally respected opticianry program. Both Fitim and Frankie began their careers with hands-on training

and classroom instruction at Reynolds, earning industry certifications that launched them into rewarding careers serving the vision care needs of Virginians.

Their appointments not only recognize individual accomplishment but also reinforce the critical role Reynolds plays in Virginia's healthcare workforce pipeline. As board members, Fitim and Frankie will help shape the future of opticianry through policy, regulation, and mentorship.



***LEFT:** Reynolds Alumnus Fitim Xhemali was appointed to the Virginia State Board of Opticians in 2024.*

***RIGHT:** Reynolds Alumna Frankie Lunsford fits her pediatric patients with their first pair of glasses.*



Their presence on the board ensures that the voices of practitioners—and community college graduates—remain central in conversations about professional standards and patient care. Their success is a testament to Reynolds' mission: preparing graduates who lead with skill, integrity, and a commitment to public service.



# RECORD-BREAKING CLASS OF 2025

## A MILESTONE YEAR

Reynolds Community College proudly celebrated an extraordinary milestone at its 52nd Commencement Ceremony in May 2025.

A total of **1,489** graduates earned **2,125** credentials—an impressive demonstration of the college's growing momentum in student achievement and workforce readiness. This year's class reflects the strength of Reynolds' commitment to empowering learners across every campus and program pathway. Graduates represented more than **70** academic and workforce programs—from nursing and welding to engineering and business administration—each prepared to contribute meaningfully to the region's economy and community life.

The ceremony, held at the Siegel Center, was a joyful and moving occasion, filled with cheers, caps tossed high, and stories of triumph over adversity. Among the graduates were dozens of dual enrollment students earning college credentials while still in high school, adult learners returning to pursue new careers, and first-generation college students achieving dreams once thought out of reach. As President Paula Pando shared in her address, "This record-breaking class is more than a number—it is a powerful reminder of what's possible when opportunity meets determination." Reynolds continues to open doors and transform lives, one credential at a time.



Reynolds  
COMMUNITY COLLEGE

Reynolds  
COMMUNITY COLLEGE



FROM ONE SMALL CHANCE TO

# *ENDLESS* POSSIBILITIES

When Chance Archer enrolled in the Reynolds Advance College Academies (ACA) program at Patrick Henry High School, he wasn't searching for guarantees—he was simply seeking a chance. Raised in a home marked by instability and living independently by age sixteen, Chance balanced high school, college courses, and multiple jobs while caring for his autistic half-brother.



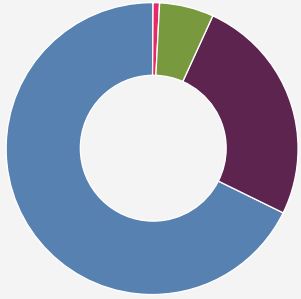
YOU DON'T NEED PERFECT  
CONDITIONS TO GROW. YOU  
JUST NEED **ONE OPPORTUNITY.**"

*Chance Archer*

Despite the odds, he rose to become class president, completed his associate degree from Reynolds before graduating high school, and founded a nonprofit called One Small Chance to support students facing the same barriers he once did.

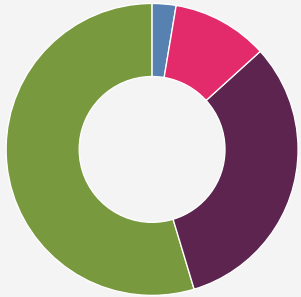
Chance credits the ACA program and his Reynolds experience with helping him grow both academically and personally. He found strength in a supportive community of professors and peers, and drew lasting inspiration from courses like Ethics, where he reframed his nonprofit work as a moral calling rather than charity. "Reynolds didn't just prepare me for college," he said. "It taught me how to manage complexity, how to ask better questions—even when life was difficult." These lessons helped him build a life of purpose while still in high school.

This fall, Chance will attend the University of Virginia as a Posse Scholar, a nationally recognized honor awarded to high-achieving students who demonstrate extraordinary leadership and potential for impact. Posse Scholars receive full-tuition scholarships and cohort-based support throughout their college journey. At UVA, Chance plans to major in Political Philosophy, Policy, and Law, with a minor in Spanish, and eventually pursue a joint MD/JD degree. "You don't need perfect conditions to grow," he says. "You just need one opportunity." With determination, compassion, and vision, Chance Archer is proof that one small chance—used wisely—can change everything.



2024-2025  
Raised by  
Donor Type

<b>Total</b>	<b>\$ 3,017,274</b>
● Civic Organizations	\$ 82,327
● Individuals	\$ 316,467
● Corporations	\$ 969,637
● Foundations	\$ 1,648,840



2024-2025  
Distribution  
of Gifts

<b>Total</b>	<b>\$ 3,017,274</b>
● Programs	\$ 2,042,041
● Scholarships	\$ 770,605
● Unrestricted	\$ 185,455
● Unrestricted Endowment	\$ 19,172

# FOUNDATION FINANCES

**J. Sargeant Reynolds Community College Educational Foundation, Inc.**  
STATEMENT OF FINANCIAL POSITION | June 30, 2025

## ASSETS

Cash & Cash Equivalents	\$ 1,574,150
Investments	\$ 22,028,867
Unconditional Promises to Give	\$ 788,180
Other Receivables and Prepaid Expenses	\$ 608,068
Charitable Gift Instruments	\$ 935,046
Right-of-use asset, operating lease	\$ 8,496,086
Net investment in Property	\$ 3,749,296
<b>Total Assets</b>	<b>\$ 38,179,693</b>

## LIABILITIES & NET ASSETS

Total Liabilities	\$ 9,627,468
Net Assets:	
Without Donor Restriction	\$ 7,017,459
With Donor Restriction	\$ 21,534,766
Total Net Assets	\$ 38,179,693
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 38,179,693</b>

# 2024-2025 BOARD OF DIRECTORS

## J. Sargeant Reynolds Community College Educational Foundation, Inc.

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### **Dimitri B. Georgiadis**

(1927-2012)

### **L. H. Ginn III**

**Lucyfle F. Gordon** (1920-2005)

### **Jeanette S. Lipman**

(1914-2017)

### **J. Sargeant Reynolds, Jr.**

### **Patricia L. Robertson**

### **J. Sargeant Reynolds Community College Educational Foundation, Inc.**

✉ [www.reynolds.edu/foundation](http://www.reynolds.edu/foundation)

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*Words from Our Executive Director,*

# LINDSAY LANE ROBINSON



To Our Reynolds Family,

As I look back on this past year, I am filled with gratitude and a deep sense of pride in what we have accomplished together. 2025 has been a year defined by momentum, purpose, and potential at Reynolds Community College.

Thanks to your generosity, the Reynolds Community College Educational Foundation experienced a banner fundraising year, raising more than \$3 million to support our students, programs, and the mission that drives us forward. That remarkable achievement represents far more than a number; it is a reflection of your belief in the transformative power of education and your commitment to helping every student reach their full potential.

Each gift, no matter its size, has contributed to opening doors of opportunity and removing barriers for those who need it most. Together, we are empowering students to pursue their goals with confidence, helping faculty deliver innovative learning experiences, and strengthening the communities we serve across Central Virginia.

As I complete my second year as Executive Director, I continue to be inspired by what makes Reynolds so special—our students' determination, our community's generosity, and our shared vision for a future where education changes lives. The momentum we've built this year is just the beginning. With your continued partnership, the possibilities ahead are limitless.

Thank you for believing in Reynolds, for investing in our mission, and for being such an essential part of our story. Because of you, our students—and our college—are thriving.

With gratitude,



Lindsay Lane Robinson, CFRE  
Executive Director

The logo consists of three vertical, wavy lines of varying heights and shades of red and pink, positioned to the left of the text.

# Reynolds

EDUCATIONAL FOUNDATION



To help the JSRCC Educational Foundation grow, please visit [reynolds.edu/givenow](https://reynolds.edu/givenow) or scan our QR code.

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