

2021 ANNUAL REPORT



**EMBRACING CHANGE. FINDING OPPORTUNITIES.**

## **DEAR FRIENDS,**

If there is anything positive about going through a pandemic and being pushed to extremes, it is that 2021 showed us who we are and what we can accomplish, even in the toughest times. The year



2021 helped us to see our areas of strength and where there are opportunities for improvement and innovation.

In our Annual Report, we share with you what we have learned and what we are planning for the years to come. We share our accomplishments, successes of the last year, and goals for the future. A rising concern is the need for more foster homes. The pandemic exacerbated mental health issues in our community, especially among children and youth. Residential homes are at capacity and youth are requiring emergency and hospital care. Others require intensive psychiatric care at a time when we are seeing wait lists of a hundred youth for one psychiatric bed. We provide programs and have added new positions to address some of these needs, but there is more work to be done - statewide and nationally.

Our culture at Family & Children Services is one that celebrates success. We believe this is the direct result of a commitment to setting

priorities and working hard to achieve them. Last year our team secured forgiveness of a Paycheck Protection Program loan, allowing us to make wage equity adjustments. We created and filled new positions aligned with a new organizational structure, and much more.

Most of all, we are excited to share our 3-year Strategic Plan. The plan incorporates the voices and vision of our staff, board, community stakeholders, and those we serve. We listened and we responded.



Finally, we proudly thank our generous donors. We are able to serve because of you. Our deepest gratitude to our donors who sustain and grow our programs so that we can support, strengthen, and preserve the safety, well-being, and dignity of children, individuals, and families.

A handwritten signature in black ink that reads "Sherry Thomas-Cloud". The signature is written in a cursive, flowing style.

[Sherry Thomas-Cloud, MSW, LMSW](#)  
Chief Executive Officer

A handwritten signature in black ink that reads "Brian Hudson". The signature is written in a cursive, flowing style.

[Brian K. Hudson](#)  
President, Board of Directors

## **OUR MISSION**

Family & Children Services supports, strengthens and preserves the safety, well-being and dignity of children, individuals and families.

## 2021:

# RESPONDING TO A NEW COMMUNITY LANDSCAPE

Even during hard times — and we have all had our share — a successful organization must continue to celebrate its successes. This year we have seen our staff continue to rise to the many challenges the year presented us. “I saw the courage and vision of our leadership team, determined to support our staff and maintain what we are known for — exceptional service,” said Chief Executive Officer Sherry Thomas-Cloud. “I also saw the humility of staff working side-by-side with clients and was keenly aware of the tenacity it has taken to make it all happen. Our greatest strength has always been the staff of Family & Children Services and their commitment to excellence.”

### Here are just a few of our 2021 successes:

- Forgiveness of a \$1.6 million Paycheck Protection Program (PPP) loan. Aligned with our Strategic Plan, available funds allowed for the addition of staff positions and tuition assistance, professional development and clinical training, and critical information technology upgrades.
- Market equity wage adjustments were made for master’s and state-licensed positions in behavioral health programs and for all positions requiring a bachelor’s degree. This assists us in recruiting top talent to meet the increasing mental health needs of the children and families we serve.

- Several programs were realigned to a new integrated organizational structure, adding a Program Manager; a Special Projects Coordinator; an IT Manager, and a Diversity, Equity, and Inclusion (DEI) Manager, strengthening our infrastructure for the future.
- A comprehensive return-to-work hybrid model that incorporates a new telework policy to support today’s workforce and enhance work-life balance.
- Our Therapeutic Residential Program with Bethany Christian Services, one of two in the nation, served unaccompanied children through a federal grant from the Office of Refugee Resettlement. Seven bilingual staff were hired for this new program.

“Agency directors, managers, supervisors, and staff all worked together to ensure successful outcomes this year for our agency and for those we serve,” Thomas-Cloud said. “We are motivated to do more and even better in 2022, and it feels good knowing we have a supportive board, engaged community members, and generous donors to help us along our strategic path, always in the best interest of families and children.”

## 2021 PROGRAM OUTCOMES

### CHILD WELFARE

- 98% of high risk families remained together

### BEHAVIORAL HEALTH

- 83% of youth/families improved or maintained functioning

### CRISIS INTERVENTION

- 70% of crises resolved without out-of-home placement

### CUSTOMER SATISFACTION

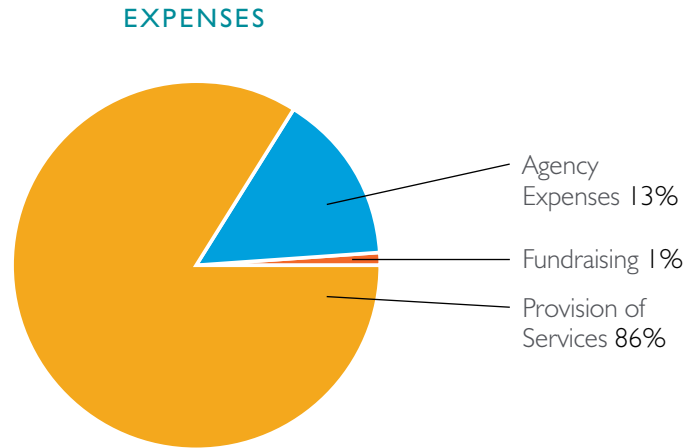
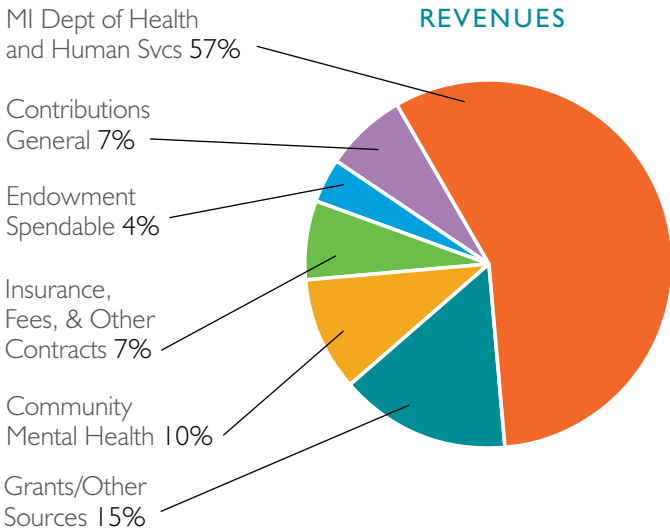
- 95% felt treated with respect
- 93% satisfied with all services
- 90% felt staff were sensitive to culture/ethnicity

Family & Children Services is accredited by the Council on Accreditation for Families and Children and is licensed by the State of Michigan as a Child Placing Agency and Child Caring Institution.

## 2021 FINANCIAL HIGHLIGHTS

Family & Children Services operating revenues for 2021 were \$9,514,981. Family & Children Services friends generously donated \$864,084 in contributions. Agency Endowment Funds supported programs with \$511,904. Non-Cash Gifts had an estimated value of \$125,000. Operating Expenses, excluding depreciation, were \$10,416,842.

The agency continues to have a solid balance sheet and strong relationships with our funders and community partners. Forgiveness of a Paycheck Protection Program (PPP) Loan through the CAREs Act provided fiscal stability through the year 2021. As we transition into 2022, our emphasis is on retaining our highly trained staff and hiring to fill essential social work and clinical positions in a challenging labor market. Having a vision and plan remains vital, both fiscally and in providing needed services to our clients and communities.



### 2021 Demographics

4,958 Total Individuals Served in 2021

2,962 Children

80% Income under 200% Federal Poverty  
60% Under age 19

63% White/Caucasian  
18% Black/African American  
11% Multi Racial

4% Hispanic  
1% Asian  
3% Other/Not Available

## ENSURING HOPE FOR THE FUTURE



A new 3-year Strategic Plan was approved by the Board of Directors for 2022-2024. The plan incorporates voices and vision from comprehensive SWOT (Strengths, Weaknesses, Opportunities, Threats) and PEST (Political, Economic, Social, Technological) analyses with all agency staff, board members, and community volunteers, as well as input from those we serve. Allison Bland, Quality Services Manager at Family & Children Services who led the planning, shares the analysis results:

- “In spite of the pandemic, agency staff feel bonded through their work and see their supervisors as important mentors. Donors are seen as one of our greatest strengths and everyone values our HANDLE WITH CARE fund. Staff say the fund removes significant barriers for their clients and makes their jobs more hopeful.”
- “To meet the increasing need, staff require ongoing training in evidence-based practices and professional development. Fluctuations in funding impact sustainability, especially in behavioral health services, which often require supplemental funding for support.”
- “With a constant eye on efficiency, a more integrated information technology infrastructure is needed. Staff and clients often duplicate entry of data in current systems. Improved technology is an area the pandemic has revealed as a significant opportunity.

We rely on these systems to serve our clients and provide safe and secure data.”

- “Lack of foster parents is a serious concern, not just in our community but throughout the state. Our ability to support our staff who are essential workers is critical and we must be able to pay them a fair wage for the essential work they do every day.”

Five strategic goals were identified as priorities for the next three years:

FINANCIAL RESILIENCE

COMMUNITY IMPACT

ORGANIZATIONAL QUALITY

WORKFORCE DEVELOPMENT

DIVERSITY, EQUITY, AND INCLUSION

While some of the strategic goals have already been met, such as hiring a new DEI Manager (see page 11) and raising wages to a minimum of a \$15 hourly rate, others are still in the planning stages.

“Our strategic plan will not be filed in a drawer,” Allison said.

“We will all be accountable to this plan as our vision for how we move forward to accomplish our goals as an agency and for our community and clients.”

## LEADING WITH LOVE, HEALING WITH LOVE

Jennie Stoetzel, foster care lead specialist at Family & Children Services, doesn't just help others become foster parents—she is one.

"I have eight children," Jennie said. "Three are biological and five are foster children that I then adopted."

Jennie's journey to become a mother began in 1998, when her son was born. He was a year-and-a-half when Jennie decided to take a class to learn about becoming a foster parent.

After taking training courses and learning more about fostering, Jennie earned her license. She learned that becoming a foster parent required one to be 18 years or older, have a stable income, be willing to cooperate with the biological parents with a priority of reunifying families when possible, and to be able to take on the challenges of being a parent.

"I had this myth in my mind that foster kids could be trouble," she said. "I soon found out that wasn't true. They are just kids who need a home, someone to care about them. The first foster child I

took in, I was told would be for just one weekend. Nathan was two years old, and he was perfect, just perfect. But when the weekend was over, I was told his parents didn't want him back."

Nathan, now 22 years old and a graduate of University of Michigan in mechanical engineering, became Jennie's first adopted child. Jennie continued to foster children, providing a temporary home for them until several could be reunited with their biological parents.

"Then I fostered three siblings—Alexis, Martin, and Isabelle—while their mother's termination hearing took place," Jennie said.

When reunification became impossible, Jennie opened her home and heart to the three siblings. Along with Nathan, her family gained three more siblings—Jennie's biological children, Tate, Lauren, and Olivia, followed by one more adoption—Hannah.

With the children grown, Jennie has focused her energies on helping others foster, adopt, or to make broken families whole again. One recent case in particular remains in her heart and mind ...





Seemingly falling deeper into her addiction, a teen mother was involved in a car crash while under the influence.

“While she was in the hospital, the court started termination hearings,” Jennie said.

But it is often said that life-changing transitions happen when we hit rock bottom. And so it was for the young mother.

“I’ve never seen anything like it,” Jennie said. “She was in the hospital and then rehab. As her body healed and cleared, she became fully aware of what she was about to lose—and that this was a second chance to get things right.”

Released from rehabilitation, the young mother started attending every parenting class, where she learned parenting skills. She joined Narcotics Anonymous (NA), attending daily meetings with other addicts working to beat their addictions. Every drug test thereafter came back clean.

“And she never missed another parent visit with her little girl,” Jennie nodded.

When it was time for the judge to review termination, he could see she had checked all required boxes. Parental rights were restored.

“I keep in touch with her every three months to make sure all is going well, and she remains dedicated to her support group and to her baby girl,” Jennie said.

Jennie considered the process of fostering children who then rejoin their biological families.

“If family reunification is successful, I tell my foster parents—it can hurt to let go, but it’s still worth it. You have had an impact on a child’s life.”

## A G R O W I N G   N E E D   F O R   F O S T E R   H O M E S

---



Even as more children are in need of a foster home, fewer people are getting licensed to become foster parents.

“We have seen a trend of more families closing their licenses than families opening licenses,” said Krista Ploski, BSW, licensing supervisor at Family & Children Services. “This is largely related to families either adopting or moving away. It’s a trend that impacts us greatly.”

The primary goal of foster care is to provide a stable living environment for children, regardless of age, ethnic background, or behavioral needs. The hope is always reunification of the biological family, as children do best among their original families—but this may not always be possible.

“Placements with relatives are our first choice, and we explore that possibility throughout the case,” Krista said. “Many children are able

to stay connected with their family and have more contact with their biological parents when they are placed with caregivers who are relatives.”

More than 500 children are placed in foster care every year in Kalamazoo County. Family & Children Services works together with other local agencies to find the best placements — but another factor has come to the surface over the last couple years, exacerbated by the COVID pandemic.

“The pandemic has increased mental health needs,” said Heather Reed-Martinez, children’s services program manager. “Many foster youths are experiencing significant trauma and emotional needs, sometimes escalating to the point of crisis and requiring emergency care. This care is often difficult to access as there is a shortage of beds, and sometimes they have to wait days, even weeks to get help. We have seen waiting lists of 100 children for one bed.”



That responsibility then falls onto the shoulders of Family & Children Services staff, as a youth cannot be left in a hospital emergency department without a supervising adult. Staff members may spend days at a time in an ED room, on duty 24 hours a day. Even so, youth may be sent back to their placements without receiving the therapy they need.

“We also need more homes that will accept teenagers,” Krista added. “And more homes that will accept siblings so that we don’t have to split them up. Other needs are foster homes for medically fragile kids or kids with cognitive needs, families who will accept children of various races and ethnicities and are open to learning about other cultures, and families who are willing to work toward a goal of reunification with biological families.”

“The state started providing stipends for relatives as foster parents three or four years ago,” Heather said. “That’s important, because being placed with someone they know is best for children. About 40% to 50% of our foster kids today are placed with relatives, a big increase from years ago. Extended family, however, can have some of the same issues as the child’s original family, issues such as poverty, so linking to services is important for their success.”

Family & Children Services offers foster parents training in fostering and advocating for the child; ongoing case management; 24-hour emergency staff on call; mileage reimbursement for out of county travel; a fund for medical needs; and ongoing retention events and activities.

“And then there’s HANDLE WITH CARE, our specialized fund to meet children’s needs that cannot be met by any other funding source,” said Heather. “Foster parents can access that fund for needs such as transportation assistance, housing or auto repairs, clothing and school supplies, assistance with rent or utilities payments, all manner of critical needs.”

Anyone over the age of 18 who has a stable income and is willing to take on the challenges of caring for children is eligible to become a foster parent. To learn more, call 269.501.0834 or complete an inquiry form at [fcsources.org](http://fcsources.org).

To hear from our foster parents about the joys of fostering, please scan the QR code.



# DONORS

## CIRCLE OF HOPE ENDOWMENT

Samuel and Barbara Accorso  
Robert W. and Mary L. Anderson  
Mr. and Mrs. Jason Becktell  
*In Honor of Barbara Parish*  
*In Honor of Betty Upjohn Mason*  
*In Honor of Florence and Joel Orosz*  
Tim and Sarah Harding

## CHARLES C. AND LYNN L. ZHANG ENDOWMENT FUND

## VISIONARY CLUB - DEFERRED GIVING

Raymond A. Anderson  
Janice G. and Michael D. Burdick  
Robert J. and M. Angelica Buwala  
Ross E. Chapman  
Wallace B. and Valorie J. Clore  
Robert H. Dudley  
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 Upjohn Mason  
Paul K. Van Westrienen  
Donald and Mary Jo Vander Kooy  
Duane E. and Ida C. Verschoof  
Jane A. Wallner  
Larry J. Wilson

## FAMILY & CHILDREN SERVICES ENDOWMENT FUND \*

Anonymous

## RESTRICTED FOR PROGRAMS AND SERVICES

Carrie and Stephen Morrow  
George and Valerie Opdyke  
*In Memory of Sharon Pratt*  
Harold and Grace Upjohn Foundation  
The Marvin and Rosalie Okun  
Foundation  
Eaton Corporation  
Kalamazoo Community Foundation  
Santreece Foundation  
The W.S. and Lois VanDalson  
Foundation

## HANDLE WITH CARE

### Benefactors (\$5,000+)

Kris and Craig Bahner  
The Burdick-Thorne Foundation  
The H.P. and Genevieve Connable  
Fund  
Joan Conway ^  
Roberts Curtenius Fund  
Fiona S. and William P. Denny  
DeNooyer Chevrolet  
EWE Spirit Foundation, Inc  
Judith A. Finnegan

Anonymous  
Greenleaf Trust  
Steve and Peggy Grieve  
Charles M. and Linda C. Hall ^  
Richard and Thelma Hall Foundation  
Cheryl Hatfield  
Anonymous  
Integrated Services of Kalamazoo  
Dr. Joe Foundation  
Si and Shirley Johnson Family Fund \*  
W. K. Kellogg Foundation  
Dr. Timothy and Joy Light  
Bill and Kathy Main Family Fund \*  
Gordon and Barbara McKinney  
Anonymous  
The Miller-Davis Foundation  
Ron and Joan Molitor  
George and Amy Monroe Foundation  
Florence U. and Joel J. Orosz ^  
Ann and Don Parfet  
*In Memory of John Haggard*  
*In Memory of Margaret Rhodes*  
*In Memory of Steven Uggen*  
Preston S & Barbara J Parish  
Foundation  
Pfizer Foundation Matching Gift  
Program  
Polzin Family Fund \*  
Caroline E. Robbins  
Diane Robertson  
Peter and Elizabeth Seaver  
Michael Shubeck and Nancy Monsour  
Glen C. and Gail G. Smith Fund \*  
Dr. Paul and Patricia Stevenson  
Cindy Stewart  
Tower Pinkster  
Metro Toyota-Jaguar, Inc.  
Mary Tyler ^  
*In Honor of Courtenay B.*  
*VanderMolen*  
Burton H. and Elizabeth S. Upjohn  
Charitable Trust  
Elizabeth Upjohn Mason  
Barbara J. Van Westrienen  
Thomas G. and Martha B.  
VanderMolen  
Jack and Marian Wattles  
Arno and Pam Yurk ^  
Zanetti Family Foundation

### Leaders (\$1,000-\$4,999)

ADI Global  
Mary A. and D. Scott Aldrich  
Mark and Julie Aldrich ^  
Matthew Alves and Cynthia  
Luppold-Alves  
Peter and Catherine Barnes ^  
*In Honor of Jack Wattles*  
Anonymous  
Eric and Doris Beck  
Ron and Norma Betten  
David and Gwen Buday  
James W. and Carol A. Carter ^  
Michael and Julie Cartier  
John and Lynne Chipman  
Bradley and Kelly Conway  
J. Kevin Corder  
Jerry and Sharon Cross  
CWS Financial Advisors, LLC  
William T. and Adrienne D.  
DeNooyer ^  
Joyce B. DeNooyer ^  
Cheryl Dickson  
*In Honor of Sherry Thomas-Cloud*  
Jack Duke  
Edwards Industrial Sales  
eg Workforce Solutions  
Fred J. and Susan R. Einspahr  
EST Home Mortgage  
Anonymous  
Family & Children Services Staff ^  
The John E. Fetzer Institute, Inc.  
Edward Fletcher  
Nancy A. Frost  
ghs Corporation  
Lori and Bjorn Green  
Mr. Henry B. Hawk  
Anne and JJ Henn  
*In Honor of Courtenay B.*  
*VanderMolen*  
Ed and Ginnie Hessler  
Basobi and Henrik Holm  
Dr. Alan J. and Mrs. Kristin H.  
Hovestadt  
*In Honor of Dr. and Mrs. Patrick*  
*Munley*  
*In Honor of Rev. Kenneth Schmidt*  
Tyler Howard  
Brian and Maureen Hudson  
Robert W. and Patricia S. Huiskamp  
*In Honor of Ann Parfet's Years*  
*of Service*  
Barbara L. and Jerry D. James ^  
Mr. Jason Jipping  
Ken Jurban  
Herb and Dottie Keeler Family  
Foundation  
Chip Knappen  
*In Memory of Martha and Chuck*  
*Knappen*  
Knight Watch  
Ms. Sandra Kopelman  
Mark Kramer and Judith Stasel  
R.W. LaPine, Inc.  
Gary and Judy Longman  
Craig H. and Lois B. Lubben  
Dean and Linda MacVicar  
Philip and Dolores Malpass  
*In Memory of Elizabeth A. Albright*  
Thomas and Pamela Mansager  
Anonymous ^  
Russ and Connie McFee  
McFee Technologies Company  
J.B. and Alba McKay  
Christopher and Lauren Merrill  
Phebe Methuselah  
Miller Johnson  
The J.P. Morgan Chase Foundation  
Matching Gift Program  
Carrie and Stephen Morrow  
Motorola Solutions  
Anonymous  
Rick and Cathy Munger  
Dr. Patrick and Mary Munley ^  
*In Honor of Kerri and Bill Cahill*  
Louise Novitch  
Ralph L. Pernice and Nancy  
Englander ^  
Frank and Lois Plaver ^  
Carlos Rangel  
Karen Richard  
Aaron Riker  
Andy and Jennifer Roach ^  
*In Memory of Paul Harris*  
James E. and Michele A. Sahli  
Schupan & Sons, Inc.  
Mike and Sharon Seelye Family  
Foundation ^  
Bill and Natalie Simonds  
Sharon Soltesz  
Patrick Sorek and Julianne  
Meyer-Sorek

Dr. Joseph P. and Gillian A. Stoltman  
*In Memory of Francis Patricia*  
*Martin*  
Derek and Jerry Ann Strine  
Sunshine Toyota  
Anonymous  
Thomas A. Todd Foundation  
Trillium Staffing ^  
Tulips Little Pop Up Shop  
Henry L. and Martha M. Upjohn  
Amy Upjohn and Brad VandenBerg  
Bo and Mel Van Peenan  
*In Memory of Sally Putney*  
Verlan and Norma Van Rheenen  
Donald and Mary Jo Vander Kooy  
Margaret and Kenneth VanderVelde  
Courtenay and Jon VanderMolen  
*In Memory of George Burton*  
Warner Norcross + Judd LLP  
*In Honor of Chip Falahee*  
Charles Wattles and Rosemary Willey ^  
*In Honor of Jack Wattles*  
Anonymous  
Larry J. and Nancy J. Wilson  
Mr. John Wolfe  
Sue and Doug Worgess  
Rachel and Andrew Worgess  
Anonymous

### Advocates (\$500-\$999)

Robert and Vickie Amberg  
Michael and Dari Bargy  
Jill Barr-Sipe and Kenneth Sipe  
Anonymous  
*In Memory of Robert P. Barnes*  
Edward P. and Suzanne M. Bauman  
Anonymous  
Elaine Biddle  
Robert and Sandra Borsos ^  
Mona and John Bowden  
Nancy Brookins ^  
Tyler and Anita Buitenwerf  
Elizabeth A. Burns and Roger Zinser ^  
Mrs. and Mr. Stacy Caudill  
*In Honor of Alexandria Caudill*  
Dr. John and Sharon Cervoski  
Ronald and Illene K. Cripps  
Robert Cubbage  
Rick and Val DeKam  
Kelly Donlin ^  
Mr. James Keeler and Ms. Merry  
Ellen Eason  
Drs. Alain and Michele Fabi  
Diana F. and James B. Falahee, Jr. ^  
David and Nicole Furgason  
John and Sharon Garside  
John W. and Miranda J. Garside  
Dan and Kristen Gavlas ^  
Irving S. Gilmore Foundation  
Suzie and Jorge Gonzalez  
Robert and Barbara Havira ^  
*In Honor of Joe and Rosalie Novara*  
Catherine I. Hughes  
Anonymous ^  
Jeff and Wendy Hutchison  
Inclusion and Beyond, Inc.  
Stephen Jefferson and Terry Baxter  
Anonymous  
*In Honor of Edward Fletcher*  
Magnus and Sarah Johansson  
Mark and Toni Jones  
Ronald N. Kilgore  
Knappen Milling Company  
Tom and Donna Lambert ^  
Kenneth and Michelle Larason  
Rachel Latham

Joanne Lawrence ^  
*In Memory of John W. Lawrence*  
 Ted Lindberg and Dr. Marilyn Terrill  
 Paul, Ruth and Linda Locey ^  
 Carole McNeese  
 Bob and Mary Mellema  
 Christopher and Christina Middleton  
 James L. and Helen Noble ^  
 Nottawaseppi Huron Band of the  
 Potawatomi ^  
 Jerry and Carla Orwin  
 Sydney Parfet  
 Julie E. and Robert P. Peterson ^  
 Anonymous  
 Ms. Leah Pillar ^  
 Tom and Sandy Reece  
 Dr. William and Nancy Richardson ^  
 James T. and Vickie Schaper  
 Richard Schmitt ^  
*In Memory of Jean E. Schmitt*  
 Alan and Dawn Sell  
 Patti Sholler-Barber  
*In Honor of Rosemary and  
 David Gardiner*  
*In Honor of Kathy Homan*  
*In Honor of Laurie Cronkhite*  
*In Honor of Joyce Shankman*  
 Bruce and Katherine Shurtz  
 Special-Lite, Inc.  
 Thermo Fisher Scientific  
 Sherry Thomas-Cloud and  
 Tim Cloud  
*In Memory of David Thomas III*  
 Anonymous  
 Richard M. and Linda S. Tsoumas  
 Dr. William M. and Ruth Ann Uggen  
 Pam VanDerKlok  
 Cheryl VanMiddlesWorth  
 Douglas Vliek ^  
 Mac Waldorf  
 Anonymous  
 B. Joseph and Mary White  
 Dr. Melvin A. and Jan D. White  
 Jason Wiersema  
 Sarah Willey and Brian Schnell

Bruce and Jeannie Williams  
*In Honor of Bob and Linda  
 Burnham*  
*In Honor of Scott and Jenny  
 Burnham*  
*In Memory of Marsha Williams*  
 David Wilson ^  
 Mitchell S. and Sarah L. Wilson  
*In Honor of Spence and Lindsay  
 Fogarty*  
 Wolverine Pipe Line Company ^  
 James B. and Maggie Woodruff  
 Chuck and Carol Yager  
 Ballard and Lori Yelton ^  
 Lauren Ziech  
  
**Guardians (\$100-\$499)**  
 Ann M. Acker  
 Paula M. Allred  
 Peggy Anderson  
 Donald and Lenore Anderson  
 William and Nancy Arneson  
 Carol Austin  
 Fred and Susan Bachman  
*In Memory of Richard and Doretta  
 Bachman*  
 Kathleen Baker ^  
 Catherine Balik  
*In Honor of Breakfast Optimist Club  
 of Kalamazoo*  
 Jeffrey and Susan Balsley  
 Robert and Mardi Barker  
 Mrs. Agathe Barr  
 Joan K. Bauman  
 Amy Bauman  
 Jason and Mary Becktell ^  
*In Honor of Nancy M. Hamilton*  
*In Honor of Mary Haskin*  
*In Honor of Fiona Holmes*  
*In Honor of Timothy Light*  
*In Honor of Betty Upjohn Mason*  
*In Honor of Florence  
 and Joel Orosz*  
*In Honor of Don and Ann Parfet*  
*In Honor of Barbara J. Parish*  
*In Honor of Mary L. Tyler*

Jane L. Beers  
 TC and Kathryn Belco  
 Dean and Margaret Bender  
 Carol Ann Berge ^  
 Nicholas and Susan Beute  
 Joe Block and Kerry Seaver-Block  
 Jeanne Bolhuis  
*In Honor of Regina George and  
 Larry Fitzpatrick*  
 Mr. Sherwood Boudeman  
 Sherwood and Kate Boudeman ^  
 Robert E. and Martha L. Boughner ^  
 Jim and Norma Bour ^  
 Dorris J. Bowman  
*In Memory of Bradford Bowman*  
 David Boysen  
 Larry Brelje ^  
 James A. and Sheila Bridenstine  
*In Honor of Alan Hovestadt*  
 Rob and Stevie Brinkerhoff ^  
 Kimberly Bristol  
 Bob and Susan Brown  
 Donald J. Brown  
 Richard F. and Josephine Brown ^  
 Robert Brucker  
 Mr. Andrew Brucki  
 Lee and Nancy Brundage  
 Joseph T. and Ann L. Buckley  
 Buist Electric  
 Dennis P. and Janice E. Burke ^  
 Stephen Burness  
 Allen and Judy Byam ^  
 Howard M. and Ruby N. Cain  
 Mr. and Mrs. Laurence Camburn  
 Anonymous ^  
 Norman and Mary B. Carlson  
 Donald and Joyce Carpenter  
 Thomas J. Casanto ^  
 Central Tile and Terrazzo Co., Inc.  
 Ross E. Chapman and Amy Glass  
 Dr. Chihsing Chen  
 Rebecca Clore and Adam Herringa  
 Laura L. Clute  
 Carole B. Coggan  
 Zolton B. and Mary B. Cohen

Dr. William J. and Kerri Comai  
 John R. and Michele A. Cook  
 Charles B. and Shirley A. Cook  
 Kathy and Donald Cooney  
 Dianna Coss  
 Laurie Cronkhite ^  
*In Honor of Joyce Daily-Spence*  
 Dr. Theodore and Dana Cunningham  
*In Memory of Genoa G. Boseker*  
 Susan D. and John Davis  
 James P. and Rita L. Davis  
 Deland and Sharon Davis  
 Dave and Mary Ellen Decker  
 Todd DeHaan  
 Alphonse and Lisa Delucia  
 John and Beth Den Hartigh  
 Valerie Denghel  
*In Memory of Marilyn Walker*  
 Ruth and Todd DeNooyer  
 Robert J. and MaryJo Deters  
 Gene E. and Teresa L. Dillenbeck  
 William E. and Teresa L. Dixon  
 Jon M. and Susan M. Dixon  
 Mr. Andrew Domino  
 Mark and Diane Donovan  
 Robert and Mary A. Doud  
 Linda Drenth  
 Carol E. and Brad Duck  
 Mr. Robert D. Dunbar  
 The Honorable Samuel and  
 Teresa Durham ^  
 Gene W. Dyksterhouse  
 Randall and Diane Eberts  
 Stuart and Karen Eddy  
 Thomas N. and Nancy L. Edmonds  
 Royal and Barbara Eldridge ^  
 Ronald A. and Nanette Elenbaas  
 Elite Companies  
 Ms. Susan S. Ells ^  
 David J. and Jackie Emenhiser  
 William J. and Lisabeth English ^  
 Michael D. Evans  
 Jan and Tarrey Ewing  
 Greg and Ann Feldmeier  
 Gary and Ann Fergemann



## Tony Shepherd Leads Our Movement Towards Diversity, Equity, and Inclusion

Over the past years, Family & Children Services took a hard look at how the agency needed to evolve and Diversity, Equity, and Inclusion (DEI) became an area that needed real leadership. Tony Shepherd, who has played a vital role at the agency for the last five years, recently accepted the exciting challenge to become the first Diversity, Equity, and Inclusion (DEI) Manager.

Tony's objective is to embed DEI values into all levels of the agency's culture, by expanding and evolving educational initiatives, and strengthening participation to build a culturally competent workforce.

"The purpose of DEI is to help everyone feel safe – our clients and the staff who serve them." Tony said. "We are not only navigating strategies within our agency—we are also strengthening relationships in the community. I am proud of Family & Children Services for prioritizing DEI initiatives and look forward to connecting more with the community around this journey."

Dr. Tim A. Fischell  
Barbara and Dominick Flasck  
Dr. Donald C. Flesche  
Joseph Fox and Dr. Sylvia Hicks-Fox ^  
Anonymous  
Troy E. and Michelle M. Fuller  
Ms. Heidi A. Fuss-VanDam ^  
Dr. Lia Gaggino  
Arthur J. Gallagher & Co  
Anonymous  
Rosemary and David D. Gardiner  
Jeff and Kitty Gardner  
Frank Gawkowski  
James and Judith Geary  
Dr. Robert and Marilyn Geil ^  
Tom and Claire Geil  
Joe and Linda Gemmill ^  
Karen Gentilia  
Michael J. and Kristin D. Gerfen ^  
Susan C. Gilmore  
Mrs. Nan Goldenthal ^  
Lindsey Gottler  
Anonymous  
Fred and Carole Greaves ^  
Ira and Tara Green  
Cindy Green  
Lora Griffin  
Katherine Gross and Gary Mittelbach ^  
John Gumper ^  
Drs. Colette and Thomas Gushurst ^  
Eli Gwiit  
H & H Painting Company, Inc.  
Ms. Joan S. Haffenden  
Dean and Cynthia Halderson  
Dr. Kurt and Cathy Haller ^  
David and Michelle Halley  
Carol A. Harden ^  
Greg Hardy  
Douglas and Monica Harris

David J. and Bernadine Hartmann ^  
Robert and Mara Hayes  
Jim and Marsha Heath ^  
Richard and Susan Heeres  
Ms. Laurie Heeter  
Nancy and Dale Hein  
Tom and Laurel Henkel  
Richard A. Henry Funeral Home  
Julie Hewitt ^  
*In Memory of Matthew A. Trim*  
Brian and Ricka Hice  
Hiemstra Optical  
Gregory Hilliker and Janet Russell  
*In Honor of James and Peter Morrow*  
*In Honor of Stephen and Carrie Morrow*  
Dr. Richard W. and Jocelyn E. Hodgman  
Kathleen A. and Robert C. Homan  
*In Memory of George Burton*  
*In Memory of David Dapser*  
Brant Horne  
Tom and Brigitte Huff  
Mike and Mary Humphreys  
Allan Hunt and Rochelle Habeck ^  
Dom and Molly Iammarino ^  
IBM Employee Services Center  
Mr. Mark Jackson ^  
Mrs. Carol A. Jaconette  
Judy K. Jolliffe ^  
Bruce and Nancy Justin  
Mildred Karnemaat  
Reverend Michael Kemper and Jane Secor  
Scott and Kelly Kennedy  
Elizabeth King and Richard Atwell  
Richard and Patricia Kirschner ^  
Mary Klenow ^

Zach and Tesi Klipsch  
Mr. and Mrs. Paul Koellner  
Carlene and Leo Korchak  
Bill and Ellen Kozar ^  
*In Memory of William and Gladys Kozar*  
Mark and Karen Krinock  
Rajendra and Lalitha Krishnan  
David and Marjorie Kroll  
Sandra L. Kuentzel  
Mrs. Sharon L. Kuntzman  
Sarah Kusisto  
Dr. Allan R. and Rita M. La Reau  
Dave and Lynn Lajiness  
Joseph and Lana Langone  
*In Memory of Peter A. Langone*  
Rachel Latham  
Kenneth E. Lawson  
*In Memory of Judith K. Lawson*  
Robin Levine  
John and Rita Light  
Sandra Linabury  
The Honorable Alexander C. and Anne Lipsey ^  
*In Honor of LaVonna Trowbridge*  
*In Memory of Tammy Trowbridge*  
John and Mary Livingston ^  
*In Memory of Richard Chobey*  
*In Honor of Dr. William L. Miller*  
*In Memory of Edward R. Seaver*  
Mark E. Loehrke, M.D. and Judith A. Johnson  
Eric Lubben  
Grace Tiffany  
Vaughn D. and Janice W. Maatman  
Ms. Amy MacKey ^  
Amy MacMillan  
Louis Maddalena ^  
Catherine Magill

Tamara Mair  
*In Memory of Marilyn Walker*  
Seth and Maria Malin  
Carol and Paul Manstrom  
Gerald and Karen Maze  
*In Honor of Ann Parfet's years of service*  
*In Honor of Peter and Elizabeth Seaver*  
David J. McCarthy  
Noel McCaw  
Bob and Shirley McFee  
Bob and Betsy McGraw  
Bill and Ruth McKenzie  
Mary E. McLean  
Joyce McNally ^  
William C. and Joyce Melvin  
Mr. James Melvin  
Dr. Alan and Rhonda Messinger  
Robert and Cathy Metzler  
Linda and Scott Miller ^  
*In Memory of Joe Shantz*  
Christopher Miller  
Miller Brothers Service  
Gary and Gail Minneman  
Karen Morin  
David Morin and Gretchen Kauth  
Bridget Morley  
Laufet Morrison and Dr. Michael F. Rice  
*In Honor of Sherry Thomas-Cloud*  
Anonymous ^  
Mary Lynne Mundo ^  
Mr. and Mrs. Mike Murphy  
Leota Nihart ^  
Narayan Niraula  
Mr. Donald C. Nitz  
Jeff and Amy O'Brien  
Michael and Mary O'Connor ^

## Your support is critical to ensure that every child has a safe and stable place to call home.

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

Our Summer Enrichment program provides opportunities for children served by the agency to participate in activities over the summer such as day and overnight camp, academic tutoring, art and music classes, sports and more.

Holiday Giving matches client families and children with individuals, schools, community groups and corporate donors to provide holiday gifts and gift cards for groceries over the holiday season.

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

Visionary Club donors provide planned gifts to support future generations of children and families.

**To make a gift, please contact Courtenay VanderMolen, Director of Resource Development at 269-488-7936. Secure online donations are welcomed at [fcsource.org](http://fcsource.org) or by scanning the QR code here.**





## Nurturing Families and Supporting Parents

Christine Seput-Ward, MA, LPC, is the new Program Manager of Residential Services and Parenting Support, a position she began in December 2021. The position is one that Family & Children Services has created to provide additional support of our family preservation and residential programming.

In her new position, Christine will focus on developing programming that supports parents and youth whether they are living together or apart for a time.

Christine said, "I love being part of the process that makes a difference in the lives of children and families."

The programs support parents by helping them learn new parenting skills and supports youth by helping them as they learn to live with their traumatic life experiences.

Christine's new position helps fulfill Family & Children Services' mission to be a source of hope for the communities in which they work. Today, when the needs for kids in crisis are so great, Christine will work to be that source of hope.

Chris and Grace O'Leary ^  
 Janelle Oberhill  
 Rachel Ogrin  
 Brian Opria  
 Jeff Palmer and Susan Andress  
 William U. and Barbara A. Parfet  
 Dr. Michael and Joon Park  
 Jeff and Margaret Patton  
 Ann Paulson and Bill Pierce ^  
*In Honor of Betty Upjohn Mason*  
 Dr. Edward and Maureen Pawlak ^  
*In Memory of John Flynn*  
 Anonymous  
 Dale and Katherine M. Peerbolte ^  
 Dr. Michael and Frances Peikert  
 Nelson and Phyllis Pelletier  
 Stephen E. Pew and Kathleen M.  
 Keelan Pew  
 Helene and Gary Pilnick  
 Mr. John Pitts  
 Krista and Kevin Ploski  
 Prairie Edge Christian Reformed  
 Church ^  
 Dr. Barbara Ann Page and Roger Prior  
 Ms. Alison Pruitt  
*In Memory of Marilyn Walker*  
 Mr. and Mrs. Martin Ranly  
 Michael Raphelson and Carla  
 Langerveld  
 Martha A. Ream ^  
*In Honor of Jack Wattles*  
 Dr. Todd and Julie Ream  
 Vern and Aurelia Reed ^  
 Tim and Victoria Reese  
 John and Kelly Renwick  
 Loren and Carolyn Rex  
 Ms. Alysha Ridderman  
 Andrew and Jennifer Riker  
*In Honor of Rosemary and  
 David Gardiner*  
 James H. and Diane L. Rikkers  
 Linda and Steven Rogers  
 Edward and Deborah Rose ^  
 Mr. Oliver Roux  
 David and Sandy Rozelle

Kristine Rudowske ^  
 Thomas A. Runge  
 Barua Rupak  
 Charlotte Russell  
 Dr. Patrick and Sarah Sandell  
 Eric Schreur  
*In Honor of Peggy Schreur*  
 Don and Leslie Schultz  
 Greg and Colleen Schultz  
*In Memory of Marshall Draper*  
*In Memory of Our Mothers*  
*In Honor of Jennie Schultz*  
*In Honor of Doug and Sue Worgess*  
 Dave and Nancy Schweitzer  
 Dr. Richard and Gloria Seabold  
 Martin and Judith Sepanik  
 Patricia J. Shiley ^  
 Ms. Melinda Shull ^  
 Mr. Alan H. Silverman  
 Bill and Kathy Simpson ^  
*In Honor of Dr. Aimee Simpson*  
 David and Carol Simpson  
 Skyridge Church of the Brethren  
 Thomas Slack and Maura Fichter ^  
 Stephanie Slingerland  
*In Honor of Kris Charles and Craig  
 Bahner's Marriage*  
 Patricia Smetana and Thomas P. Krol  
 Dr. and Mrs. Stephen Smiley  
 Anonymous  
 Charlotte Smith  
 Karmena Smith  
 Janet and David Snyder  
 Richard D. Snyder  
 Kim Staib ^  
 Holly Statler and Stephen Campbell  
 Bruce Stein and Christy Chuang-Stein  
 M. Gayle Stephenson ^  
 Mr. and Mrs. Daniel Stout  
 Dr. Robert D. and Gayle A. Strung  
 Marcia V. Stucki  
 Fred and Cynthia Stull  
 Nelson and Dianne Tansey  
 Roberta Taylor  
 Roma J. and Marvin R. Thomas

Doreen and Ed Thomas  
 John and Jane Todd  
 Mike and Kathy Toth  
 Dwight and Deborah Upston  
 USW Local 2-1010  
 Jim and Lorraine Valk  
 Wendy Van Peenan and Roderick  
 Malcolm ^  
 Cindy VanDenBerg  
 Dr. Roger A. and Susan VanderBeek  
 Marilyn Vander Kooy ^  
*In Memory of Calvin W.  
 Vander Kooy*  
*In Honor of Donald Vander Kooy*  
 Ron VanderLugt  
 John and Cathy VanderSalm  
*In Memory of Helen VanderSalm*  
*In Memory of Jim VanderSalm*  
*In Memory of Matthew  
 VanderSalm*  
 Ned and Sam VanderSalm  
 VanderSalm's Flower Shop and  
 Garden Center ^  
 John H. and Lorrie VerSteege  
 Rick Viel  
 Charles and Peggy Vlieg ^  
 VML Foundation  
 Paul and Carol Vogeler  
*In Memory of Tom Vogeler*  
 Henry Von Schreiner  
 Mike and Jan Waldorf  
 Bradford Walker  
*In Memory of Marilyn Walker*  
 Jeffrey C. and Julie H. Walker  
 Joseph M. and Holly D. Walls ^  
 Rodney Walters and Kristina Bazali  
 Joseph and Leah Walters  
 Mr. and Mrs. Robert Warner  
 Martha Warpehoski  
 Dr. Ineke F. Way  
 Marjorie Weil  
 Lorence and Nancy Wenke  
 Westwood United Methodist Church  
 Howard and Jean Whaley

Tim and Teresa White  
*In Honor of Eric Bryant*  
*In Honor of Allison Halonen*  
 Mr. Michael White  
 Timothy and Tonia Williams  
 Jeremy M. and Kathryn J. Winkworth  
 Thomas C. Wise  
 Perry Wolfe  
 Amanda and Peter Woodruff  
 Anonymous  
 Zoetis

### Helpers (\$1-\$99)

Abbott Laboratories Fund  
 Jane Adams  
 Zinta Aistars  
 David and Paula Allington  
 Charities Aid Foundation (CAF  
 America)  
 Dr. Arthur and Mary Jo Atkinson  
 Joanne Avriett  
 Kay Bach ^  
*In Memory of Coach Bob Knight*  
 Mr. Thomas Barnett  
 Daniel and Ruth Barrett  
*In Honor of Philip R. Carey*  
 Doug and Carolyn Becker  
 Ms. Valentina Behnke  
 Drs. Gary H. Bischof and Karen B.  
 Helmeke  
 John and Ann Block  
*In Honor of Peter and  
 Elizabeth Seaver*  
 Linda Borish  
 Ms. Natalie Bourner  
 The Honorable Paul and Anne  
 Bridenstine  
*In Honor of Jim Bridenstine*  
 Ms. Thelma M. Burrell ^  
 Ms. Linda M. Campbell  
 Mr. Kyle F. Cardinal  
 Philip R. and Joan Carey ^  
 Mr. John V. Carpenter  
 Joan M. Cavanaugh  
 Cathy Clear

Brendan and Kelli Collins  
Tom and Lezli Comes  
Christopher Costonde  
Dr. Linwood and Carol Cousins  
C. Robert and Marcia Cowell ^  
*In Memory of Sharon C. Pratt*  
Dr. Ann Crabb  
*In Memory of Carole S. Birch*  
Thomas Cretsinger  
*In Memory of David Cretsinger*  
Ms. Patricia J. Curry ^  
Bill and Lynn Damson  
Penny Dapser  
*In Memory of James M. Klemens*  
Mr. John Davis ^  
Stephen and Marlene Denenfeld  
Mioara Diaconu  
Dr. Glen H. and Greeta G. Douglass  
Anonymous ^  
Bob and Marymike Dudley  
Royce and Lisa Ehrle  
*In Honor of Nancy Ehrle*  
Mrs. Lois E. Ellis ^  
Janis R. Emery and Al Barney ^  
Rena and Kip Etheridge  
Audrey E. Fitzgerald  
Korey and Jihad Ford  
*In Memory of Elaine Van Leeuwen*  
Mr. Joseph Franklin-Bly  
Dr. Joe K. and Louise R. Fugate  
Dr. J. Alex Gardner  
Ronald and Christian Gibbs  
Dorothy Giovannini  
Jean and John Godfrey  
Richard A. and Sally R. Hammond  
David and Audrey Hancock  
*In Honor of Janice L. Major's  
Birthday*  
Michael Hardy ^  
*In Memory of Juanita Laidig*  
Donald and Karyl L. Hare  
Anonymous  
Pamela C. Hawk  
Jay and Diane Heckler  
Lester and Carolyn Heidmous  
Mr. Jason Heystek  
Preston Hicks  
*In Honor of Sherry Thomas-Cloud*  
Mr. Brian Hoff  
Patricia Hogoboom ^  
Tom Holmes, Ph.D. Mrs. Lauri  
Holmes  
Dan and Maryann Hubbell  
*In Memory of Elsie Wolner*  
Anonymous  
Bruce Hutchinson and Betsy Bastien  
Henry and Shirley Jager  
Carmen James  
*In Memory of Amara Shipman*  
David and Beth Jarl  
Dr. Jeffery and Joni Jones  
Kalamazoo Community Foundation  
Kalamazoo Orthodontics, P.C.  
Kalamazoo Public Library  
Michael D. and Louise A. Kenny  
Gerald L. Kienzle  
Anonymous  
Teresa and Jeffrey Klan  
Gordon Knauss  
Peter and Barbara Kobrak  
Mike and Kathy Koets  
Sharon and Evan Kokales  
*In Memory of Dr. Glen Allen Sugars*  
Lori Krikau  
*In Memory of Janice Dyksterhouse*  
Kathryn Kupiecki

Helen Lancaster  
Allan and Rita La Reau  
*In Honor of Rosemary and  
David Gardiner*  
Dale and Laura Latulippe  
*In Memory of Patricia Pettinga*  
Dr. A. Gregory and Mary Ann Laurell  
*In Memory of Dr. N. Warn  
Courtney*  
Titania Lee  
*In Honor of Cammy West*  
Louis & Susan Legg  
Roger M. and Kristy A. Lepley  
Fu Liao  
Ms. Caren Madsen  
Mr. Eric Malek  
Ed and Valerie Mancuso  
Paula J. and Kenneth S. Manley  
Eaton Corporation  
Anonymous  
Dr. Daniel S. and Nancy L. Maudlin  
Dr. David Mayfield  
Nicole and Joseph McAllister  
Mr. & Mrs. Bruce McCollum  
John P. and Deborah A. Mellein  
*In Honor of Donald Vander Kooy*  
Kimberly Melvin  
Renee Miilu  
Charles and Doris Miller  
Mrs. Eileen N. Mischler  
Ms. Lisa Monroe  
*In Memory of Helen and Londa  
Hamilton*  
Mr. Darren S. Moroziuk  
Nancy Mossman  
*In Honor of Karina Mossman*  
Mr. and Mrs. James E. Motycka ^  
John and Constance Myhrer  
*In Memory of Carol J. Voytas*  
Gale and Kathy Newell  
*In Memory of Kathy Mizeur*  
Mr. and Mrs. Gary L. Newton  
Mr. and Mrs. Thomas Obringer ^  
Edwin J. Oesterreich  
Paul and Sally Olexia  
Ms. Kristi Ostling  
William B. and Gail Penty  
Melanie J. Perry  
Kirstin Pierson  
*In Honor of Daniel E. Martin*  
Mr. and Mrs. Thomas Platte ^  
Mr. Thomas Pratt  
*In Memory of Marilyn Walker*  
Andrew Price ^  
Tim Putney  
Jennifer Radcliffe  
Harold L. Ray ^  
*In Memory of Shirley A. Ray*  
Nancy L. Redmond  
Frederick W. and Nancy A. Reeves  
Gerald and Theresa Jerucha ^  
Jan and Steve Rice  
Michelle L. Richardson  
Dr. Barbara A. Rider  
Beatrice Ritchie  
Steve and Sue Rodia  
Douglas Rogers  
Aaron B. Russell  
Mrs. Carol Sandum-Hodgson  
Anonymous  
Kitty Scheffers  
Mr. Jeffrey Schramer  
Mr. Tyler Schriemer  
John and Lisa Schuemann  
Regina H. Schultz  
SME

Dr. Gregory and Michele Smith ^  
*In Memory of Kyle Smith*  
Justin Smith and Jacqueline Higugra  
Anonymous  
Mr. Carl Stachew  
Mr. David Stagray  
Kathleen Staite ^  
Laurie Stearns  
Michael R. Stoline and Janice Lockers  
Steve and Joyce Stringer  
Leo and Devon Swiat  
*In Memory of Jim Bakos*  
Gloria Swinsick  
Richard L. and JoAnn E. Swope  
Belinda Tate  
*In Honor of Jim Bridenstine*  
Dr. Dan and Shirley Thompson  
Russell H. and Sara J. Tiller  
*In Memory of Bennie and  
Frances Beckermeyer*  
Bruce G. and Shelley Todd  
Emmanuel and Silvia Torres  
Annett C. Tribbett ^  
Dr. Dennis and Nancy VandenBrink  
Mr. Toby Ward ^  
Von and Beth Washington  
David A. and Barbara S. Wassink  
Mr. Jeffrey Webb  
Joshua T. and Pamela A. Weiner  
Ms. Kristi Westphal  
Janet Wieber  
Walker Wynkoop  
Robert and Jane Ziemer

**Friends at Heart (Non-Cash Gifts  
In-Kind)**  
6 Darling Delights  
9th Circuit Court-Trial Division  
Advia Credit Union  
AdvisaCare Home Health  
Anonymous  
Anytime Fitness  
Applebus Company  
AR Engineering  
Arbor Financial Credit Union -  
Paw Paw  
Aziza Aremo  
Ballet Youth Ballet  
Peter and Emma Bentley  
Berkshire Hathaway  
Elaine Biddle  
Binky Patrol  
BlueGranite  
Jason Bocade  
Borgess Cancer Center  
Borroughs Corporation  
Andrea Borton  
Boy Scouts of America  
Breakfast Optimist Club of  
Kalamazoo  
Bronson Cancer Center-Kalamazoo  
Bronson Cardiothoracic, Vascular &  
Endovascular Unit  
Bronson Hospital In-Patient  
Pharmacy  
Bullfrogs & Butterflies  
Byce  
Mrs. Christy L. Campbell  
Certasite  
Charles River Laboratories  
International Inc  
City of Portage  
Jeannie Cole  
Alexis Conklin  
Jo Davis  
Mary Lou DeGraw

Robert and Mary A. Doud  
Duncan Aviation, Inc.  
Christina A. Edwards  
Edwards Garment  
eg Workforce Solutions  
Dayna Embury  
Enviologic  
Stephanie Farrance  
FCS Licensing Team  
Angela Feltner  
Sue Finney  
First Presbyterian Church of Richland  
Scott Flynn  
Ann Gallagher  
Girl Scout Troop 80371  
Gold & Sass  
Austin & Lori Goodrich  
Greater Kalamazoo Moms of  
Multiples  
Kim Green  
Greenleaf Trust  
Lacie Gunnett  
Guys Who Give  
H & H Painting Company, Inc.  
Dean and Cynthia Halderson  
Hands Up Foundation  
Mary Emma Heaps  
Nancy and Dale Hein  
Julie Hewitt  
Highland Avenue Family Dentistry  
Honigman, Miller, Schwytz & Cohn,  
LLP  
Anonymous  
Immanuel Lutheran Church  
Thomas Johnson  
Joint Pivot  
Junior League of Kalamazoo, Inc.  
Kalamazoo Area Women's Club  
Kalamazoo Country Club  
Kalamazoo County District Court  
Kalamazoo Defender  
Kalamazoo Log Cabin Quilters  
Kalamazoo Ophthalmology, P.C  
Kalamazoo Public Library  
Kalamazoo State Theatre  
Ashley Karcher  
Kellogg Biological Station  
Kellogg's Corporate  
Zach and Tesi Klipsch  
KRESA  
Julie Kuriyama  
Kushner & Company  
Dr. Allan R. and Rita M. La Reau  
Lake, Parfet & Schau, PLC  
Jim and Nina Laney  
Victoria and Tom Leak  
Brooke Lindley  
Lorin Lister  
Mann+Hummel USA, Inc.  
Ms. Melissa Marcinkowski  
Melissa McDonald  
Russ and Connie McFee  
Michigan Paving and Materials  
Company  
Linda and Scott Miller  
*In Memory of Brother Joe Shantz*  
Miller Johnson PLC  
Cindy Morey  
The J.P. Morgan Chase Foundation  
Carrie and Stephen Morrow  
Joann Mort  
Mr. and Mrs. Edward Muller  
Amie Murphy-Powers  
Nature's Way Preschool  
Emily Nelson  
Newmind Group

Katie Newsome  
 Tom Northrup  
 Northwestern Mutual Financial Network  
 NovaCare Kids Kalamazoo  
 NuWave Partners  
 Lisa Owsiany  
 P.E.O Sisterhood Chapter DW Kalamazoo  
 Jeff Palmer and Susan Address  
 Ann and Don Parfet  
 Sydney Parfet and Family  
 PATH Michigan Works  
 Performance Validation  
 Portage Senior Center  
 Sarah Pressley  
 Project Linus - Allegan and Kalamazoo Counties  
 Kathy Pyatt  
 Raymond James & Associates, Inc.  
 Martha A. Ream  
 Tim and Victoria Reese  
 John and Kelly Renwick  
 Richard A. Henry Funeral Home  
 Allison Richards  
 Ms. Alysha Ridderman  
 Renee Russo  
 Samantha Sanders  
 John Schumacher  
 Tiffany Scott  
 Seber Tans PLC

Sherman Lake YMCA Outdoor Center  
 Patti Sholler-Barber SME  
 Avery, Mary, & Craig Snyder  
 Southwest Michigan First  
 St. Catherine of Siena Church  
 St. Michael Lutheran Church  
 Stewart & Company  
 Stryker Instruments  
 Mike and Betty Sundling  
 Mark and Erin Sutherland  
 Amy Swager  
 Technical Packaging Systems, Inc  
 Mrs. Nancy Timmons  
 Title Check LLC  
 Tower Pinkster  
 Trellis Partners  
 Jenny Tuinstra  
 Welch's  
 West Michigan Cancer Center  
 Anonymous  
 Jennifer and Joseph Wilder  
 Carol Williams  
 WMU Center for Disability Services  
 WMU Eldrige/Fox Hall  
 WMU Student Occupational Therapy Association  
 WMU-Delta Sigma Pi  
 Wolverine Pipe Line Company  
 Alisha Wooley  
 Sue and Doug Worgess

Ami Wroblewski  
 Zeigler Auto Group  
 Emily Zielger  
 Rhiannon Zielinslei  
 Zoetis  
 Mrs. Lorraine Zorbo

**MATCHING GIFT CORPORATIONS AND FOUNDATIONS**

ghs Corporation  
 Irving S. Gilmore Foundation  
 The J.P. Morgan Chase Foundation  
 The John E. Fetzer Institute, Inc.  
 Kalamazoo Community Foundation  
 McFee Technologies Company  
 Pfizer Foundation Matching Gift Program  
 W.K. Kellogg Foundation

We would like to extend a special thank you to the following United Ways and to those who supported Family & Children Services with their Designated Gifts

AT&T United Way Employee Giving Campaign  
 Heart of West Michigan United Way  
 Pfizer United Way Campaign  
 United Way of the Battle Creek and Kalamazoo Region  
 United Way of St. Louis

This Annual Report recognizes those who gave between January 1, 2021 – December 31, 2021. 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 269.488.7936. Our most sincere appreciation to everyone who contributed to Family & Children Services throughout 2021.

\* Funds are held at the Kalamazoo Community Foundation  
 \*\* Funds are held at the Battle Creek Community Foundation  
 ^ All or a portion of this gift was made to "Pack a Child for Camp"



**Bringing Passion to Giving**

What could be more important than providing funds that can save so many who are in crisis? For Brooke Lindley, hired in 2021 as the Resource Development Coordinator, there is nothing more important, nothing that fires up her passion to do her job and to do it well.

“Working with our donors and building those relationships is one of my favorite aspects of this job,” Brooke said. “I process donations and then look at how we can best use the funds we raise for HANDLE WITH CARE to meet the needs of our clients. I don't know of any other agency that has this kind of program, to meet those critical needs that often nothing else covers.”

HANDLE WITH CARE is a fundraising program unique to Family & Children Services. Every dollar raised goes to clients in their

time of greatest need, whether that is transportation when their car breaks down on the way to work or a medical appointment; groceries when the pantry is bare; beds when their children are sleeping on the floor, and so much more.

Brooke said that she once wanted to become a lawyer, defending those who have suffered abuse and neglect, but she ended up pursuing a career as a child welfare worker, then as an LGBTQ advocate and counselor.

“My passion has always been to help in the area of abuse and neglect,” Brooke said. “The LGBTQ community has some of the highest rates.”

Building relationships with donors connects these passions, she said, with people who are equally passionate about reaching out to those who need someone to care.

“This job at Family & Children Services,” she said, “this is exactly what I have wanted to do.”

OUR BOARD  
OF  
DIRECTORS



BOARD OF DIRECTORS

Brian K. Hudson, **President**  
 Connie McFee, **Vice President**  
 Linda Miller, **Treasurer**  
 Douglas G. Worgess, **Secretary**

Kris W. Bahner  
 David Boysen  
 James A. Bridenstine  
 Ken Buechele  
 Kelli Collins, D.O.  
 Fiona S. Denny

Cheryl A. Dickson, M.D., MPH  
 Teresa M. Durham  
 Michael D. Evans  
 David Furgason  
 Suzanne M. Gonzalez  
 Annie Johnston Henn

Alan J. Hovestadt  
 N. Dean MacVicar  
 Nicole L. McAllister  
 Alba McKay  
 Carrie R. Morrow  
 Patrick H. Munley, Ph. D.

Carlos Rangel  
 Victoria Reese  
 Sarah K. Willey  
 B. Jay Yelton, III

COMMUNITY  
VOLUNTEERS

Peggy Anderson  
 Kelly Conway  
 Miranda Garside  
 Steven Grieve  
 Colette A. Gushurst, M.D.  
 John T. Hayden

Barbara L. James  
 Brian S. Loken  
 Ann V. Parfet  
 Peter R. Seaver  
 James R. Valk  
 Carlos Vega  
 Von Washington Jr.

LIFE MEMBERS

Edward P. Bauman  
 Robert E. Boughner  
 Ross E. Chapman  
 James B. Falahee, Jr.  
 Rosemary Gardiner  
 Barbara L. James  
 Barbara J. Kreis

Craig H. Lubben  
 Janice Maatman  
 Mary E. McLean  
 Florence U. Orosz  
 Ann V. Parfet  
 Peter R. Seaver  
 James A. Shamp  
 Elaine Van Leeuwen  
 Donald Vander Kooy  
 Larry J. Wilson

Chief Executive Officer  
 Sherry Thomas-Cloud,  
 MSW, LMSW

Director of Resource  
 Development  
 Courtenay VanderMolen



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



Annual Report design and development services donated in part by STAP • stap.com  
 Pre-press and printing donated in part by Printing Services, Inc. • printingservices.net  
 Copy Writer - Zinta Aistars | Photography – Brian Powers and Fran Dwight