

# HOPE FOR THE FUTURE

ANNUAL REPORT  
2017



 FAMILY & CHILDREN  
SERVICES A SOURCE OF HOPE





## Dear Friends:

We are pleased to present you with our Annual Report for 2017. Like past reports, this one provides an overview of last year's finances, client demographics, and a list of our generous donors. Thank you!

Our main goal with this report, however, is to look forward and show you why we at Family & Children Services are so hopeful about our future.

We derive much of this hope from the three-year strategic plan that we launched at the end of 2017. A full year in the making, this plan had the benefit of input from nearly every agency employee, plus our board of directors and several community partners. It is comprehensive in breadth, detail, and outcomes measurement.

That last point is important. Because this plan has not gone onto a shelf to gather dust. It drives our decision making at all levels of the organization and we measure our progress against it regularly.

The plan's top three goals call for us to **Be Fiscally Sound, Help People**, and **Stay Relevant**. The next few pages show examples of how we work to reach these goals. But you only need to look into the faces of the two little boys on the cover of this report and read their profile on the next page to know *why* we work to reach these goals.

Since 1903, our agency has helped untold thousands of children like Leland and Rohen through their times of crisis. They are the reason we do the work we do and why we are so grateful to you – our supporters, partners, volunteers, and staff – for helping make it all possible.

On behalf of Leland, Rohen, and all of our clients, we thank you for giving us so much Hope for the Future.

Sherry Thomas-Cloud, MSW, LMSW  
Chief Executive Officer

Mac Waldorf,  
President, Board of Directors



MISSION: FAMILY & CHILDREN SERVICES "SUPPORTS, STRENGTHENS AND PRESERVES THE SAFETY, WELL-BEING AND DIGNITY OF CHILDREN, INDIVIDUALS AND FAMILIES."

HOPE  
FOR THE  
FUTURE

## Leland & Rohen

Two little boys hold hands while they watch a small beetle crawl along a crack in a sidewalk. When the bug disappears into the grass, the boys shriek, jump up, and run toward their next big adventure: a leaf caught by a breeze.



You'll have to search far and wide to find two happier and more engaging toddlers than Leland (who turns three in July) and Rohen (three in October). The two buddies revel in the other's company and in the loving embrace of their families. The world is their oyster. Or beetle.

None of this seemed possible when the boys were born. For their own safety, Leland and Rohen

were placed in foster homes at birth. During the ensuing months, attempts to reunite the boys with their birth parents failed. Rohen lived with Nicole and Joe McAllister, foster parents in Kalamazoo licensed by Family & Children Services. He was the fourth of 20 children they have fostered in the past four years.

"We fell in love with him from the moment we picked him up from the hospital," says Nicole. "He's perfect; absolutely everything we hoped for." In February 2017, they adopted Rohen. They are currently in the process of adopting his younger sister.

Meanwhile, a similar story was unfolding across town. Danika McCormack, a social worker at another area agency, would sometimes drive Leland and his older sister from their foster home to appointments. "I fell in love with these kids," she says. "When it became clear that they would go up for adoption, I approached Family & Children Services to become their foster parents, with an eye toward adopting them. They understood that I'm a single woman. They worked around my schedule and made it happen as quickly as the system would allow."

Danika became foster mom to both children when Leland turned one year old. She recently celebrated the one-year anniversary of their adoption. "It will forever be the best day of my life," she says. "Foster parenting and adoption has been an amazing experience."

Nicole tells people who are considering becoming a foster parent to take the plunge. "What you get out of it is amazing; the lives you change. Yes, there are challenges. Any parenting situation will be hard at times. Family & Children Services offers training, support groups, and other help to see you through. They are great to work with."

Danika also encourages others to become foster parents. "If you have it in your heart to help kids, don't second-guess yourself. Do it. Foster care isn't about being a perfect parent. It's about helping children in need, giving them love they deserve and hope for their future."



Each year, nearly 13,000 infants, children, and teens are in Michigan's foster care system. Every day, approximately 300 children are in need of a safe, nurturing foster home until they reunite with their birth parents or are adopted.



# BE FISCALLY SOUND

Ensuring that Family & Children Services is a part of our communities for another 115 years requires an active plan to further strengthen the bottom line. In an era of increasing client need combined with extensive regulatory and contractual oversight, the agency needs to do all it can to increase administrative efficiencies and free up staff to do what they do best.

Lean Management practices are helping this effort. A successful pilot project in 2016 led to active engagement by the Glen’s House Crisis Residential Team and in 2017 by the agency’s Foster Care Unit. This effort is already paying dividends, resulting in significant cost savings and reduction of staff time in managing a legally required reporting process. Instead of spending scarce human resources on paperwork, these efficiencies translate into more time spent directly with children and their caregivers.



At Glen’s House, process improvement activities led to development of a weekly, 30-minute meeting involving all staff supporting the operation of this new program – 24/7, 365 days a year. Focusing on key quality indicators, this stand-up “huddle” aligns the team to continually strengthen operations, monitor service outcomes, and solve problems to support youth staying at Glen’s House who are experiencing an acute mental health crisis.



Family & Children Services employees gather regularly around “Huddle Boards” – visual management systems – to monitor the progress of projects intended to help the agency reach its strategic goals: **Be Fiscally Sound, Help People, and Stay Relevant.**

“Lean Management is about people. It’s about using the talents of people throughout the organization to identify and eliminate anything that does not add value to them and their clients.”

— Chad Bareither, business process improvement manager for Stryker’s Instruments Division



## 2017 FINANCIAL HIGHLIGHTS

Operating Revenues  
**\$10,234,000**

Family & Children Services’ friends generously contributed  
**\$651,000**

Agency Endowment Funds supported programs with  
**\$748,000**

Non-Cash Gifts had an estimated value of  
**\$127,000**

Operating Expenses, excluding depreciation were  
**\$10,933,000**

MI Dept of Health  
and Human  
Services **51%**

Contributions  
General **6%**

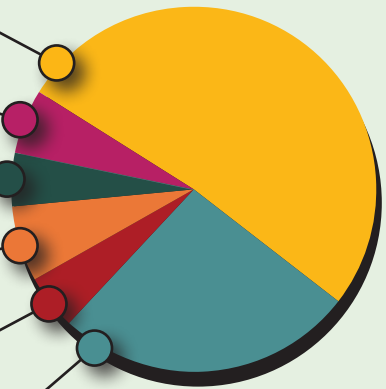
Endowment  
Spendable **5%**

Grants/Other  
Sources **7%**

Private Insurance  
& Client Fees **5%**

Community  
Mental Health **26%**

### REVENUE

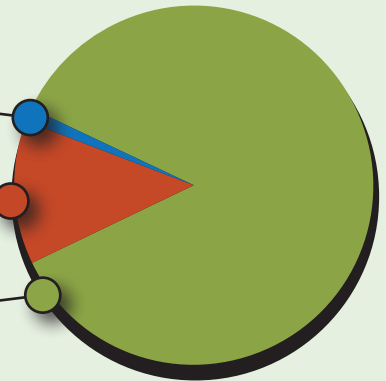


### EXPENSES

Fundraising **1%**

Agency  
Expenses **13%**

Provision  
of Services **86%**



## stryker® Partnership

While we look for ways to increase our efficiencies and reduce our administrative costs, we are grateful to have a partner in the Stryker Corporation. Stryker employees are helping us integrate the principles of Lean Management and its continuous process improvement throughout our organization. First developed by automaker Toyota, Lean Management has been adopted by manufacturers such as Stryker and is now making its way into the nonprofit world.



Stryker Corp. employees Bruce Parmelee (left) and Chad Bareither

“We are two years into a three-year effort with Family & Children Services,” says Bruce Parmelee, senior continuous improvement manager for Stryker Instruments Division. “But continuous improvement never really ends. It’s a journey, not a destination. And I’m glad to report that the agency has made tremendous progress in this journey.”

Bruce and his Stryker colleague Chad Bareither, global continuous improvement manager, coach our employees on how to identify and eliminate inefficiencies in the delivery of programs and services to clients. With their guidance, we are implementing an organization-wide continuous improvement system that will target a five percent annual decrease in administrative costs during the three years of our new strategic plan. We will reinvest these savings in staff training and direct services to clients.

“This will help the agency do what it does best and make it better. It helps make our community better. You have to love that.”

We do love it, Bruce. And we thank you, Chad, and other Stryker employees for partnering with us on this journey. Your expertise and generosity helps us be fiscally sound and strengthens our ability to carry out our mission.





## HELP PEOPLE

After more than 115 years of providing services to children and families in our community, Family & Children Services wants to do it even better. This is another strategic focus for the agency. During the next three years, the agency's leadership, supervisors, and staff will work to identify how we can help more families heal and grow.

Just as with physical healthcare practices, there are specific behavioral health and child welfare practices proven effective for treating families suffering from trauma. Family & Children Services will focus on strengthening the use of evidence-based and promising practices, expand training in these practices for staff, and support them through trauma-informed supervision to serve more families in our community.

As important as effective treatment practices are, it is also our goal to gain a deeper understanding of the diverse individuals we serve. Family & Children Services commits to investing in an agency culture of Diversity, Equity and Inclusion and applying these principles into the fabric of how we deliver services to our clients. When this is achieved, our clients, staff, and the community benefit.

**8,564**

**Total Individuals Served in 2017**

4,969 Children

75% Income under 200% Federal Poverty

66% Under age 19

61% White/Caucasian

18% Black/African American

12% Multi Racial

5% Hispanic

4% Other/Not Available



### CHILD WELFARE PROGRAMS:

Family Preservation & Parenting Support – 2,054 Individuals served

Foster Care – 1,041 Individuals served

Adoption – 252 Individuals served

### BEHAVIORAL HEALTH PROGRAMS:

The Counseling Center – 1,855 Individuals served

Community Based Mental Health & Social Emotional Learning – 1,904 Individuals served

Crisis Services – 1,458 Individuals served



## HOPE FOR THE FUTURE

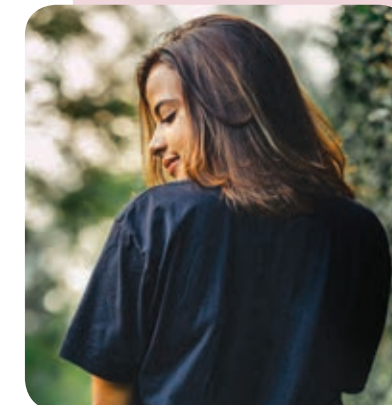
### Suzanne and Sam

In her job as a Family & Children Services trauma therapist, Suzanne Coleman sometimes has to tell children in foster care that they are not going home to their birth parents.

"For some kids, it's like telling them that their parents have died," says Suzanne. "Even though life with mom and dad may include abuse and neglect, homelessness, and the chaos of drugs and alcohol, these kids often forge strong bonds with one or both parents. It is their normal and they adapt to it."

Even if a child bonds well with foster or adoptive parents, Suzanne says "counseling during this transition can be extremely critical," both for a child who needs help understanding what has happened and why, and for the foster parents who may be baffled by a child's maladaptive behavior.

"Children are extremely resilient," she says, "but it's vital that they have therapeutic attachment counseling from a trauma-informed professional in order to move to the next level of trust with their foster or adoptive parents."



Such was the case for 14-year-old Sam (not her real name), whose parents had all but abandoned her, often leaving her to care for herself and her younger siblings. Sam felt she needed to act more like an adult to receive the care and attention she so desperately needed. A neighborhood man was more than willing to oblige, introducing her to alcohol, drugs, and sex. One particular incident involving sexual exploitation changed the trajectory of

Sam's life forever. Later, when placed in foster care, Sam began to have nightmares and intrusive memories of the traumatic experiences of her former life.

"Trauma-focused cognitive behavior therapy was designed for individuals like Sam," says Suzanne. "It helps break the cycle of adverse childhood experiences, or ACEs, that can plague her throughout her lifetime."

"Instead of asking 'What's wrong with you?' we ask 'What happened to you?' The answers to this question help her sort out the good experiences from the bad, understand how these experiences affected the choices she made and determine who she wants to be now that she has a chance to choose."

"THIS GOES  
STRAIGHT TO THE HEART  
OF WHAT IT MEANS TO HELP PEOPLE."



# STAY RELEVANT

hospitalization. Reaching this goal will include developing and maintaining key partnerships in our community supporting families *before* events rise to the level of a crisis. Today, children are exposed to abuse and neglect, bullying, and home and school violence at alarming rates. A continuum of Crisis Services is available for those children – ranging from a 24/7 crisis response to a short-term treatment stay at Glen’s House. Partnerships with Battle Creek Public Schools, Communities In Schools Kalamazoo, Kalamazoo Public Schools and KC Ready 4’s, now allow our therapists to work directly with students, parents, teachers, and administrators – in the schools – so that children can have an opportunity to graduate high school and possess the social and emotional skills to establish and maintain positive relationships allowing them to succeed in life.

A third strategic goal for Family & Children Services is to stay relevant to our clients and our community. Agency growth will come from a concentrated effort to keep children, youth, and families from experiencing further traumatic events, such as separation or

One in five children in the country ages 3 through 17 have a diagnosable mental, emotional or behavioral disorder in a given year, according to the National Research Council and the Institute of Medicine.

OUR MISSION  
IMPACTS  
MANY

Michigan is the third-worst in the country when it comes to the ratio of students to counselors, according to the American School Counselor Association.

## COUNTIES WE REACH

Kalamazoo  
Calhoun  
Allegan  
Barry  
Berrien  
Branch  
Cass  
Kent  
Lake  
Mason  
Muskegon  
Oceana  
Ottawa  
Saint Joseph  
Van Buren

## School-Based Counseling: Partnering For Kids

Students love Deb Faling’s office, dubbed the “Crow’s Nest,” at Woodward School for Technology and Research, a pre-K through fifth-grade magnet school in Kalamazoo.

“I have a nice rug to sit on, art supplies and toys – things that help kids feel safe, in control, and that they can run the show a little bit,” she says. “We sneak in some therapy too,” she adds with a wink.

Deb is a licensed Master Social Worker and one of six school-based Family & Children Services therapists embedded in both Kalamazoo and Battle Creek public schools – a number that is on the rise due to partnerships with the schools and Communities In Schools Kalamazoo.

She carries a revolving caseload of 30-35 students during the school year and meets individually with five to seven students each day. Angry outbursts, bouts of sadness, and trouble focusing on classwork are typical issues that land students in her office.

“School can be stressful for kids,” she says. “Especially if they are bringing stress from home, too. Having someone who can help them mitigate that stress and teach them coping skills is vital to keep them progressing scholastically, socially, and emotionally.”



Deb Faling, LMSW  
Family & Children Services  
School-Based Therapist

Her individual student sessions have two goals: Address the specific issue that brought a student to the Crow’s Nest and foster the student’s own self-worth by letting him/her help direct the session.

“Letting kids take control helps them feel they are seen, their voices are heard,” she says. “This is one of the big parts of therapy for children.”

Being school-based allows Deb to observe kids in the hallways, classrooms, and on the playground interacting with teachers and other students. She also goes into classrooms to teach mindfulness exercises to all students.

“All this interaction helps me see first-hand whether students are struggling or making progress on what’s bothering them,” she says. “And I can check in with teachers and staff for their insights.”

Teachers, school staff, and the Communities In Schools Kalamazoo site coordinator may bring a student in need of counseling to her attention. Parents also approach her directly with concerns about their student and sometimes join a Crow’s Nest session with their child, “which I love,” she says.

“Few public schools have staff counselors anymore, so we fill an important role,” she says. “Receiving one-on-one attention from the adults in their lives is so important to kids. “Through our counseling partnership with parents, teachers, staff, and Communities In Schools Kalamazoo you really do see kids feeling much more anchored, staying in class, progressing in school and in their lives.”



## 2017 PROGRAM OUTCOMES

### CHILD WELFARE

93% of parents increased parenting skills

90% of high risk families remained together after services

### BEHAVIORAL HEALTH

90% of youth/families improved or maintained functioning

91% of adults completed services as planned

### CRISIS RESPITE AND RESIDENTIAL

95% of youth improved behaviors and functioning

85% of youth decreased suicidal/homicidal ideations

### CUSTOMER SATISFACTION

97% felt treated with respect

96% satisfied with all services

“All this interaction helps me see first-hand whether students are struggling or making progress on what’s bothering them.”





YOUR GIFTS  
PROVIDE

HOPE  
FOR THE  
FUTURE

MAKING ROOM FOR HOPE  
CAPITAL CAMPAIGN

Dannie and Kim Alexander  
Anonymous  
*In Honor of Logan Stout*  
Battle Creek Community Foundation  
Battle Creek Community Foundation -  
Fund for Battle Creek  
Edward P. and Suzanne M. Bauman  
Nanette Beaton  
Anonymous  
Carole S. Birch  
Jeffrey and Laura Boromisa Family  
Foundation  
Sherwood and Kathryn Boudeman  
Sherwood and Sharon Boudeman  
Robert and Martha Boughner  
Bravo! Restaurant & Cafe  
Paul and Anne Bridenstine  
Sheila and Jim Bridenstine  
Bronson Healthcare  
Bob and Susan Brown  
Frederick O. and Marisa Brown Fund\*  
Robert M. and Melissa Brown Fund\*  
Nancy and Lee Brundage  
David and Gwen Buday  
Janice G. and Michael D. Burdick  
The Burdick-Thorne Foundation  
Burnham Family Foundation  
Elizabeth Burns, M.D. and  
Roger Zinser, Ph.D.  
Brooke and Trevor Buys  
*In Honor of Terry and Ann Nobis*  
Jim and Carol Carter  
The Michael and Julie Cartier Charitable  
Contribution Fund  
*In Honor of Peggy Liss, a great friend  
and mentor to Julie Cartier*  
Andrew M. Charles  
Kris W. Charles  
Chemical Bank  
Child & Family Psychological Services  
Anonymous  
Rebecca Clore and Adam Herringa  
Valorie and Wallace Clore  
Carol and Don Coggan  
The H.P. and Genevieve Connable Fund  
Laurie Cronkhitte  
Sharon and Jerry Cross  
Dorothy U. Dalton Foundation  
David and Penny Dapser  
Susan D. and John Davis  
Stephen and Marlene Denenfeld  
William and Fiona Denny

HOW YOU CAN HELP

**HANDLE WITH CARE** Annual Fund is a unique safety net providing agency clients with basic needs and specialized services when there is no other source in the community.

**“Pack a Child for Camp”** provides camp scholarships for children served by the agency.

**Holiday Giving Program** matches client families and children with individuals, schools, community groups and corporate donors to provide holiday gifts and meals.

**Year ‘Round Pantry** collects in-kind gifts from the community to support client needs such as blankets, bedding, household items, personal care products, toys, diapers, back to school items, and books.

**Visionary Club** deferred and planned gifts support future generations of children and families in need.

THANK YOU  
TO OUR DONORS

To make a gift, please contact Courtenay VanderMolen,  
Director of Resource Development at 269.373.0248 x 417.  
**Secure online donations accepted on fcsource.org.**

Craig and Sarah DeNooyer  
DeNooyer Chevrolet  
Jeff and Diane DeNooyer  
Joyce DeNooyer  
*In Memory of Gerald DeNooyer*  
Ruth and Todd DeNooyer  
William and Adrienne DeNooyer  
Erwin and Debra Doerschler  
Carol E. and Brad Duck  
John M. and Linda T. Dunn  
Laura and James Dybevik  
Eaton Corporation  
Randall and Diane Eberts  
Susan & Fred Einspahr Charitable Fund  
Loyal and Bonnie Eldridge Fund\*  
Trey and Becky Eldridge  
The Elenbaas Family  
Cherri Emery and James Rafferty  
Employment Group  
Michael D. Evans  
Jan and Tarrey Ewing  
Drs. Alain and Michele Fabi  
*In Memory of Vonna Sciamanna*  
Fabri-Kal Foundation  
Diana F. and James B. Falahee, Jr.  
Family & Children Services – Staff  
Greg and Ann Feldmeier  
First National Bank of Michigan  
Charitable Fund\*  
Tim Fischell  
James A. and Judy G. Fisher  
Fran Flynn  
Nancy A. Frost  
*In Honor of Donald Vander Kooy*  
David and Nicole Furgason  
Galloup  
Anna C. Gamble Foundation  
David and Rosemary Gardiner  
John and Miranda Garside, Jr.  
John and Sharon Garside  
Robert and Marilyn Geil  
Irving S. Gilmore Foundation  
Susan C. Gilmore  
The Jim Gilmore, Jr. Foundation  
Cecilia Graves  
Lori and Bjorn Green  
Greenleaf Trust  
*In Honor of Elaine and Alan  
Van Leeuwen*  
Linden and Joyce Griffin  
Thomas and Colette Gushurst  
H & H Painting Company, Inc.  
Lynne M. Haley

Linda and Charles Hall  
Richard and Mary Halpert  
*In Honor of Russ and Barbara Kreis*  
Tim and Sarah Harding  
Cheryl Hatfield  
Havirmill Foundation  
John and Linda Hayden  
Nancy and Dale Hein  
Joseph J. and Marion L. Hempel Fund\*\*  
Annie and JJ Henn  
Marlene Hickok  
*In Memory of Dr. David K. Hickok*  
Preston Hicks  
John Holmes and Jane Nelson-Holmes  
Lauri and Tom Holmes  
Robert and Kathleen Homan  
Jack and Andy Hopkins  
*In Memory of Gail and Glen Smith*  
Keith and Mary Kay Hopkins  
Dr. Alan J. and Mrs. Kristin H. Hovestadt  
Howard Printing Co., Inc.  
Brian and Maureen Hudson  
Agnes Hughes  
*In Memory of Gunther Fonken*  
Patricia and Robert Huiskamp  
Humphrey Products - Humphrey Fund\*  
Jeff and Wendy Hutchison  
Darlene and P. Timothy Hybels  
Robert and Sue Ellen Isacksen  
Barbara L. and Jerry D. James  
Bob and Judy Jansen  
Jim and Jill Jilek  
Sarah and Magnus Johansson  
Si and Shirley Johnson Family Fund\*  
Arnie and Debby Johnston  
*In Honor of Rick and Mary Halpert*  
Mark and Toni Jones  
Kalamazoo Community Foundation  
Anonymous  
Anonymous  
Kellogg Corporate Citizenship Fund  
Virgil Kelpin  
Ashley Kipp  
John and Lani Kittredge  
*In Memory of Sallie Kittredge*  
John and Mary Kittredge  
Knappen Milling Company  
Emily Kobza  
*In Honor of Rina Battani*  
Barbara J. and Russell A. Kreis  
Mark and Karen Krinock  
Vincent and Staci Kroon  
Gary Kushner

Blaine and Bobbie Lam  
Tom and Donna Lambert  
Rita and Allan LaReau  
*In Memory of Gretchen LaReau*  
Latitude 42 Brewing Company  
Kayla Laurin  
John and Joanne Lawrence  
Lawrence Productions, Inc.  
Louis E. Legg  
Drs. Marcia and Michael Liepman  
Christopher and Margo Light Fund\*  
Joy and Tim Light  
Sandra Linabury  
Ted Lindberg and Dr. Marilyn Terrill  
Alexander C. and Anne Lipsey  
Craig and Rebecca Lockerbie  
Brian Loken and Sandy Barry-Loken  
Gary and Judy Longman Family  
Charitable Fund  
Elizabeth and James Lord  
Craig H. and Lois B. Lubben  
Tom and Grace Lucking  
Vaughn and Janice Maatman  
David and Michelle MacKay  
Bill and Kathy Main  
Philip and Dolores Malpass  
*In Memory of Elizabeth Ann Albright*  
Ken and Paula Manley  
James and Michele Marquardt  
Michael and Diane Marquess  
Jeff and Amy Marshall  
Timothy P. and Christine L. Martin  
Wes and Joanne Martz  
Connie and Russ McFee  
Mercantile Bank of Michigan  
Metro Toyota  
Eric and Kim Miles  
Anonymous  
Linda and Scott Miller  
Miller Johnson – Attorneys and  
Counselors  
The Miller-Davis Foundation  
Mark and Nancy Mitchell  
Jim and Maggie Mosby  
Norman Camera  
Northwood Foundation  
Mark and Louise Novitch  
Joseph and Wendy Nuyen  
Jeffrey and Amy O'Brien  
Michael and Mary O'Connor  
Old National Bank Foundation  
George and Valerie Opdyke  
Joel J. and Florence Upjohn Orosz

Cindy and Michael Ortega  
Ann V. and Donald R. Parfet  
Martha G. Parfet  
Sydney E. Parfet  
Preston S. and Barbara J. Parish  
Suzanne Upjohn DeLano Parish  
Foundation  
Parker Hannifin Corporation – Aerospace  
Group, Hydraulic Systems Division  
Caroline and Vincent Pavone – Lakeview  
Ford Community Fund\*\*  
Paw Paw Upholstery  
Edward and Maureen Pawlak  
Anonymous  
Plante & Moran, PLLC  
Krista, Kevin and Taryn Ploski  
PNC Foundation  
Christine and Dan Poliski  
Polzin Family Fund\*  
Post Community Credit Union  
Jim Powell Advertising Photography  
Mr. and Mrs. A.M. Pula  
Martin and Carol Ranly  
Tim and Victoria Reese  
Thomas Reigel  
*In Memory of Esther Reigel*  
Rentalex Professional Events  
Kelly and John Renwick  
Aaron Riker  
Anthony Rizzolo  
Tom Robbert  
Caroline E. Robbins  
Kristine Rudowske  
Matt Salas  
Robert and Linda Salisbury Fund\*  
Santreece Foundation  
Frank Sardone and Susan Fall  
Charles and Jane Scott  
Pete and Libby Seaver  
*In Memory of Edward R. Seaver*  
Mike and Sharon Seelye Family  
Foundation  
Patti Sholler-Barber  
Gail A. Shuster and Gary Morton  
Amber Shutha-Chambers and  
Blake Chambers  
Judith and Alan Silverman  
Patricia Smetana and Thomas P. Krol  
Gail Smith  
Herman and Dolores Smith  
Frank A. and Barbara B. Somers  
Patrick Sorek and Julianne Meyer-Sorek  
*In Honor of Rosemary Gardiner*  
Special-Lite, Inc.  
Chuck Spence and Joyce Daily-Spence  
Lindsey and Joe Splendorio  
Stap, Inc.  
John and Annie Stap  
Cindy Stewart and Rick Welch  
Daniel and Vicki Stewart  
Joseph P. and Gillian A. Stoltman  
*In Memory of Dr. George Vuicich*  
Matt and Afton Street  
Jerry and Derek Strine  
Stryker Johnston Foundation  
Douglas and Brenda Tew  
Anne and Bruce Thompson  
William and Carolyn Ticknor  
Tom and Jan Tiderington

A. John and Cathy Todd IV Fund\*  
Thomas A. Todd Foundation  
Michelle Tombro Tracy and Chris Tracy  
*In Memory of Louis Cole, Jr.*  
Phil and Sarah Torrence  
Treystar  
Rick and Linda Tsoumas  
Tyler-Little Family Foundation  
Amy Upjohn and Brad VandenBerg  
Burton H. and Elizabeth S. Upjohn  
Charitable Trust  
Elizabeth Upjohn Mason and  
Lowell B. Mason, Jr.  
Harold and Grace Upjohn Foundation  
Henry and Martha Upjohn  
The W.S. and Lois Van Dalsen Foundation  
Bill and Julia Van Domelen  
Bo and Mel Van Peenan  
The Verlan and Norma Van Rheenen  
Charitable Fund  
Paul and Barbara Van Westrienen  
Donald and Mary Jo Vander Kooy  
Courtenay and Jon VanderMolen  
Martha and Tom VanderMolen  
Tom and Kristy VanderMolen  
The VanderVeen Family  
Henry Von Schreiner  
Andrew and Sally Vorbrich  
W.K. Kellogg Foundation Trustee  
Donor-Advised Fund\*\*  
Mac Waldorf  
Jeffrey C. and Julie H. Walker  
Jack and Jane Wallner  
*In Memory of Wayne Nelson*  
Warner Norcross & Judd LLP  
*In Honor of Chip Falahee*  
Christy Warren  
Wattles Family Foundation  
Ineke F. Way  
Mr. and Mrs. Thomas Webb  
Josh and Pam Weiner  
Richard D. and Judith B. Whitman  
Elizabeth Willey  
*In Honor of Sarah Willey and Family*  
Sarah Willey and Brian Schnell  
Beth Wilson  
*In Honor of Connie Loviska*  
Eileen Wilson and Olasope Oyelaran  
Larry J. and Nancy J. Wilson  
Perry and Anne Wolfe  
Anonymous  
Rachel and Drew Worgess  
Sue and Doug Worgess  
Arno and Pam Yurk  
Zooropa Design  
**CIRCLE OF HOPE ENDOWMENT  
2017 GIFTS**  
Timothy P. and Christine L. Martin  
Elizabeth Willey  
*In Honor of Sarah Willey and Family*  
**FAMILY & CHILDREN SERVICES  
ENDOWMENT FUND FOR  
YMCA SHERMAN LAKE CAMP  
SCHOLARSHIPS\***  
Philip S. and Patricia L. Burton  
**VISIONARY CLUB-DEFERRED  
GIVING**  
Janice G. and Michael D. Burdick  
Robert J. and M. Angelica Buwalda

Ross E. Chapman  
Wallace B. and Valorie J. Clore  
Diana F. and James B. Falahee, Jr.  
Nancy A. Frost  
Linden L. and Joyce Griffin  
Patricia A. and Evan C. Harter  
Anonymous  
Barbara L. and Jerry D. James  
Barbara J. Kreis  
Robert and Maria Lohrmann  
Teresa M. McKay  
Mary E. McLean  
Florence U. and Joel J. Orosz  
Ann V. Parfet  
John G. and Kathryn S. Polzin  
James A. Shamp  
John and Annie Stap  
Richard G. Tomlinson  
Elizabeth S. Upjohn Mason  
Paul K. Van Westrienen  
Donald and Mary Jo Vander Kooy  
Duane E. and Ida C. Verschoof  
Larry J. Wilson  
**HANDLE WITH CARE  
Benefactors (\$5,000+)**  
Mark and Julie Aldrich  
Anonymous  
The Guido A. and Elizabeth H. Binda  
Foundation^  
The Burdick-Thorne Foundation  
The H.P. and Genevieve Connable Fund  
Harry Conway^  
Greenleaf Trust  
Steve and Peggy Grieve  
Cheryl Hatfield  
Si and Shirley Johnson Family Fund\*  
Dr. Timothy and Joy Light  
Florence U. and Joel J. Orosz^  
Ann V. and Donald R. Parfet  
*In Honor of Florence Orosz*  
Preston S. and Barbara J. Parish  
Foundation  
Polzin Family Fund\*  
Anonymous  
Caroline E. Robbins  
Glen C. and Gail G. Smith Fund\*  
Dr. Paul and Patricia Stevenson  
James and Winifred Stewart Donor  
Advised Fund\*  
Burton H. and Elizabeth S. Upjohn  
Charitable Trust  
Elizabeth S. Upjohn Mason  
Paul K. and Barbara J. Van Westrienen^  
Thomas G. and Martha B. VanderMolen^  
Wattles Family Fund\*\*^  
*In Memory of Alice Balz*  
*In Memory of Sara Becker*  
*In Memory of Richard Kjoss*  
*In Memory of David Oakland*  
*In Memory of Martha G. Parfet*  
*In Memory of Joyce Parker*  
*In Memory of James Rosenbaum*  
*In Memory of Ernesto Suarez*  
*In Memory of Helen F. Wattles*  
*In Memory of Gerald Welch*  
Arno and Pam Yurk^  
**Leaders (\$1,000-\$4,999)**  
Mary A. and D. Scott Aldrich  
Nicholas and Barbara Andreadis  
Anonymous

Jeffrey Boromisa and  
Laura Alberts-Boromisa  
David and Gwen Buday  
Janice G. and Michael D. Burdick  
J. Kevin Corder  
Cross Wietfeldt & Splendorio Financial  
Advisors  
Jerry and Sharon Cross  
Fiona S. and William P. Denny  
Dr. Joe Foundation  
Diana F. and James B. Falahee, Jr..  
Judith A. Finnegan  
*In Memory of Dr. Jerald Finnegan*  
The Edward J. Fletcher Foundation  
Troy E. and Michelle M. Fuller  
Anna C. Gamble Foundation  
Charles M. and Linda C. Hall  
Annie and JJ Henn  
*In Honor of Rosemary Gardiner*  
Virginia M. Hensley  
Anonymous  
Edward J. and Virginia T. Hessler  
Dr. Alan J. and Mrs. Kristin H. Hovestadt^  
Tyler Howard  
Brian and Maureen Hudson^  
Robert W. and Patricia S. Huiskamp  
Jeff and Wendy Hutchison  
Dr. Robert and Sue Ellen Isacksen  
Kalamazoo Community Foundation  
Kalamazoo Wings Hockey Organization  
John King  
Charles B. Knappen  
*In Memory of Martha Kelly Knappen*  
Knappen Milling Company  
Kenneth and Michelle Larason^  
Gary and Judy Longman Family  
Charitable Fund  
Craig H. and Lois B. Lubben  
Michael and Diane Marquess  
Timothy P. and Christine L. Martin  
Susan M. McCabe – The Meek  
Foundation  
Metro Toyota-Jaguar, Inc.  
The Miller-Davis Foundation  
Ron and Joan Molitor  
George and Amy Monroe Foundation  
Mark and Louise Novitch^  
Pfizer, Inc.  
Post Community Credit Union  
Carlos Rangel  
Aaron Riker  
Carole Ritcey  
Andy and Jennifer Roach – Drew Telecom  
Group, Inc.  
James E. and Michele A. Sahli  
Charles and Jane Scott  
Peter and Elizabeth Seaver Family Fund\*  
Mike and Sharon Seelye Family  
Foundation^  
Shubeck Monsour Foundation  
Sharon Soltesz  
Frank A. and Barbara B. Somers^  
Derek and Jerry Ann Strine  
Anonymous  
Sherry Thomas-Cloud and Tim Cloud  
Anonymous^  
Thomas A. Todd Foundation  
Tyler-Little Family Foundation^  
*In Honor of Florence Orosz*



Henry L. and Martha M. Upjohn  
Robert E. and Melicent S. Van Peenan  
Verlan and Norma Van Rheenen  
Courtenay and Jon VanderMolen^  
    *In Memory of Charles “Chuck” Spence*  
W. K. Kellogg Foundation Trustee  
    Donor-Advised Fund\*\*  
    *In Honor of Courtenay VanderMolen*  
Penny S. Weller, Ph.D.  
Larry J. and Nancy J. Wilson  
Mitchell S. and Sarah L. Wilson  
John A. Wolfe CFP & Associates, Inc.  
Wolverine Pipe Line Company  
Anonymous^  
Rachel and Andrew Worgess  
Zanetti Family Foundation  
**Advocates (\$500-\$999)**  
Dr. Arthur and Mary Jo Atkinson  
Edward P. and Suzanne M. Bauman  
John F. and Patricia K. Berninger  
Allison Bland  
Bruce and Cindy Bosier  
Josephine M. Buckenberger  
James W. and Carol A. Carter  
John T. and Sharon Cerovski  
John and Lynne Chipman  
Penny Dapser  
Daniel L. and Jacqueline DeMent  
Ruth and Todd DeNooyer  
Cheryl Dickson  
Jack Duke  
    *In Memory of Betty Duke*  
Susan & Fred Einspahr Charitable Fund  
Anonymous  
Nina Feirer  
Patrick and Debra Gallagher  
David L. and Diane Gallivan  
    *In Honor of Tom Robbert*  
John and Sharon Garside  
John and Miranda Garside, Jr.  
Barbara L. and Jerry D. James^  
    *In Memory of James R. Mosby*  
J.E.C.K.S. Fund\*\*  
Thomas R. Kasdorf^  
Scott and Kelly Kennedy  
Ronald N. Kilgore  
John and Mary Kittredge Fund\*  
Latitude 42 Brewing Company  
Judith K. and Kenneth E. Lawson  
Rance and Linda Leaders  
Connie and Russ McFee  
Steven J. and Constance C. McWethy  
Bill and Joyce Melvin^  
James L. and Helen Noble  
Mark L. and Michele J. Ogden  
Michael B. and Cynthia P. Ortega  
Sydney Parfet^  
Ralph L. Pernice  
Robert P. and Julie E. Peterson  
Anonymous  
Frank P. and Lois J. Plaver^  
Tom and Sandy Reece^  
Karen Richard  
    *In Honor of Timothy Meeker*  
Dr. William and Nancy Richardson  
Thomas A. Runge  
Schupan & Sons, Inc.  
Bruce and Katherine Shurtz

Patricia Smetana and Thomas P. Krol  
Herman and Dolores Smith^  
Patrick Sorek and Julianne Meyer-Sorek  
Talisman Fund\*  
Thomas E. and Jan G. Tiderington  
Anonymous  
Amy Upjohn and Brad VandenBerg  
Donald and Mary Jo Vander Kooy^  
    *In Memory of David Haan*  
    *In Memory of James R. Mosby*  
    *In Memory of John G. Polzin*  
    *In Memory of Jean M. Rossi*  
    *In Memory of Charles “Chuck” Spence*  
VML Foundation  
Jeffrey C. and Julie H. Walker^  
Dr. Melvin A. and Jan D. White  
Charles L. and Joyce Wiles  
Sarah Willey and Brian Schnell  
Bruce A. and Jeannie Williams  
    *In Honor of Bob and Linda Burnham*  
    *In Honor of Scott and Jenny Burnham*  
    *In Honor of Marsha Williams*  
Sidney B. and Carolyn H. Williams  
Tammy Winnie  
Sue and Doug Worgess^  
Charles and Carol Yager^  
**Guardians (\$100-\$499)**  
Samuel and Barbara Accorso  
Matthew Alves and Cynthia Luppold-Alves  
William and Nancy Arneson  
Joann Arvanigian  
AT&T  
Bruce and Marlene Babcock  
Kristen Badra  
Jim and Sarah Baird  
Jeffrey and Susan Balsley  
Janie and John Bare  
    *In Memory of John E. Babcock*  
Michael and Dari Bargy  
Robert and Betty Barnes  
David and Agathe Barr  
Jill Barr-Sipe and Kenneth Sipe  
Hollie R. Barton, MA  
Amy Bauman  
Joan K. Bauman  
Dr. Kenneth W. Beadling  
George T. and Beatrice H. Beech  
Lawrence B. and Cynthia Beer - Child &  
    Family Psychological Services, P.C.  
    *In Honor of Diane Marquess*  
Jane L. Beers  
Dr. and Mrs. Dean Bender  
Joseph D. Block and  
    E. Kerry Seaver-Block  
    *In Memory of Anne Wolfe*  
Shari Boone  
    *In Memory of David Haan*  
Robert Borsos  
Jim and Norma Bour  
Mona and John Bowden  
Larry Brelje  
Sheila and Jim Bridenstine  
    *In Honor of Courtenay VanderMolen's Birthday*  
Paul and Anne Bridenstine  
Rob and Stevie Brinkerhoff  
    *In Honor of Harley Brinkerhoff Zens*  
Michael and Jean Brodie  
Bronson Cardiothoracic, Vascular &  
    Endovascular Unit

Donald J. and Mary C. Brown  
Eric V. and Linda Brown Jr. Fund\*  
    *In Honor of Libby and Peter Seaver*  
Julia and Gary Brown^  
Lee and Nancy Brundage  
Pamela M. Bryant^  
Joseph T. and Ann L. Buckley  
    *In Memory of Mary Hoyle*  
Dennis P. and Janice E. Burke  
Elizabeth A. Burns and Roger Zinser^  
Allen and Judy Byam^  
Philip R. and Joan Carey^  
Dolores Carney  
Phil and Carol Carra  
    *In Honor of Florence Orosz*  
Tom and Connie Casanto  
Joan M. Cavanaugh  
Central Tile and Terrazzo Co., Inc.  
Ross E. Chapman and Amy Glass  
Dr. Chihsing Chen  
John and Jennifer Clark  
Roosevelt Clark  
    *In Memory of Lynda S. Clark*  
Rebecca Clore and Adam Herringa  
Wallace B. and Valorie J. Clore  
Donald W. and Carol B. Coggan  
Suzanne Coleman  
Kaye Collins  
Dr. William J. and Kerri Comai  
Charles B. an Shirley A. Cook  
John R. and Michele A. Cook  
Bert and Terri Cooper  
Dr. Ann Crabb  
    *In Memory of Lt. Col. Derwyn Crabb*  
Ronald and Illene K. Cripps  
Laurie Cronkhite^  
    *In Honor of Stan & Del Rakowski*  
The Cruise Center, Inc.  
Jan Czarnota and Carl Berlin^  
    *In Honor of Katherine Berlin*  
Joyce Daily-Spence  
    *In Memory of Charles “Chuck” Spence*  
James P. and Rita L. Davis  
Jo Davis  
Susan D. and John Davis  
Dave and Mary Ellen Decker^  
William T. and Adrienne D. DeNooyer  
Stephen and Keeley Desalvo  
    *In Memory of Jean M. Rossi*  
Donald and Harriet DeVries  
Gene E. and Teresa L. Dillenbeck^  
Mark and Diane Donovan  
Carol E. and Brad Duck  
Robert D. Dunbar^  
John M. and Linda T. Dunn  
David C. and Deborah Dunstone  
Gene W. and Janice Dyksterhouse^  
Randall and Diane Eberts^  
Thomas N. and Nancy L. Edmonds  
Nancy Decker Ehrle^  
Loyal A. and Barbara B. Eldridge  
Trey and Becky Eldridge  
Ms. Susan S. Ells  
David J. and Jackie Emenhiser  
William J. and Lisabeth English^  
Michael D. Evans  
John Everts  
Jan and Tarrey Ewing^  
Gregory and Ann Feldmeier

Gary E. and Ann L. Fergemann^  
James A. and Judy G. Fisher^  
Donald C. and Grace Flesche  
Janell and David Foley^  
Anonymous  
Tom Franke  
Friendship Village  
Nancy A. Frost  
David and Nicole Furgason  
G Dell Enterprises  
Dr. Lia Gaggino  
Anonymous  
Rosemary and David D. Gardiner  
    *In Memory of Brendan Justice*  
    *In Memory of Carlene Kooistra*  
Dr. J. Alex and M. Arlene Gardner^  
Jeff and Kitty Gardner  
Michael and Jennifer Garvey  
Dan and Kristen Gavlus  
Art and Judy Gaylord  
Robert G. and Marilyn G. Geil^  
Joe and Linda Gemmill^  
Michael J. and Kristin D. Gerfen  
Susan C. Gilmore  
Fred and Carole Greaves^  
Katherine Gross and Gary Mittelbach  
John F. Gumpfer  
Drs. Colette and Thomas Gushurst^  
Eli Gwilt  
Terry and Whitney Hagen  
    *In Honor of John Haggard*  
Dean W. and Cynthia K. Halderson^  
David and Michelle Halley  
Nancy Hamilton^  
Kevin and Deborah Hanley  
Tim and Sarah Harding  
John and Linda Hayden  
Robert O. and Mara Hayes  
Jay and Diane Heckler  
Nancy and Dale Hein  
Tom and Laurel Henkel  
Joe and Patty Herdus  
Brian and Ricka Hice  
John Holmes and Jane Nelson-Holmes  
    *In Memory of Charles “Chuck” Spence*  
Robert and Kathleen Homan  
    *In Memory of Charles “Chuck” Spence*  
Honigman, Miller, Schwartz & Cohn, LLP  
James A. Hopfensperger^  
Dom and Molly Iammarino^  
IBM Employee Services Center  
J. Richard and Carol A. Jaconette  
Robert L. and Judith A. Jansen  
Stephen Jefferson and Terry Baxter  
Joseph J. Jerkins  
Magnus and Sarah Johansson  
    *In Honor of Annie Henn*  
Steven and Peggy Johnson  
Judy K. Jolliffe  
Kalamazoo Growlers  
John and Mildred Kamemaat Fund\*  
Kellogg's Corporate Citizenship Fund  
Elizabeth King and Richard Atwell  
Kinney Limited LLC  
Carolynn Kirkpatrick  
Richard and Patricia Kirschner  
Trisha and Bob Kittredge  
    *In Honor of Elizabeth Upjohn Mason*

Mel and Elaine Klooster  
Ms. Sandra Kopelman  
Julie Koppers and Jose Santamaria  
Carlene and Leo Korchak  
Bill and Ellen Kozar  
    *In Memory of Marla Ferguson*  
    *In Memory of William and Gladys Kozar*  
Tom Kramer^  
John and Joanne Kraska  
Ben and Eileen Krimer  
Mark and Karen Krinock  
Rajendra and Lalitha Krishnan  
Sandra L. Kuentzel  
Lonnie E. and Sharon L. Kuntzman  
Mark and Marta Kwiatkowski  
David L. and Lynn S. Lajiness  
Tom and Donna Lambert  
Greg and Becky Lamer^  
Kayla and David Laurin  
John and Joanne Lawrence^  
Leader One Financial  
Anonymous^  
Sandra Linabury  
Dr. Wayne Little and Nivia Marquis^  
Mary Rossi Livingston  
Paul and Linda Locey^  
Mark E. Loehrke, M.D. and  
    Judith A. Johnson  
Elizabeth and Jim Lord  
Eric Lubben  
Vaughn D. and Janice W. Maatman  
Mac's Garage^  
Dean and Linda MacVicar  
Louis Maddalena^  
Janice L. Major^  
Seth and Maria Malin  
Catherine Malpass  
    *In Honor of D. Philip and Dolores Malpass*  
Philip and Dolores Malpass  
    *In Memory of Elizabeth A. Albright*  
Paula J. and Kenneth S. Manley  
Thomas and Pamela Mansager^  
Jeff and Amy Marshall  
Wes and Joanne Martz  
Gerald and Karen Maze  
    *In Honor of Ann Parfet*  
    *In Honor of Don Parfet*  
    *In Honor of Peter Seaver*  
David J. McCarthy  
    *In Honor of Patrick McCarthy*  
Anonymous  
Robert D. and Shirley M. McFee^  
William and Ruthann McKenzie  
Gordon and Barbara McKinney^  
Carole and Scott McNees  
Stephen and Lauren McNeill  
Timothy F. and Deborah A. Meeker  
Bob and Mary Mellema  
James and Amy Melvin  
Alan and Rhonda C. Messinger  
Robert and Cathy Metzler  
Jodi Milks  
Anonymous  
Linda and Scott Miller^  
Vince and Margie Miller  
W. Joseph and Linda R. Mills  
Mark and Nancy Mitchell  
    *In Memory of Charles “Chuck” Spence*

David R. Morin and Gretchen Kauth Morin  
    *In Memory of Duane Morin*  
Laufet Morrison and Dr. Michael F. Rice  
    *In Honor of Patti Sholler-Barber*  
Carrie and Stephen Morrow^  
Mumford, Schubel, MacFarlane &  
    Barnett, PLLC  
Dr. Patrick and Mary Munley  
Alison S. Neuhaus  
    *In Memory of Michael J. Kraska*  
George M. Nielsen  
Mr. Donald C. Nitz  
Caroline S. Novak  
Janelle M. Oberhill^  
Michael and Mary O'Connor  
Christopher and Grace O'Leary^  
Brian M. Opria  
Jerry and Carla Orwin  
Jeff Palmer and Susan Andress^  
William U. and Barbara A. Parfet^  
Dr. Michael and Joon Park  
Parker Hannifin Corporation—Aerospace  
    Group, Hydraulic Systems Division  
Ann Paulson and Bill Pierce^  
    *In Honor of Sherry Thomas-Cloud*  
Edward and Maureen Pawlak^  
Anonymous^  
Michael J. and Frances D. Peikert  
Nelson and Phyllis Pelletier^  
Phyllis Peters^  
    *In Honor of Neil Peters III*  
John W. and Joyce M. Petro^  
Patricia Pettinga^  
Melissa M. Plair  
    *In Memory of Ezell Plair, Jr. and Artencie Plair*  
Krista and Kevin Ploski  
    *In Memory of Keven Strobel*  
James and Laura Potter  
Mr. and Mrs. Bruce M. Prince^  
    *In Memory of Jean M. Rossi*  
Barbara Ann Page and Roger Prior  
Dr. Philip and Maria Ptacin^  
R.W. LaPine, Inc.^  
Daniel and Kay Rackiewicz  
Todd and Julie Ream^  
Vern J. and Aurelia H. Reed  
Phil and Donna Renuart  
Loren Rex  
Deb Rhinard  
Susanna Rickman  
    *In Memory of Thomas and Annette Rickman*  
Andrew and Jennifer Riker  
Diane Robertson  
Gonzalo and Lisa Rodriguez  
Hon. Julie Rogers and Dr. Ed Orloff  
    *In Honor of Andrea Bolt*  
Robert Rombach  
    *In Memory of Jean M. Rossi*  
Edward and Deborah Rose  
Mrs. Jean M. Rossi (deceased)  
Anonymous  
Freeman L. Russell (deceased)  
    *In Memory of Frances Russell*  
Patrick and Sarah Sandell  
Frank Sardone and Susan Fall^  
Frederick J. and Katherine Sawchuk  
David S. and Janet S. Scarrow  
James T. and Vickie Schaper

Anonymous  
Richard C. and Jean Schmitt  
Richard C. and Karen Schmitt  
Peggy Jo and Eric Schreur  
Gregory and Colleen Schultz^  
    *In Memory of Katie Schultz*  
Doris Schuring^  
Richard D. and Gloria J. Seabold  
Joel M. and Jennalie Shepherd^  
Patricia J. Shiley  
Patti Sholler-Barber  
    *In Honor of Laurie Cronkhite*  
    *In Honor of Rosemary Gardiner*  
    *In Honor of Kathy Homan*  
    *In Honor of Joyce Shankman*  
    *In Honor of Erin Smith*  
    *In Honor of Courtenay VanderMolen*  
Judith L. and Alan H. Silverman  
William W. and Julie Simonds  
David J. and Carol A. Simpson^  
Elizabeth Sinkula  
Dr. and Mrs. Stephen Smiley  
Daniel R. and Judy A. Smith  
Justin Smith and Jacqueline Higugra  
Karmena Smith  
Anonymous  
Janet and David Snyder  
Kimberly Staib^  
State Farm Companies Foundation  
Frederick R. and Celeste B. Statler  
Holly Statler and Stephen Campbell  
M. Gayle Stephenson  
Joseph P. and Gillian A. Stoltman  
Jacob & Naomi Stuck Fund\*  
Frederick L. and Cynthia A. Stull^  
Leo and Devon Swiat  
    *In Memory of James Bakos*  
Nelson and Dianne Tansey^  
Mr. and Mrs. Edward W. Thomas  
Roma J. and Marvin R. Thomas  
William S. and Carolyn Ticknor^  
A. John and Jane B. Todd  
Mike and Kathy Toth  
Sally Troyer  
    *In Memory of Charles “Chuck” Spence*  
John and Patricia Tubergen  
Dr. William M. and Ruth Ann Uggen  
Unitarian Universalist Community Church  
    of SW Michigan  
USW Local 2-1010  
Jim and Lorraine Valk  
    *In Honor of Courtenay VanderMolen*  
Cindy VanDenBerg  
Roger A. and Susan VanderBeek  
Pam VanDerKlok  
Joel and Jackie S. VanderKooi  
Ron VanderLugt  
John H. and Lorrie VerSteeg^  
J. Richard and Cynthia K. Viel  
Harold Vincent^  
Charles and Peggy Vliek  
Douglas Vliek  
Vernon M. Vorenkamp  
Mac Waldorf  
Mike and Jan Waldorf^  
Carl and Dorothy Walker  
Joseph M. and Holly D. Walls  
Nira B. and Robert G. Watkins  
J. William Weessies

Joshua T. and Pamela A. Weiner^  
Anonymous  
Lorence and Nancy Wenke  
David Wilson  
Robert M. Wilson  
Dr. Eileen B. Wilson-Oyelaran and  
    Dr. Olasope Oyelaran  
Jeremy M. and Kathryn J. Winkworth^  
Thomas C. Wise^  
Gary and Joanne Yancon  
Charles and Lynn Zhang  
Robert and Jane Ziemer  
Zoetis  
**Helpers (\$1-\$99)**  
Mrs. Hoda Alavi^  
Peter Andreadis  
    *In Honor of Nicholas Andreadis*  
Anonymous  
    *In Memory of Charles “Chuck” Spence*  
Charlene Armintrout  
    *In Memory of John E. Babcock*  
Chester C. and Josephine L. Arnold  
Association for Behavior Analysis  
    International  
Joanne Avriett  
Kay Bach^  
Patricia and Ernest Bartig  
Halbert Bates  
Renee Beck and Tim Snow  
Doug and Carolyn Becker  
Vernon Bennett III & Sally Muniz  
    *In Honor of Alan Hovestadt*  
Carol Ann Berge  
Douglas Berry  
Karen K. Bjork  
    *In Honor of Janice L. Major's Birthday*  
Linda Borish  
Dorris J. Bowman  
Betsy L. Briere^  
Dr. and Mrs. Henry Brown  
Stephen Burness  
John Caldwell  
Anonymous  
Sandra Carahaly  
Norman and Mary B. Carlson^  
Joel and Shannon Carr  
    *In Memory of John E. Babcock*  
John and Heidi Chmiel  
John Chmiel  
    *In Memory of Jean M. Rossi*  
Wanda G. Clawson  
Laura L. Clute  
Zolten B. and Mary B. Cohen^  
Dr. Miriam Coleman  
    *In Memory of Amy Coleman*  
Joan G. Colgren  
Linwood and Carol Cousins  
C. Robert and Marcia Cowell  
    *In Honor of Andrea G. Newell*  
    *In Honor of Dr. Suzanne B. Feetham*  
Thomas E. and Colleen M. Crabiel^  
Charlene Craft  
Thomas Cretsinger  
    *In Memory of David Cretsinger*  
Marlowe and Diane Crocker  
    *In Honor of Janice L. Major's Birthday*  
Don and Kathy Dalman  
    *In Memory of Charles “Chuck” Spence*  
William A. and Lynn A. Damson  
William DeGroot



Marie D'Elia  
*In Memory of Jean M. Rossi*  
Stephen and Marlene Denenfeld  
Robert J. and MaryJo Deters  
Don and Jacqueline DeYoung  
Anonymous^  
*In Memory of Francis and Matthew DiBella*  
William E. Dimond  
Richard Dirrenberger  
John and Tara Dolbee  
Robert and Mary A. Doud  
John F. and Debbie Dowdle  
Anonymous  
Mark and Rebecca Durham  
Casimer L. and Alice R. Dzwik^  
*In Memory of Gregory Michael Dzwik*  
Eaton Corporation  
Ms. Barbara Eddinger  
Stuart and Karen Eddy^  
Susan Edmond  
Royce and Lisa Ehrle  
*In Honor of Nancy Ehrle*  
Janis R. Emery and Al Barney  
Renae and Kip Etheridge  
Family & Children Services Staff  
*In Honor of Dean MacVicar's Retirement*  
Lawrence and Jennifer Farrell  
N.W. Fette  
*In Memory of Charles "Chuck" Spence*  
Beverly Finnerty^  
Tim Fischell  
Audrey E. Fitzgerald  
Joe K. and Louise R. Fugate  
Richard and Kim Furney  
*In Honor of Kathleen Furney*  
Ms. Heidi A. Fuss-Vandam^  
Ronald and Christian Gibbs^  
Dorothy Giovannini  
Jean and John Godfrey  
Loretta A. Gold  
Mrs. Nan Goldenthal^  
Juanita Goodwin^  
Anne Goscenski  
Montie and Linda Gould  
Ms. Joan S. Haffenden  
Michael P. and Kathleen Halpin  
Richard A. and Sally R. Hammond  
David and Audrey Hancock  
*In Honor of Janice L. Major's Birthday*  
Michael Hardy  
Donald and Karyl L. Hare  
Mary L. Harrison  
*In Honor of Janice L. Major's Birthday*  
David J. and Bernadine Hartmann  
Anonymous  
Richard and Susan Heeres  
James S. and Martha C. Hilboldt  
Mrs. Emily P. Hoffman  
*In Memory of Richard A. Hoffman*  
Patricia Hogoboom  
Kevin M. and Dianne C. Hollenbeck  
Polly Hollenbeck  
*In Memory of Jean M. Rossi*  
Ed and Marilyn Holthof  
Tom and Brigitte Huff  
Agnes Hughes  
*In Memory of Gunther S. Fonken*  
Elizabeth Hughes  
*In Memory of Mrs. Jacoba Walker*

Anonymous  
Mike and Mary Humphreys  
Deborah Hunnicutt  
*In Memory of John E. Babcock*  
Terri Hunter  
Bruce Hutchinson and Betsy Bastien  
Frances D. Isaac^  
Henry and Shirley Jager  
Jaqua Realtors  
Drs. Jeffrey and Joni Jones  
Bruce and Nancy Justin  
Reverend Michael Kemper and Jane Secor  
Michael D. and Louise A. Kenny  
Bob and Carroll Kiel  
*In Memory of Alan Kiel*  
Gerald L. Kienzle  
Ms. Joyce E. King  
Anonymous  
Peter and Barbara Kobrak  
Mike and Kathy Koets  
Sharon and Evan P. Kokales  
Marcia Kolinske  
*In Memory of Charles "Chuck" Spence*  
John and Carri Koryto  
David Kowall  
*In Memory of John E. Babcock*  
Linn and Colleen Kracht  
Kathryn Kupiecki  
Joseph and Lana Langone  
A. Gregory and Mary Ann Laurel^  
*In Memory of Tom McCormick*  
Louis E. Legg^  
Roger M. and Kristy A. Lepley  
Ruth A. Linders  
*In Honor of Janice L. Major's Birthday*  
John and Mary Livingston  
*In Honor of Janice L. Major's Birthday*  
Melinda Lussier  
*In Honor of Cindy VanDongerin and Steve Myers Marriage*  
Amy MacMillan  
Stephen and Blanca Mattingly  
Daniel S. and Nancy L. Maudlin  
Jack and Norma Mawdsley  
Mr. & Mrs. Bruce McCollum  
Dan and Carol McGlinn  
*In Honor of Courtenay VanderMolen*  
Dennis and Ada McGrail  
*In Memory of Jean M. Rossi*  
Joyce McNally  
John P. and Deborah A. Mellein  
Kimberly Melvin  
John V. and Eileen N. Mischler  
Christine Mitchell  
Jerry and Iyleen Mohn  
*In Memory of John E. Babcock*  
Anonymous  
Anonymous  
Mary Lynne Mundo^  
T. Jefferson and Brenda Murphy  
John and Constance Myhrer  
*In Memory of Carol Voytas*  
John and Lori Neuhaus  
*In Memory of Michael J. Kraska*  
Gale and Kathy Newell  
Leota Nihart  
Edwin J. and Marlene G. Oesterreich  
Paul and Sally Olexia  
Carol Opria

John and Pat O'Toole  
Dale and Katherine M. Peerbolte  
William B. and Gail Penty  
Melanie J. Perry  
Stephen E. Pew and Kathleen M. Keelan Pew  
Eric W. Phillips  
Leslie and Brian Pitts  
*In Memory of Jean M. Rossi*  
Carol Plummer  
Anonymous  
Tim and Sally Putney  
Stan and Del Rakowski  
*In Honor of Laurie Cronkhite*  
Martha A. Ream  
*In Honor of Jack Wattles*  
Tim and Victoria Reese  
Frederick W. and Nancy A. Reeves  
Gerald and Theresa Rerucha  
Dale W. and M. Ruth Richardson  
James H. and Diane L. Rikkers  
Beatrice Ritchie  
Tom Robbert  
Jack and Laurabelle Roderick  
Steve and Sue Rodia  
Douglas Rogers^  
*In Memory of Jean M. Rossi*  
Linda Rogers  
Fernando and Jennifer Rosa  
Mr. Robert J. Roskam  
Kristine Rudowske^  
Mrs. Carol Sandum-Hodgson  
Nennie Sheriff  
Bill and Kathy Simpson  
J. Brooks and Carol Simpson  
Steve and Sharon Sims^  
Thomas Slack and Maura Fichter  
Charlotte Smith  
David and Ingrid Spencer  
*In Memory of Jean M. Rossi*  
Jochanan and Mable Stenesh^  
Vern and Lyda Stillwell^  
*In Honor of Tim Coleman*  
Michael R. Stoline Ph.D. and Janice Lockers  
Robert D. and Gayle A. Strung  
Stephanie Supp  
Richard L. and JoAnn E. Swope  
Belinda Tate  
*In Honor of Jim Bridenstine*  
Robertta Taylor  
Anne E. and Bruce H. Thompson  
Dr. Dan and Shirley Thompson  
Russell H. and Sara J. Tiller  
Jenny M. Titus^  
*In Memory of Andrew Titus, Jr.*  
Bruce G. and Shelley Todd  
Kymi Toliver  
Tracie Tomak and Jonathan Galbreath  
Duane T. Triemstra and Charla Smith^  
John and Carol Trittschuh  
*In Honor of Florence Orosz's Birthday*  
Wendy Van Peenan and Roderick Malcolm  
Dr. Dennis and Nancy VandenBrink  
Marilyn Vander Kooy  
*In Memory of Calvin W. Vander Kooy*  
John and Cathy VanderSalm^  
Ned VanderSalm  
Paul and Carol Vogeler

Daniel and Sharon Wade  
*In Memory of Charles "Chuck" Spence*  
Bradford H. and Marilyn W. Walker^  
Kenneth and Darlene Warren  
Anonymous  
Linda and Paul Wienir  
Marla Williams  
Theron and Alissa Williams  
Debra Wondergem^  
Anonymous  
Amanda Woodruff  
*In Memory of Charles "Chuck" Spence*  
Woods Harbor Association^  
*In Memory of Jean M. Rossi*  
Dennis and Kathleen Zant  
Virginia Zywickie  
*In Memory of Jean M. Rossi*  
**FRIENDS AT HEART (NON-CASH GIFTS IN KIND)**  
Abraxas  
Air Zoo  
Airway Fun Center  
Mark and Julie Aldrich  
Kay and Mike Alexander  
Tonya Altizar  
Anonymous  
Anytime Fitness  
Bachman-Hebble Funeral Home  
Catherine Balik  
Ballet Arts Ensemble  
Behnke, Inc.  
Laura Bell  
Berkshire Hathaway Home Services  
Binder Park Zoological Society, Inc.  
Binky Patrol  
BL Harroun & Son, Inc.  
Joe Block and Kerry Seaver-Block  
Tammy Bogema  
Borgess Health and Fitness Center  
Borroughs Corporation  
Siera Bowers  
Bravo!  
Breakfast Optimist Club of Kalamazoo  
Chance Breen  
Marilyn Breu and John Schumaker  
Bronson Battle Creek  
Bronson Battle Creek – Health Information Management Department  
Bronson Battle Creek – Patient Access  
Bronson Healthcare Group – Finance Department  
Bronson Healthcare Group – Patient Access  
Bronson Hospital – Cardiothoracic Surgery Unit  
Bronson Hospital – Facility Services/ Biomed/Security  
Bronson Hospital – Health Information Management Department  
Bronson Hospital – Infusion Center  
Bronson Hospital – Pharmacy Department  
Bronson Hospital – Purchasing Department  
Bronson Neuroscience Center  
Brownie Troop 80438  
Cynthia Buckley  
Jan Burdick and Friends  
Byce & Associates, Inc.  
Byron Center H.S. Hockey Club

Christy Campbell  
Joan M. Cavanaugh  
Central Tile and Terrazzo Co., Inc.  
Artrella M. Cohn  
The Colvin, Missad, and Strickler Family  
Laurie Cronkhite  
Curious Kids – Lake Center  
Matt Czach  
Joyce Daily-Spence  
Dave Dameron  
Kate Davey  
Delta Upsilon Chapter of Delta Sigma Theta  
Sara Denney  
Dimplex Thermal Solutions  
Drake Road Orthodontics  
Carol E. and Brad Duck  
Duncan Aviation, Inc.  
Valerie Durant  
Eaton Corporation  
Edwards Garment  
Envirologic  
Sandra C. Eschelbach  
Lewis and Amanda Ezekiel  
Families of Sherman Lake YMCA Day Camp  
Family & Children Services – Licensing Team  
Liz Farner  
Fifth Third Bank  
First Presbyterian Church of Richland  
First United Methodist Church – You are Warmed by God's Love Blanket & Pillow Project  
Eric and Natasha Fisel  
Fishbeck, Thompson, Carr & Huber, Inc.  
James A. and Judy G. Fisher  
Fly Fit  
Fox Motors Hockey  
Fox Squirt A-Hockey Club  
Fraternal Order of Police of Greater Kalamazoo  
Jennifer Fulmer  
Amy Garber and Bob Schaefer  
Rosemary and David D. Gardiner  
Girl Scout Troop 80371  
Goggin Rental  
Great Lakes Companies  
Great Lakes Marketing Services, Inc.  
*In Honor of John Braganini*  
*In Honor of Ed Overbeck*  
Greenleaf Trust  
Laurie Greenman  
Judy Guenther  
Gull Meadow Farms  
Cheryl Hatfield  
Jim and Judy Heeter  
Lauren Higginson  
Vanessa Hills  
Derrick and Sarah Hinds

Honigman Law Office  
Howard Printing  
HUB International  
Wendy and Jeff Hutchison  
Immanuel Lutheran Church  
Jaqua Realtors  
Si and Shirley Johnson  
Lawana Jolivette  
Junior Achievement of Southwest Michigan, Inc.  
Junior League of Kalamazoo, Inc.  
Kalamazoo Bar Association – Young Lawyers Section  
Kalamazoo County Government  
Kalamazoo County Government – Information Systems Department  
Kalamazoo Log Cabin Quilters  
Kalamazoo Nature Center  
Kalamazoo Public Library  
Kalamazoo RESA, Business Office  
Kalamazoo RESA/SWMTech  
Kalamazoo Wings Hockey Organization  
Kellogg Company  
Carri Kistner  
Al and Rita La Reau  
Ladies' Library Association of Kalamazoo  
Lake, Parfet & Schau, PLC  
The Laney Family  
Thomas and Victoria Leak  
Lee's Adventure Sports  
Legal Aid Bureau of Southwest Michigan  
Becki Lima  
Lindenwoods Dental Office  
Whitney Lovett  
Loy Norrix High School – Peace Jam  
Mann+Hummel USA, Inc.  
Tim and Christy Martin  
Maurices – Battle Creek  
MarxModa  
Mrs. Ellen McDonald  
Connie and Russ McFee  
Merrill Lynch Wealth Management  
Michigan Paving and Materials  
Midwest Reality Group  
MOMS Club of Battle Creek  
Barb Monk  
Moonlight Marigolds Garden Club  
Carrie and Stephen Morrow  
Nancy Morrow  
MSU's Kellogg Biological Station  
National Flavors  
Ellen Nendorf  
Newhall Kelin  
Newmind Group  
Florence U. and Joel J. Orosz  
Jennifer Paivarinta  
Jeff Palmer and Susan Andress  
Panera Bread – Gull Road  
Parchment United Methodist Church – What's New Circle Group

Ann V. and Donald P. Parfet  
Pfizer – API  
Pfizer - EHS  
Pfizer, Inc.  
Pfizer Process Control  
Pfizer, R.E.S.T  
Plante & Moran, PLLC  
Krista, Kevin and Taryn Ploski  
Proteos  
QUOTA International of Kalamazoo  
Radisson Plaza Hotel & Suites – Front Office  
Carol Ransom  
John and Kelly Renwick  
Richland Elementary School – Mrs. Koets' First Grade Class  
Eugenia Roelofs  
Linda Rogers  
Susanne Schipper  
Sherman Lake YMCA Outdoor Center  
Patti Sholler-Barber  
Leah Smith  
Southwest Michigan First  
Specialty Eye Institute  
St. Catherine of Siena Church  
St. Michael Lutheran Church  
St. Timothy's Episcopal Church  
Stap, Inc.  
State Farm Insurance – Tim Harvey Agency  
Stewart & Company Furniture  
Stryker Corporate Office  
Stryker Corporation  
Stryker Instruments  
Stryker Women's Network – Instruments Division  
Rachel Suhbier and Family  
Reagan Taggett  
Jim Teeter  
Texas Roadhouse  
Thermo Fisher Scientific  
Matt and Barb Tomczak  
Trillium Staffing  
The Tuinstra Family  
Tulips Little Pop Up Shop  
Amy Upjohn and Brad VandenBerg  
Sandy Uridge  
Usborne Books & More – Jennifer Theisen  
Wendy Van Peenan  
Varnum, LLP  
Vendors With A Cause  
Kathy Verhagen  
Ann Walesh  
We Wish You A Happy Birthday  
Welchs  
West Michigan Cancer Center – Institute for Blood Disorders  
Jean Whaley  
Dick and Judy Whitman

Robert and Deborah Withee  
Ann Wittenkeller  
WMU Department of Theatre  
WMU Haworth College of Business  
Sue and Doug Worgess  
Ms. Niki Worthams  
Young Professional Network Kalamazoo  
Zeigler Auto Group  
Zoetis  
Diane Zyk  
**GIFT FROM PETER AND ELIZABETH SEAVER FAMILY FUND RECOGNIZING F&CS STAFF VOLUNTEER HOURS**  
Suzanne Coleman  
Nicole Dalman  
Evangela Hicks  
Krista Ploski  
Natalie Presley  
Susanna Rickman

**RESTRICTED FOR PROGRAMS AND SERVICES**  
Battle Creek Community Foundation  
The Guido A. and Elizabeth H. Binda Foundation  
Chemical Bank  
Dorothy U. Dalton Foundation  
Eaton Corporation  
The John E. Fetzter Institute, Inc.  
Mrs. Lydia Flunt  
Irving S. Gilmore Foundation  
Kalamazoo Community Foundation  
The Marvin and Rosalie Okun Foundation  
Santreece Foundation  
Stryker Johnston Foundation  
Harold and Grace Upjohn Foundation  
The W.S. and Lois Van Dalson Foundation

**MATCHING GIFT CORPORATIONS AND FOUNDATIONS**  
Consumers Energy Foundation  
ghs Corporation  
Irving S. Gilmore Foundation  
The J.P. Morgan Chase Foundation  
The John E. Fetzter Institute, Inc.  
Kalamazoo Community Foundation  
Kalsec, Inc.  
McFee Technologies Company  
The Miller Foundation  
Pfizer Foundation Matching Gift Program  
W.K. Kellogg Foundation

**A SPECIAL THANK YOU TO THE FOLLOWING UNITED WAYS AND THEIR SUPPORTING DONORS**  
Heart of West Michigan United Way  
Marshall United Way  
United Way of the Battle Creek and Kalamazoo Region

This Annual Report recognizes those who gave between January 1, 2017 – December 31, 2017. While every attempt was made to report names accurately, please accept our apology if we have made an error. If you would like a change in the way your name is reflected in future reports, please contact the Development Office at 269.373.0248 x 417.

**Our sincere appreciation to everyone who contributed to Family & Children Services in 2017.**

\* Funds are held at the Kalamazoo Community Foundation      \*\* Funds are held at the Battle Creek Community Foundation      ^ A gift was made to "Pack a Child for Camp"

Please Like/Share us on Facebook and Twitter





## BOARD OF DIRECTORS

Mac Waldorf, President  
Brian K. Hudson, Vice President  
Linda Miller, Treasurer  
Douglas G. Worgess, Secretary

James A. Bridenstine  
Kris W. Charles  
Fiona S. Denny  
Cheryl A. Dickson, M.D., MPH

**CHIEF EXECUTIVE OFFICER**  
Sherry Thomas-Cloud,  
MSW, LMSW

Michael D. Evans  
David Furgason  
Suzanne M. Gonzalez  
Annie Johnston Henn  
Alan J. Hovestadt  
Jeff Hutchison  
Carmen James  
N. Dean MacVicar  
Connie McFee

**DIRECTOR OF  
RESOURCE  
DEVELOPMENT**  
Courtenay VanderMolen

Alba McKay  
Carrie R. Morrow  
Carlos Rangel  
Victoria Reese  
Jeffrey C. Walker  
Sarah K. Willey  
James B. Falahee, Jr.,  
– President Emeritus

**CEO EMERITI**  
Rosemary Gardiner  
Donald Vander Kooy, ACSW

## COMMUNITY VOLUNTEERS

Kelly Conway  
Steven Grieve  
Colette A. Gushurst, M.D.  
John T. Hayden  
Barbara L. James  
Brian S. Loken  
Janice Maatman  
Timothy P. Martin  
Florence U. Orosz  
Ann V. Parfet  
Peter R. Seaver  
John Stap  
James R. Valk

## LIFE MEMBERS

Edward P. Bauman  
Robert E. Boughner  
Ross E. Chapman  
James B. Falahee, Jr.  
Barbara L. James  
Barbara J. Kreis  
Craig H. Lubben  
Mary E. McLean  
Florence U. Orosz  
Ann V. Parfet  
James A. Shamp  
Elaine Van Leeuwen  
Donald Vander Kooy  
Larry J. Wilson

HOPE  
FOR THE  
FUTURE



**FAMILY & CHILDREN  
SERVICES** A SOURCE OF HOPE

[fcsource.org](http://fcsource.org)

1608 Lake Street, Kalamazoo, MI 49001  
269.344.0202 | fax 269.344.0285

778 W. Columbia Avenue, Battle Creek, MI 49015  
269.965.3247 | fax 269.966.4135

If you would prefer to receive this report electronically, please provide an email address to [Development@fcsource.org](mailto:Development@fcsource.org)



Pre-press and printing donated in part by Howard Printing • [howardprinting.com](http://howardprinting.com)

A special thank you to Jeff Palmer and to Fran Dwight Photography