



Communities
In Schools®

Kalamazoo



Annual Report 2025

BEING PRESENT MATTERS

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Letter from Leadership

Dear Friends of Communities In Schools,

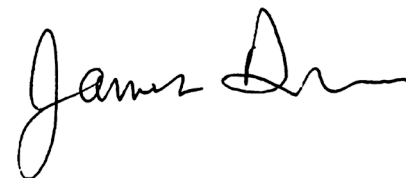
The 2024-2025 school year was marked with changes and challenges that significantly impacted families and social safety nets – locally and nationally. Such times require us to become more focused on what we do best so that we can be more adaptive in the face of new realities.

At Communities In Schools of Kalamazoo, we adapt by leaning on our history of **being present** for students for over 20 years. Being present to provide students with a one-on-one relationship with a caring adult. Being present to listen to our students' current needs and to build upon their and CIS's strengths to connect them to supports that meet the moment. CIS's presence in schools has always meant that students and families have access to important services — food, clothing, school supplies, academic supports, mental health supports — when they need them and all without leaving their school building. This year, we saw a significant increase in demand for our services, and with that we saw our staff, donors, and partners rise to the occasion to be present for our students. Thank you for meeting the moment.

With deep gratitude,



Linnaea Thomas
Board President



James Devers
Executive Director

Introduction to *CIS of Kalamazoo*

Communities In Schools of Kalamazoo (CIS) is dedicated to surrounding students with a community of support, empowering them to stay in school and achieve in life. By partnering with schools and our community, we are present for students in 23 Kalamazoo schools.

Enriching CIS After-School Programs

Our on-site programs are designed to build on students' knowledge learned during school hours. During the after-school program, students receive a healthy meal, homework help, enrichment programming, field trip opportunities, and transportation.



CIS Coordinators

We believe that transformative relationships are key to unlocking a student's potential, which is why having a dedicated site coordinator present in schools is instrumental in making sure students have what they need to succeed. They work hand in hand with school staff to provide support in academics, behavior, attendance initiatives, and basic essentials like food, clothing, mental health, medical, and vision.

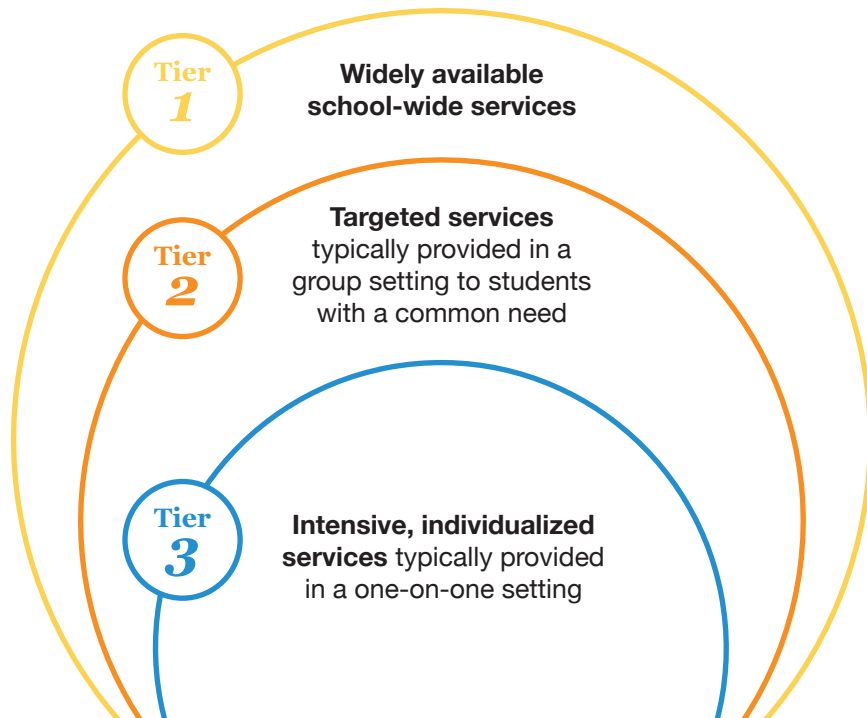
Student supports include:

- Academic Assistance
- Basic Needs like food, clothing, medical care, vision care, etc.
- Behavior Interventions
- College and Career Readiness
- Community and Service Learning
- Enrichment
- Family Engagement
- Life Skills
- Mental Health
- Physical Health



Our Work

At CIS, we understand that there isn't a one-size-fits-all approach to supporting students. That's why our unique model of support, when executed with fidelity, will connect students and their families to basic and critical community resources tailored to each student's specific needs. Our model provides a variety of supports through three tiers at each school where CIS is present.



Surround students with high-quality supports through partner relationships

Develop their social, emotional, and academic competencies

Improve their attendance, behavior, and academic goals

Keep them on the path towards graduation through grade level advancement

Support students' post-graduation goals through exploration and encouragement

Celebrate and encourage students along the way!



Our Report Card

2024-2025 School Year

115,356 hours directly supporting students

7,676 Partners

11,002 Volunteers

24,469 CIS in-school supplemental team

72,209 CIS coordinators

1,123 case-managed students

552 secondary students

571 elementary students

567 student participants in the CIS after-school program

146 secondary students

421 elementary students

With the right support, students are actively pursuing and achieving their goals.

99%

remained in school through the end of the 2024-25 school year

94%

K-11 students were promoted to the next grade level

97%

12th grade students graduated with their class

70%

met or made progress toward one of their attendance goals

72%

met or made progress toward one of their academic goals

55%

met or made progress toward one of their behavioral goals



By teaming up with over 60 community partners, CIS of Kalamazoo connects students to the right resources at the right time.

Physical Health

106 students visited the Family Health Center's Mobile Health Unit, supported by CIS, for well-child exams and/or immunizations. **215 students** visited the CIS-supported FHC Mobile Dental Unit for cleanings and sealants.

Professional Mental Health

Approximately **250 students** received **3,999 hours** of professional mental health services, including individual counseling and/or small group services.

Vision

114 students received vision support services, which included vision assessments and/or the provision of frames and lenses.

Food Security

11,791 visits were made to CIS food pantries located within 11 CIS-supported schools, and **21,344** food packs were distributed to elementary students. Food pantries and packs are supported through our long-term partnership with Kalamazoo Loaves & Fishes.



Volunteers

452 volunteers contributed **11,002 hours** to support students through tutoring, lunch groups, and classroom assistance.

Kid's Closet

21,970 items of clothing, hygiene products, and school supplies were distributed to students.



Thank you to the many organizations like Kalamazoo Orthodontics who donate supplies throughout the year to support students.

Internships

4,000 hours of support were provided to students by 10 student interns specializing in social work, and/or family studies programs. CIS interns worked closely with CIS coordinators to carry out school-wide, targeted, and individualized student improvement goals.



CIS site coordinators and CIS interns gathering for a photo at the end of the school year celebration.

Building Community

Youth Transformative Leadership Summit

This year, we partnered with Kalamazoo Valley Community College to bring together students from the four Kalamazoo Public Schools middle schools and Paramount Charter Academy for a day of inspiration, learning, and celebration. Attendees participated in engaging breakout sessions led by local experts and motivational speakers, who shared insights on leadership, personal growth, and community impact. The summit concluded with a special pinning ceremony, recognizing each student's commitment to leadership and their active participation in the event.



Community Feast

In the spirit of gratitude and giving, community members came together for a special Thanksgiving event to pack and deliver over 750 holiday meals to families across Kalamazoo. More than 100 volunteers of all ages contributed their time and energy to assemble meal kits filled with traditional Thanksgiving favorites, so more families could experience the comfort of a shared meal and the joy of connection during the holiday.

The event served as a powerful reminder of the meaningful impact we can create when we unite in service and compassion. To bring this event to life, CIS proudly partnered with Gryphon Place, Kalamazoo Valley Community College, New World Food, SpartanNash, the YMCA of Greater Kalamazoo, and First United Baptist Church.



2024 Walking With Purpose

Presented by Lake Michigan Credit Union

Last fall, our Walking With Purpose initiative had a record-breaking year! We walked the most miles ever, raised the most in donations, had the most teams and individual walkers, had our highest ever fundraising team, welcomed the most walkers at our kickoff walk, and more. Over 300 individuals walked over 24,000 miles and raised more than \$50,000!

Thank you to the amazing team captains, individual walkers, and sponsors for making it such a special year. And to our student ambassador, Ariel, for providing fun and inspiring messages throughout October!

2025 Champs Celebration

Presented by Kalsec, Inc.

Our 18th Annual Champs Celebration brought together over 300 guests to honor individuals and community members who share in the CIS vision—an engaged community where every child fulfills their promise.

This year's award recipients included: The Kalamazoo Promise, Jenée McDaniel, Richard Phillips, and First Day Shoe Fund.



Meet Janiyah and Jayla

In a world that often pulls students in many directions, two sisters, Janiyah and Jayla, stand out for their unwavering commitment to each other and to their education. Whether it's encouraging one another through tough days or staying focused on their goals, their bond is rooted in being present. But they haven't done it alone. With steady support from their CIS site coordinators, who check in regularly and remind them of their potential, the sisters have found even more reason to show up—not just for school, but for themselves and their future.

To learn more about what motivates them and how they stay committed, we sat down with Janiyah and Jayla for a conversation about their experiences. In the following interview, they share about their relationship with CIS, with each other, and what being present means to them.

Meet Janiyah

A ninth-grade student at Loy Norrix High School. Naturally skilled with numbers, her favorite subject is math. She describes herself as intuitive—a quality that has served her well in track and field. Janiyah broke two records during middle school and looks forward to continuing her athletic journey on the high school track team.

Meet Jayla

An eighth-grade student at Maple Street Magnet Middle School. She describes herself as passionate and enthusiastic about nearly everything she does. Jayla particularly enjoys English, which is her favorite subject, and is always eager to lend a helping hand.

Janiyah and Jayla show the power of connection, support, and being truly present. Through their bond as sisters and their experiences with CIS of Kalamazoo, they've learned how meaningful relationships and safe spaces help students grow. Their reflections remind us that success is built not just on achievements, but on the people who show up and care along the way.



What are your earliest and fondest memories of working with a CIS coordinator?

Janiyah: When I was in the after-school program in 5th grade, we created a song with the group Bangtown Productions. It was really fun. My most memorable experience was last school year when Ms. Emma wrote and gave every student in after-school a personal note on her last day. It felt really personal and nice. She took a lot of time and thought into doing it.

Jayla: Mine was in the after-school program in elementary school. We played a kickball game against the staff. We lost, but it was a lot of fun! My most memorable experience was when I was at Spring Valley. I would help Mrs. Triemstra sort the Loaves & Fishes food.

What is one thing that you are most proud of?

Janiyah: I helped my team win trophies in track and field. I actually broke two records at my middle school, one for running and the other in shot put.

Jayla: When I finished the Girls on the Run race in elementary school.

What three words best describe you?

Janiyah: Intuitive, helpful, charismatic

Jayla: Passionate, grateful, extra

What do the words “being present” mean to you?

Janiyah: Being present is when you are active in whatever is going on. Doing and understanding what is happening.

Jayla: Being present means that somebody is there to keep you going. They don't let you get discouraged.

Why is being present important for your peers?

Janiyah: The social interaction. Especially for the after-school program. It is important to have the after-school program for students to have a place to be themselves. It's judgment free.

Jayla: People can really have some emotional issues, and it can [take] a toll on their health. Being present can be invisible but can really help keep students going.

Behind every successful student is a caring person. Who has been your caring person?

Janiyah: [Looking at Jayla and smiling.] My sister.

Jayla: [Looking at Janiyah and smiling.] My sister.

Partnering with The Kalamazoo Promise

Supporting students in their journey from school to post-secondary education requires a collective effort. When schools partner with the community, students benefit from enriched resources, guidance, and opportunities. These partnerships help bridge gaps in access, mentorship, and preparation. This empowers students to envision a future in post-secondary education and to confidently pursue it.

Whether it is having pathway coaches in the Kalamazoo Public High Schools buildings or presence on select college campuses, The Kalamazoo Promise values the importance of being present to support students. They are intentionally listening to what students need, building relationships, and helping them navigate ways to access support—all in the effort to successfully utilize the full Kalamazoo Promise scholarship.

In a joint effort to support students, this year we launched a new collaboration with The Kalamazoo Promise called *DifferenceMakers AZO*, an established program that is facilitated by other CIS affiliates across the nation. The program is designed to equip students with academic, social, and emotional skills as they prepare for their post-graduation



plans. Von Washington Jr., CEO at The Kalamazoo Promise, says, “We are committed to helping students be successful, feel empowered, and increase their self-confidence in their post-secondary education. This program provides a strong foundation to help students make the most of their scholarship.”

The program’s workshops included self-assessments, systems change planning, professional development, etiquette coaching, and cultural awareness—all led by local experts. During the summer, students and chaperones attended a trip to Washington D.C. focusing on African American History/Culture and US political systems.

This November, the first cohort of students participating in *DifferenceMakers AZO* will present their capstone projects, marking the culmination of their program. The presentations will focus on one of the UN Goals for Sustainable Development and highlight student-derived solutions that can be implemented locally and/or globally.

“The Kalamazoo Promise’s partnership is critical because they provide direct access and related supports to post-secondary pathways that the students can leverage to turn their difference-making ideas into reality,” says James Devers, Executive Director of CIS of Kalamazoo.

The Kalamazoo Promise and CIS have shared a strong and enduring partnership since both organizations were established 20 years ago. Together, we recognize the vital importance of not only expanding access to higher education but also ensuring that students are well-prepared to succeed in college.

“CIS plays a critical role in the support network that helps students thrive,” said Mr. Washington, “I am confident that our collaboration will continue to evolve and strengthen as we work together to find innovative ways to support student success.”

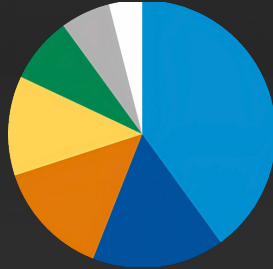


Financials

2024-2025 Fiscal Management

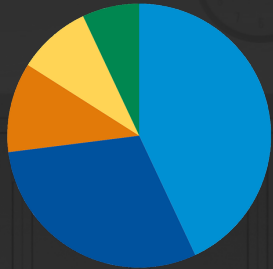
REVENUE

- 40% Government Grants
- 16% Kalamazoo Public Schools
- 14% Individual Donations
- 12% Foundations and Endowments
- 8% In-Kind Contributions
- 6% Business Donations
- 4% Other Revenue



EXPENSES

- 43% Integrated Student Services
- 30% After School Programming*
- 11% Volunteer and Partner Services
- 9% Operations and Administration
- 7% Fundraising and Marketing



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

At the end of the 2021 fiscal year, CIS received a large multi-year capacity building grant for use in fiscal years 2022-2026.



Thank you, Donors.

Thanks to your support, CIS can be present for students—making these positive outcomes a reality. Your support is recognized on our virtual donor wall. Find it at ciskalamazoo.org/contributors.

TO OUR DONORS

Thank You for Being Present for Students

Thank you, foundation, business, and organization donors. Investing in student success is an investment in our community.

Foundation Support

Allkins Family Foundation
Dorothy U. Dalton Foundation
ENNA Foundation
Harold and Grace Upjohn Foundation
Irving S. Gilmore Foundation
Kalamazoo Community Foundation
Suzanne U.D. Parish Foundation

The Burdick-Thorne Foundation
The Edward J. Fletcher Foundation
The Gary Sisters Foundation
The Hall Foundation
The H.P. and Genevieve Connable Fund
The Jim Keeler and Merry Ellen Eason Family Foundation

The Marvin and Rosalie Okun Foundation
The Mike and Sharon Seelye Family Foundation
The Stryker-Johnston Foundation
The W.S. and Lois VanDalson Foundation
Tyler-Little Family Foundation

Business and Organization Support

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City of Kalamazoo
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Winchell Elementary PTO
Western Michigan University College of Education
Western Michigan University Division of Student Affairs
Western Michigan University Office of Diversity and Inclusion
Zoetis



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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 businesses, and individual donors like you.

If you have questions regarding this annual report, please contact Felicia Lemons, Development and Marketing Project Manager, at flemons@ciskalamazoo.org or call (269) 337-1601.