



Communities  
In Schools®

Kalamazoo

# *Annual Report*

# 2024

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# CIS of Kalamazoo 2023-2024 Board Members

## **KIMBERLY BABINEAUX**

Customer Experience Manager,  
Family Health Center

## **DON COONEY**

Kalamazoo City Commissioner;  
Director Emeritus

## **JAMES CURRY**

Vice President, Senior Wealth  
Management Advisor, Greenleaf Trust

## **JAMES DEVERS**

Executive Director, Communities In  
Schools of Kalamazoo

## **RANDALL W. EBERTS**

Senior Researcher, W.E. Upjohn  
Institute for Employment Research

## **GUSTAVO ECHAVARRIA**

Director, WMU TRiO Upward Bound

## **SUSAN EINSPAHR**

Retired, Kingscott Associates, Inc.

## **KWAME GYIMAH**

Income Partner, Lennon Miller

## **TIANNA HARRIS**

Kalamazoo Public Schools Board  
Member

## **DIANA HERNÁNDEZ**

Retired, Western Michigan University

## **GEOFFERY HOWE**

Director of School Improvement,  
Title I and Assessments, Kalamazoo  
Public Schools

## **JYLLIAN LIGGINS**

Community Member

## **DAVID A. MAURER**

President, Humphrey Products

## **CANDY MCCORKLE, PH.D**

Vice President for Diversity and  
Inclusion, Western Michigan  
University

## **TERRY MORROW**

Vice President of Development,  
Bronson Healthcare Group

## **SCOTT NYKAZA, PH.D.**

Retired, Kalsec Inc.

## **DOUG PHILLIPS**

Senior Vice President, Plante  
Moran Cresa

## **STEVE POWELL**

Senior Vice President of Loan  
Operations, Community Bank

## **DOMINIC PULLO**

Senior Scientist, Zoetis Veterinary  
Medicine Research and Development

## **JAMES RITSEMA**

Kalamazoo City Manager; Ex-Officio

## **PATTI SHOLLER-BARBER**

Board Member, Kalamazoo  
Public Schools

## **MARGIE SIMMONS**

Chief Executive Officer,  
Landscape Forms, Inc.

## **DR. DARRIN SLADE**

Superintendent, Kalamazoo  
Public Schools

## **JOSHUA SLEDGE**

Director of Impact Investment,  
Kalamazoo Community Foundation

## **LINNAEA THOMAS**

Community Member

## **DARREN M. TIMMENEY**

Market Manager and Community  
President, Chase

## **SHERI WELSH**

President and CEO, Welsh &  
Associates, Inc.

## **SARA WILLIAMS**

Community Member

## **ERIC WIMBLEY**

Chief Executive Officer,  
Pretty Lake Camp

## *Emeritus Directors*

## **DON COONEY**

## **STEPHEN DENENFELD**

## **RANDALL W. EBERTS**

## **TIMOTHY LIGHT**

# Letter From Leadership

Dear Friends of Communities In Schools,

“If you want to go fast, go alone. If you want to go far, go together,” is often quoted as a reminder of the power of working together ... and for good reason. Whether we go fast or slow, great distances or short distances, it is always better when we go together. Communities In Schools of Kalamazoo’s (CIS) origins 20 years ago are reflective of how coming together can result in wonderful outcomes for kids.

Those present at the momentous gathering that resulted in the birth of CIS (through a merger of multiple community initiatives) also understood that the work of supporting our community’s students and equipping them for long-term success required even more folks to come together.


Therefore, they chose the CIS model of integrated student supports which had proven that success is more likely when there’s a vehicle for community agencies to serve their clients and for the donor community to focus their supports to meet kids’ needs with the right service, in the right dose, at the right time and at the right place—at school.

Because all of you have come together—supporters, partners, families, and staff—in support of children, CIS has been able to grow fast and to go further in the past 20 years than we could have ever imagined. We look forward to going even further together for the next 20 years and beyond.

With deep gratitude,



**Linnaea Thomas**  
Board President



**James Devers**  
Executive Director





# Celebrating Our 20th Anniversary Supporting Students

**TWENTY YEARS AGO**, The City of Kalamazoo, Kalamazoo Public Schools, and the local Chamber of Commerce determined that the Communities In Schools (CIS) model of integrated student supports was a powerful vehicle through which the community could work to empower students to stay in school.

Throughout this past school year, we celebrated our 20th anniversary in a variety of ways, and we are grateful to those who joined us in body and in spirit.

Thank you for supporting CIS and the children and families we serve. We look forward to building on the foundation and legacy that you have helped us establish.

## 1 LAUNCHING THE 20TH ANNIVERSARY CELEBRATIONS

We joined with founding members of our board, current CIS board members, City representatives, partner organizations, and funders who were original supporters for CIS of Kalamazoo.

## 2 20TH ANNIVERSARY GALA

This past winter, we hosted an evening of celebration for our 20th Anniversary Gala. The Gala was a joyful time of connection, reminiscing and dancing. Our Executive Director, James Devers, and Board President, Linnaea Thomas, gave remarks of gratitude and acknowledgement while guests enjoyed beverages and hors d'oeuvres.

## 3 20TH ANNIVERSARY THANK YOU DONOR SIGN

To recognize and honor the donors who made this milestone possible, a commemorative sign that lists every donor since our founding was prepared and hung proudly in our downtown Kalamazoo location. This special representation is a visual confirmation of how our community comes together for kids.

We cannot thank our donor community enough for being a part of our first twenty years. We hope you will plan to visit us and enjoy finding your name among others who have helped to make this life-changing work possible.

## 4 20TH ANNIVERSARY "FAMILY REUNION"

We concluded our year-long celebration with a family reunion style event at the Arcadia Festival Place downtown Kalamazoo. All those who have worked, supported, or been supported by our amazing team over the past 20 years were invited to join—that's current and former staff, students, parents, partners, donors, and volunteers. Over 500 people came out on a beautiful July afternoon to celebrate the past and embark on a new chapter of continued dedication to our kids.

Thank you to the volunteers who served on the planning committee for the 20th Anniversary Gala and Family Reunion. The members were: Jane Baas, Nkenge Bergan, Artrella Cohn, Tracie Drake, Phillip Hegwood, Dajzon Hughes, Morgan Jones, and Angela Van Heest.





1



2



4



3





# Coordinators In Schools Supporting Students

**CIS OF KALAMAZOO** provides targeted and sustained support to students where they are—in school. Through school-wide services, more than 12,000 students in 22 Kalamazoo schools benefit from CIS in their building.

**Why CIS of Kalamazoo?** We believe every student needs and deserves a one-on-one relationship with a caring adult, a safe place to learn and grow, a healthy start, and a healthy future. The path to graduation is a journey, and CIS is there to support K-12 students from diverting in that journey.

**How do we do our work?** The CIS model of support is a blueprint designed for our in-school coordinators to collaborate with

partners such as principals, teachers, guidance counselors, and community partners—all addressing the needs and breaking down barriers for students.

In addition to our daytime supports, we also administered enriching after-school programs at 12 schools for students to build on their knowledge learned during school hours. During the after-school program, students receive a healthy meal, homework help, enrichment programming, field trip opportunities, and transportation.

**What's our impact?** Each of our supports adds an empowering element to students' makeup and increases their capacity to

## Adding to the Existing Building Blocks

New for the 2023–24 school year, CIS deepened our capacity to support more students by adding a second CIS site coordinator in four Kalamazoo Public Schools middle schools. This enhancement was made after determining that a single middle school site coordinator was not sufficient capacity to meet the needs of our middle school students.

In addition to building capacity, we implemented a new tutoring program for students and enhanced academic skills training for volunteers:

**Push-In tutors supported Algebra I classrooms at Loy Norrix High School and Kalamazoo Central High School.** The teacher survey responses were positive with 100% responding

that they found the additional classroom support useful and noticed improvement in student performance.

**Volunteers and tutors were offered specialized and highly structured training opportunities, including more targeted interventions and skill building strategies.** Through our partnership with KPS and SLD Read, we have focused more energy on developing and training our volunteers and tutors to meet the academic needs of students more intentionally.







# Our report card



**107,432**

hours directly supporting students by CIS coordinators, in-school support staff, volunteers, and partners.

65,385 from CIS coordinators

25,547 from CIS supplemental team

11,345 from volunteers

5,155 from partners



**1,042**

case-managed students

556 elementary

486 secondary



**482**

students participated in the CIS afterschool program

359 elementary

123 secondary

## CIS-supported students are striving to meet their goals!



**94%**

remained in school through the end of the 2023-24 school year.



**96%**

K-11 students were promoted to the next grade level.



**96%**

12th grade students graduated with their class.



**68%**

met or made progress towards one of their attendance goals.



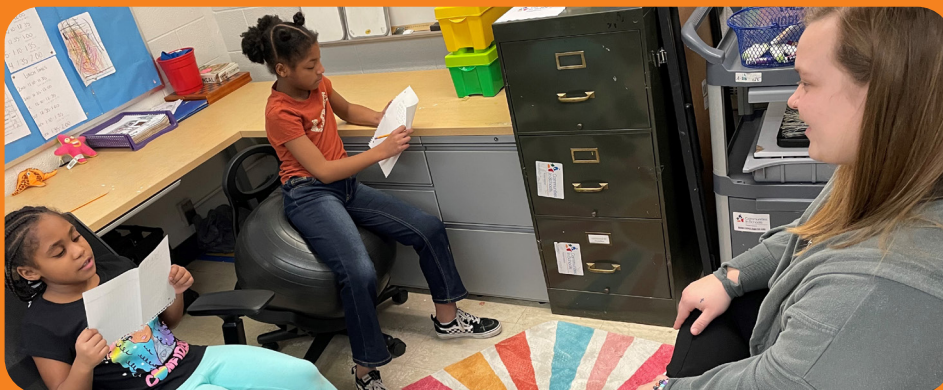
**63%**

met or made progress toward one of their academic goals.



**61%**

met or made progress toward one of their behavioral goals.





# Connecting Resources and Keeping Kids in School

Your support is at work in 22 Kalamazoo schools. By teaming up with over 54 community partners, CIS of Kalamazoo connects students to the right resources at the right time.



**3,600 SITE-BASED INTERNSHIP HOURS** supported students through 9 CIS student interns specializing in social work and/or family studies programs. The interns worked closely with CIS coordinators to carry out school-wide, targeted, and individualized student improvement goals.

**21,053 FOOD** items were distributed from CIS food pantries located within 10 CIS supported schools and 13,237 multi-item food packs were distributed to students at 10 elementary schools. Food pantries and packs are supported through our long-term partnership with Kalamazoo Loaves & Fishes (KLF).

*“After interning with CIS, I feel a lot more comfortable with my ability to practice social work and my confidence for post-graduation success has grown significantly. I used to struggle heavily with imposter syndrome as I was nearing the back half of my degree, and interning with CIS has helped mitigate those feelings.”*

**2023-2024 SOCIAL WORK INTERN**

**MOBILE HEALTH SUPPORTED 527** students with coordinated dental services for cleanings and routine preventive care. 179 students received well-child and routine preventive care appointments and/or immunizations.



**11,345 VOLUNTEER HOURS** were performed to support students during one-on-one tutor sessions, lunch groups, and/or classroom assistance. CIS placed 420 individuals who shared their time and talents with students which is the estimated equivalent to \$358,359 in volunteer time.

**22,589 KIDS' CLOSET** items of clothing, personal hygiene products, and school supplies were distributed to students.



**4,322 MENTAL HEALTH** professional counseling sessions were completed for 350 students. Approximately \$64,000 was funded to support students with no or inadequate insurance to cover mental health services, which included individual counseling and/or small group services through contracted therapists and/or the two CIS school-based therapists.

*“Having full-time CIS employed School Based Therapists deployed at the sites allows us to not only meet more student needs, but to serve as a resource to school staff as well. It also allows us to gather data and understand with more intentionality the complex challenges faced by students and their families and how those challenges are presented during school.”*

**ARTRELLA COHN**  
Senior Director of Community  
Engagement and Student Investment



# Thank You



**Thank you, Donors.** Your support makes these positive outcomes for students possible and is recognized on our virtual donor wall. Find it at [ciskalamazoo.org/contributors](https://ciskalamazoo.org/contributors).

**Thank You, Foundation, Business, and Organization Donors.** Investing in student success is an investment in our community. A special thank you goes to our foundation and business supporters for your commitment to kids.

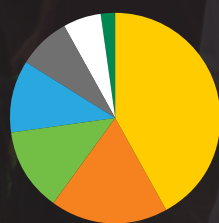
## Foundation Support

- |                                      |  |                                    |
|--------------------------------------|--|------------------------------------|
| Allkins Family Foundation            | H.P. and Genevieve Connable Fund                   | Richard and Thelma Hall Foundation |
| Burdick-Thorne Foundation            | Irving S. Gilmore Foundation                       | Stryker-Johnston Foundation        |
| The Samuel J. and Mary E. Colef Fund | Jim Keeler and Merry Ellen Eason Family Foundation | Suzanne U.D. Parish Foundation     |
| Dorothy U. Dalton Foundation         | Kalamazoo Community Foundation                     | Tyler Little Family Foundation     |
| Edward J. Fletcher Foundation        | Marvin and Rosalie Okun Foundation                 | W.S. and Lois VanDalson Foundation |
| ENNA Foundation                      | Mike and Sharon Seelye Family Foundation           |                                    |
| Harold and Grace Upjohn Foundation   |  |                                    |

## Business and Organization Support

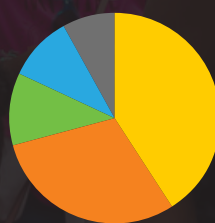
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|--------------------------------|--|---------------------------------|---|
| Abraxas Worldwide              | Edwards Garment  | Kalamazoo Rotary Club Charities | Saturday Eves' Book Club                                      |
| Ascension Borgess              | FEMA Corporation of Michigan, Inc.                       | Kalsec, Inc.                    | Schupan   |
| Athletico Management LLC.      | Fifth Third Bank   | Kiwanis Club of Kalamazoo       | Stryker   |
| Avolta                         | Greenleaf Trust  | Lake Michigan Credit Union      | The Emerging Leaders for CIS                                  |
| Bell's Brewery, Inc.           | Gryphon Place  | Landscape Forms                 | The Kalamazoo Promise   |
| Bronson Healthcare Group       | Hardings Friendly Market                                 | Latitude 42 Brewing Co.         | Unifab Corporation  |
| CareSource Management Services | Honoré Salon   | LKF Marketing                   | Warner Norcross + Judd LLP                                    |
| Catalyst Development Co., LLC  | Humphrey Products  | Maestro                         | Welsh & Associates  |
| City of Kalamazoo              | Jaqua Realtors   | Mercantile Bank of Michigan     | Western Michigan University College of Education              |
| Comerica Bank                  | JP Morgan Chase  | Miller Johnson                  | Western Michigan University Office of Diversity and Inclusion |
| Consumers Credit Union         | Kalamazoo County Association of Retired School Personnel | Miller-Davis Company            | Western Michigan University Office of the President           |
| CSM Group                      | Kalamazoo Orthodontics                                   | Old National Bank               | WMU Pi Kappa Alpha Fraternity                                 |
| CWS Financial Advisors, LLC    | Kalamazoo Public Schools                                 | Pfizer                          | Zoetis  |
| Douglas & Son, Inc.            |  | PNC                             |   |
| Eaton Corporation              |  | R.W. LaPine Inc.                |   |

## Funding Our Work: 2023-2024 Fiscal Management



### REVENUE

- 42%** Government Grants
- 18%** Foundations and Endowments
- 13%** Business Donations
- 11%** Kalamazoo Public Schools
- 8%** In-Kind Contributions
- 6%** Individual Donations
- 2%** Other Revenue



### EXPENSES

- 41%** Integrated Student Services
- 30%** After School Programs\*
- 11%** Volunteer and Partner Services
- 10%** Operations and Administration
- 8%** Fundraising and Marketing

\*The CIS After School Programs are funded by the Michigan Department of Education (21st Century Community Learning Center) in partnership with Kalamazoo Public Schools.



# A Community of Support for Our Annual Events

## Thank you, event partners, sponsors, and participants.

### **BUSINESS LEADERS BREAKFAST**

*presented by Chase Private Bank*

Business leaders in the Southwest Michigan region were hosted to breakfast by CIS board members. They learned more about the mission of CIS and how businesses can play a crucial role in building a strong community by shaping a capable and motivated future workforce.



### **WALKING WITH PURPOSE**

*presented by Lake Michigan Credit Union*

Last October 26 team captains and more than 200 individuals joined our month-long challenge to walk, as a community, 12,000 miles to raise awareness and **more than \$40,000** to support the mission of CIS: to empower students to success.



### **UGLY SWEATER PARTY**

*presented by Kalsec*

The 9th Annual Ugly Sweater Party brought together more than 100 guests in ugly sweaters and raised **over \$16,000** to bring awareness to the whole child approach of supporting students through CIS. Our guests walked our red carpet and showed off their best "ugliest" sweater for votes.



### **17TH ANNUAL CHAMPS CELEBRATION**

*presented by Kalsec*

More than 300 guests gathered to honor individuals and community partners who share in the CIS vision—an engaged community where every child fulfills their promise. This year's award recipients include: **SLD Read**, Champ Award Recipient,

**Jay Yelton III** and **James Liggins Jr.**, Gulnar Husain Volunteer Award Recipients, **Jen DeWaele**, CIS Staff Recognition, and **Charles Parker**, Diether Haenicke Promise of Excellence Award Recipient.



### **YOUTH TRANSFORMATIVE LEADERSHIP SUMMIT**

In partnership with Kalamazoo Valley Community College, we hosted a unique event for young men and young ladies from the four Kalamazoo Public Schools middle schools and Paramount Charter Academy. **Over 100 students** participated in dynamic breakout presentations on a variety of topics including empowerment through positivity, utilizing your gifts and strengths, and more. Students were also joined by a panel of college students during a lunch Q&A session to better prepare themselves for high school and beyond.



### **INAUGURAL CORNHOLE TOURNAMENT**

*presented by The Emerging Leaders for CIS*

The Emerging Leaders for CIS, a group of individuals who not only are emerging as leaders in our community and their professions, but also as advocates for Kalamazoo students, hosted a Cornhole Tournament fundraiser to support the mission of CIS. The weather was perfect for a day of cornhole, connecting with CIS supporters, and meeting new friends.





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www.ciskalamazoo.org



# Thank You for Your Support and Commitment to Kalamazoo Kids.

Looking forward, we are encouraged by improved student outcomes and the commitment from our community to secure a brighter future for today's youth. There is still more work to be done. Please consider one or more of the many ways you can contribute to today's youth through our work.

## SUPPORT STUDENT SUCCESS WITH A FINANCIAL GIFT

Join our recurring giving program,  
Always In For Kids

Make an annual donation to continue  
our efforts for the new year

Participate in or attend one of our  
events like the Walking With Purpose  
initiative

Leave a legacy by including CIS in your  
will or estate plans

## ADVOCATE FOR STUDENTS

Get your company involved

Follow us on Facebook, LinkedIn, or  
Instagram and share our posts

Sign up to receive our e-newsletters to  
hear about all the great opportunities  
throughout the upcoming year

## SHARE YOUR TIME AND TALENTS WITH STUDENTS

Volunteer and support students with  
academic help

Become a mentor to support a student

*The work of Communities In Schools of Kalamazoo is supported by Kalamazoo Public Schools, City of Kalamazoo, Michigan Department of Education (21st Century Community Learning Centers), Paramount Charter Academy, local foundations, and individual donors like you.*

*Photos in this newsletter were taken by contributing CIS Staff. If you have questions or concerns regarding this annual report, please contact Felicia Lemons, Development and Marketing Project Manager, at [flemons@ciskalamazoo.org](mailto:flemons@ciskalamazoo.org) or call (269) 337-1601.*