

# 2022 – 2023 ANNUAL REPORT



Communities  
In Schools®

Eastern Pennsylvania



**Communities  
In Schools®**

Eastern Pennsylvania

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# MESSAGE FROM OUR CEO AND BOARD CHAIR

Dear Friends,

“We’re not a nice to have... We’re a must have!”

Bill Milliken, founder of Communities In Schools, spoke these words to our Communities In Schools of Eastern PA (CIS of Eastern PA) team at Kutztown University during our three-day training event just before we began the 22-23 school year. I recall those passionate words from our founder and remember thinking that we have to do everything we can to bring a caring CIS of Eastern PA person into every high-need school in Pennsylvania.

This past year, we celebrated our 40th anniversary and throughout this year we had an opportunity to reflect on serving more than 250,000 students since 1983. We recommitted ourselves to reaching more students with our “must have” services. We are Must Have! Each day, CIS of Eastern PA surrounds students with a community of support, and empowers them to stay in school and have bright futures. I am excited to say that we are reaching to serve in 25 new schools in the next 5 years and we are ready for the challenge.

At our 40th Anniversary celebration on October 26, 2023, Mia Schenck, a CIS of Eastern PA alumna, shared her story of how we were there when she needed support during her high school years. She shared how her site coordinator listened to her, taught her to manage stress and empowered her to overcome challenges. CIS of Eastern PA even provided her with a pair of work pants so that she could obtain a part time job. Today, Mia is thriving personally and professionally and also giving back to her community. The love she received is the love she is now passing on!

At CIS of Eastern PA, we remain committed to Building Bright Futures for every child. We are grateful for all of our donors and friends whose support makes our mission a reality every day.

Thank you for investing in our kids. Thank you for supporting our work.

Thank you for building bright futures, one child at a time!

Sincerely,



**Timothy Mulligan**  
President/CEO



**Karianne Gelinas**  
CIS of Eastern PA Board Chair

# INTRODUCTION TO CIS OF EASTERN PA



Our founder, **BILL MILLIKEN** famously said:

*It's not programs that are transforming young people's lives, it's relationships.*

Relationships are at the foundation of the work we do at Communities In Schools of Eastern Pennsylvania (CIS of Eastern PA). CIS serves as a unique support that works collaboratively inside schools to break down the non-academic barriers to student success. In a post-pandemic world, our school communities are dealing with a lack of basic needs resources, chronic absenteeism, and student mental health challenges; we are proud to walk alongside students to provide the one-to-one support that helps them persevere on the path to graduation.

Through our extensive network of connections in Eastern Pennsylvania, we ensure every student has what they need to be successful. Our rolodex of community partners allows us to create solutions to fit the needs of any school or community we are working within. Our connection with food pantries allows for backpacks full of food for families in need. We leverage our relationship with local health networks to provide guidance for students and families searching for mental health treatment. We are also proud of our creative and interactive attendance initiatives that make coming to school fun!

**OUR MISSION** is to surround students with a community of support, empowering them to stay in school and achieve in life.



**THE FIVE BASICS** are a set of essentials that Communities In Schools believes every child **NEEDS** and **DESERVES**.

Our three-tiered approach to student services allows us to serve students at an individual level while still creating targeted small groups and offering school-wide supports that are available to all students. CIS of Eastern PA also serves as a lead partner with the United Way of the Greater Lehigh Valley to provide community school support to elementary schools in Allentown, Bethlehem, and Easton. This allows us to create a hub of resources all under one roof that is centralized in each community.

We are proud to be one of 114 affiliates across 32 states and the District of Columbia impacting nearly **Two Million** student lives each year!

# OUR REACH

Communities In Schools of Eastern Pennsylvania serves in 13 school districts in Lehigh, Northampton, Berks, and Chester counties.

**38,131**  
students served

## ALLENTOWN SCHOOL DISTRICT

Harrison Morton Middle School\*+  
South Mountain Middle School\*+  
Trexler Middle School\*+  
Brigadier General Anna Mae Hays  
Elementary School\*  
Central Elementary School\*  
Mosser Elementary School  
Roosevelt Elementary School\*  
Sheridan Elementary School\*  
Union Terrace Elementary School\*  
Washington Elementary School\*

## ANTIETAM SCHOOL DISTRICT

Mount Penn Elementary School

## AVON GROVE SCHOOL DISTRICT

Avon Grove Elementary School  
Avon Grove High School

## BETHLEHEM AREA SCHOOL DISTRICT

Freedom High School  
Liberty High School  
Northeast Middle School\*+  
Broughal Middle School  
Fountain Hill Elementary School  
Freemansburg Elementary School  
Lincoln Elementary School\*

## EASTON AREA SCHOOL DISTRICT

Easton Area High School  
Easton Area Middle School  
Cheston Elementary School\*  
Paxinosa Elementary School\*

## EAST PENN SCHOOL DISTRICT

Emmaus High School  
Eyer Middle School

## GOVERNOR MIFFLIN SCHOOL DISTRICT

Governor Mifflin High School

## FLEETWOOD AREA SCHOOL DISTRICT

Fleetwood Middle School  
Fleetwood High School

## LEHIGH CAREER AND TECHNICAL INSTITUTE

## LINCOLN LEADERSHIP ACADEMY

## KUTZTOWN AREA SCHOOL DISTRICT

Kutztown Middle School  
Kutztown High School

## READING SCHOOL DISTRICT

Reading Senior High School  
Southern Middle School  
Southwest Middle School\*+  
10th & Penn Elementary\*+  
Tyson-Schoener Elementary\*+

## WHITEHALL-COPLAY SCHOOL DISTRICT

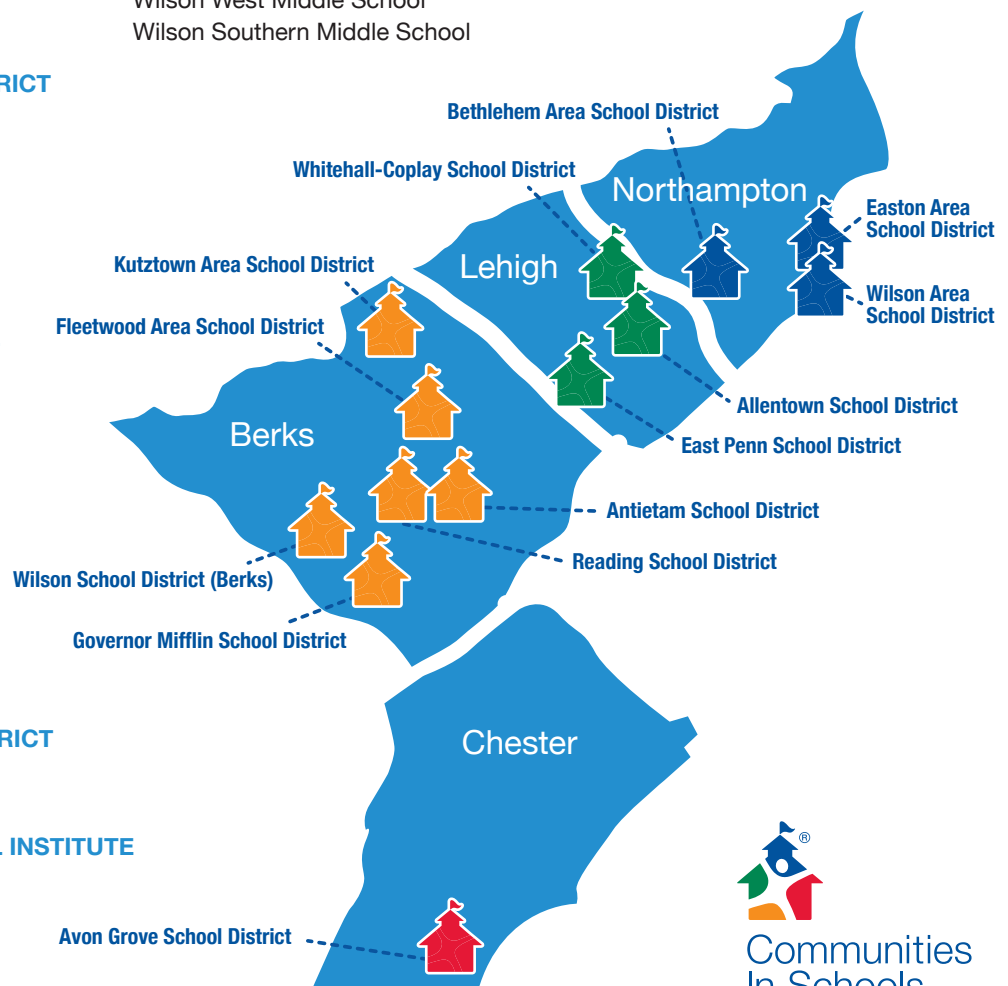
Whitehall-Coplay Middle School

## WILSON AREA SCHOOL DISTRICT

Wilson Area Intermediate School

## WILSON SCHOOL DISTRICT

Wilson West Middle School  
Wilson Southern Middle School



\* Community Schools

\*+ Integrated Student Supports and Community School



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**38,131**

students were reached with CIS supports and resources



**1,647**

students were individually case-managed



**43**

schools and community sites are served by Communities In Schools of Eastern Pennsylvania in 2022-23



**99%**

of students remained in school through the end of the 2022-23 school year



**88%**

of 12th grade students graduated or received a GED



**89%**

of K-11 students were promoted to the next grade





80%

of students met or made progress toward at least one of their social and emotional learning (SEL) goals



83%

of students met or made progress toward at least one of their academic goals



70%

of students met or made progress toward at least one of their behavior goals



59%

of students met or made progress toward at least one of their attendance goals



*United Way Community Schools are producing some of the strongest results we've ever seen with marked improvements in student attendance, family engagement and academic growth. By partnering with Communities In Schools, we can remove barriers to learning and help students succeed in school and beyond.*

**MARCI LESKO**, Incoming Chief Executive Officer,  
United Way of the Greater Lehigh Valley



## A Community of Support When It Mattered Most

For several decades, CIS of Eastern PA site coordinator **Nick Camacho** has been ingrained into the community of West Reading. As part of his role at Southern Middle School, Nick ensures that the students he works with have the resources they need. Recently, Nick’s connection to the school and the community proved vital for a specific student who needed help.

It started one morning when Mateo’s\* homeroom teacher became aware of a video he shared with a friend while absent. In the video, a crying Mateo said his mother died and he was scared. The teacher immediately brought this to the attention of the school’s principal, who, within minutes, identified the student and reached out to Nick for his assistance.

Nick sprung into action and went directly to Mateo’s home to provide any needed assistance. As a bilingual Spanish speaker, Nick aided with translation when the police arrived to understand better what had happened.

He came to find out Mateo and his younger sibling were left scrambling when their mother didn’t return home from work. As a single-parent household, the children’s fears were confirmed when the police arrived.

No stranger to grief support, Nick stayed with Mateo and his siblings to help sort out all the necessary details and provide much-needed emotional support.

He also contacted the children’s next-of-kin, a grandmother who lived in Indiana.

The next day in school, Nick collaborated with staff and students at school to create sympathy cards to be delivered to Mateo and his sibling. The whole school rallied around the family to help in their time of need.

Taking it a step further, Nick worked with the funeral home and was the officiant who delivered the memorial service for Mateo and his family.

“The work needs to be done; it’s the least we can do,” said Nick.

Nick visited Mateo and his siblings for the next several weeks to bring small gifts or food, serving as the ambassador from the school community.

He used his community relationships to connect with the custody hearing’s judge to help expedite the case, which allowed Mateo and his sibling to ultimately move in with their grandmother in Indiana. Nick then set up therapy for Mateo at his new school to help him continue dealing with grief and loss.

This is one example of how CIS of Eastern PA professionals put all their energy into their work, genuinely caring about the students and families they serve.

Nick still stays in contact with Mateo and his family in Indiana and wants to be involved with them for years to come.

*\*Name changed for privacy*



*Students in our schools face daunting challenges ranging from food insecurity, physical and mental health, to community security. Having that one-on-one interaction from a CIS coordinator can make a difference for many young people and help provide the motivation to stay in school.*

**ROBIN BARNES**, Chandler-Barnes Foundation



# DIVERSITY, EQUITY AND INCLUSION



At CIS of Eastern PA, our work is grounded in antiracism, equity, & caring relationships. We believe that every student, regardless of their identity, ability or zip code, deserves a quality education that leads them on a path to success. While we acknowledge that talent is evenly distributed, opportunity may not be. Our vision is a sustainable, inclusive, and equity-focused community that supports our students and families in feeling valued in schools, unlocking their potential, and achieving in life.

## Core Values

After a year-long collaborative process with CIS professionals, board members and community stakeholders, we are happy to share our agency's core values. We believe that we've identified a set of values that will help keep us accountable in the work we do in schools.

### CONNECTION

CIS of Eastern PA builds community by bridging the gap between area resources and the students it serves. Our agency professionals empower students, support families, and elevate districts through public and private partnerships. This web of support creates opportunities and removes barriers for students to achieve in life.

### ACCOUNTABILITY

CIS of Eastern PA operates within an evidence-based, continuous improvement model where goals are created, and successes are measured each school year. Our national quality and assurance standards are data-focused and help guide operations locally to ensure our model is executed with fidelity.

### RELATIONSHIPS

CIS of Eastern PA prides itself on building transformational relationships with our students and families by creating a compassionate and restorative culture where every day is a new beginning. Our relationship-centered approach means working for trust, intentionality, and transparency with partners, CIS team members, volunteers, and stakeholders. We believe every relationship is an important relationship.

### EQUITY

CIS of Eastern PA challenges practices that limit access to opportunities for our students and families. We leverage a diverse, inclusive, and anti-racist support network to break down systemic barriers in schools and beyond. We prioritize and celebrate the experiences of our diverse employees, board members, volunteers, and community providers in fostering an empowered and engaged community.



Southwest Middle School in Reading School District celebrating National Hispanic Heritage Month.

The school staff and our site coordinators collaborated with the English Language Learner department to create an interactive "Periodic Table of Hispanic Heroes" bulletin board. Students crafted the hands and flags that were added to the board.

# BUILDING BRIGHT FUTURES! GRADUATION



Each year, CIS of Eastern PA celebrates the accomplishments of its graduating seniors with a graduation ceremony and breakfast. On May 23, 2023 over 60 seniors from the school districts we serve across Lehigh, Northampton, Berks and Chester counties donned their caps and gowns to celebrate their perseverance in achieving their goals.

This year our keynote presentation was delivered by City of Allentown Mayor Matt Tuerk. The event also featured a video message from our national CEO Rey Saldaña, a student speaker and the awarding of four scholarships. We were able to amplify the celebration with the help of our national office. Each student received a box of gifts that included a graduation stole and other small items to commemorate the day.



*Watch our Graduation recap video by scanning the QR code!*



# BUILDING BRIGHT FUTURES! CIS OF EASTERN PA CELEBRATES 40 YEARS!



Learn more by scanning the QR code!

CIS of Eastern PA has been meeting the needs of the most at-risk elementary through high school students in Eastern Pennsylvania since 1983. In celebrating our 40 years of impact, we began to plan for the next 40 years and beyond. Our anniversary campaign goals were to sustain and expand our current programs, deepen relationships in the highest-need school districts we serve, and cultivate new relationships with additional school districts in need.

With the help of our honorary co-chairs Bill & Denise Spence and JB & Kathleen Reilly, and our 40th Anniversary Committee, we exceeded our financial goal and increased awareness of our mission.

The campaign culminated with our Building Bright Futures 40th Anniversary Celebration at Olympus Corporation of the Americas on October 26, 2023. The evening featured the announcement of our inaugural members of our Leadership Circle, an appearance from our national CEO Rey Saldaña, the awarding of our Lifetime Champion of Education Award and a question and answer session with an outstanding CIS alumna.



## CIS 40<sup>TH</sup> ANNIVERSARY COMMITTEE

### HONORARY CO-CHAIRS

Kathleen & JB Reilly  
Denise & Bill Spence

### COMMITTEE CHAIR

Ellen Millard-Kern

### MEMBERS

Joetta Clark Diggs  
Lisa A. Deutsch  
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Gregg Potter  
Ryan Umholtz  
David Yanoshik



Inaugural Lifetime Champion of Education Award recipients Bob and Sandy Lovett.



CIS alumna Mia participates in a Q&A session.



**INAUGURAL LEADERSHIP CIRCLE:** CIS of Eastern PA was proud to induct former Allentown School District Superintendent **DIANE SCOTT**, former CIS of Eastern PA board chair and local businessman **CHARLIE MARCON**, and Pennsylvania Secretary of Revenue **PAT BROWNE** into our inaugural Leadership Circle. The Leadership Circle acknowledges individuals who in the course of our 40 years, have provided transformational leadership, courage and enduring support for the mission of CIS.

# CORPORATE AND FOUNDATION RELATIONSHIPS



The commitment of our corporate and foundation partners is a crucial part of allowing us to create bright futures for the students we serve. We extend a heartfelt **THANK YOU** to the following donors for their commitment to our mission.

The **CHANDLER BARNES FOUNDATION** has provided support for our graduating seniors in the form of four scholarships to be used at a college or trade school.

**OLYMPUS CORPORATION OF THE AMERICAS** has consistently supported our annual graduation event. We'd also like to thank them for hosting our 40th anniversary celebration and providing a donation match at the event.

**EITC:** Tax credits are available to businesses in Pennsylvania that are contributing to the Educational Improvement Tax Credit. From July 2022 through December 2023, CIS received a total of \$166,167 in funds from American Bank, Avalon Insurance Company/Capital Blue Cross, East Penn Manufacturing, Embassy Bank, Fidelity Bank, Fulton Bank, PPL Corporation, Quakertown National Bank, UGI Utilities, and UPMC Diversified Services.



*Communities In Schools provides resources to our students and families to assist in staying engaged in school. They give our students another layer of support to be successful. They work hand-in-hand with our administrators and teachers to ensure our students succeed in their educational journey.*

**JULIANNE KLINE**, Assistant Superintendent for Teaching & Learning, Reading School District

# DONORS

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*Continued next page...*



*I am honored to be a community school professional and part of the village it takes to raise a child. The foundation of support I am able to create through distribution of basic needs, family engagement opportunities, academic support, and social-emotional development enables and empowers our students and families to find success both inside and outside of our school walls.*

**GENA HOLMES**, Community School Coordinator,  
 Lincoln Elementary School (Bethlehem Area School District)

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Julie Zumas



## Carlos:

Depression can seem insurmountable. It certainly felt that way for Carlos.\* Carlos lives in a low-income and under-resourced area of Berks county. His family had been struggling to get the food they needed to feed Carlos and his three siblings. Meanwhile, Carlos was being bullied at school for his Spanish accent and some of the clothes he was wearing. Frustration soon set in and he began to skip school. The decline in his grades followed, as did the feelings of helplessness. Depression cast a shadow on his life for three months before he had the courage to confide in a teacher about his feelings.

Carlos' teacher quickly got him connected with Communities In Schools (CIS), as several other students were already working with the CIS site coordinator in their school. Addressing mental health challenges requires courage and resilience. Carlos sought support, breaking the stigma surrounding mental health within his own home and his culture as a whole. With the help of his CIS site coordinator, Carlos was able to discover counseling services

outside of school and a supportive network at school. His site coordinator helped advocate and communicate with his parents so they could better understand what he was going through. The site coordinator provided gift cards to local grocery stores as well as a connection with a local food bank so the family had the resources they needed. Carlos not only managed his mental health, but also became an advocate for destigmatizing these issues with his friend circle and his community.

Today, Carlos stands as a testament to the power of determination. His depression transformed to confidence and as a result he regained control of his life and his academics. Success is not just a personal victory; it's a beacon of inspiration for others facing similar struggles. Carlos has become a living example to the potential within each student, proving that with resilience and the support of caring adults, dreams can be achieved against all odds.

*\*Name changed for privacy*



*The world can be a scary place, especially for kids in middle school. It's a time of great change for our students and a time of great change in our country. I think youth today need to have our support to effectively navigate the pitfalls and the possibilities.*

**DAN FOULK**, CIS Student Support Specialist,  
Easton Area Middle School





## Brittany:

When Brittany\* arrived at Liberty High School she felt nothing but anxiety because she didn't know what to expect. She had been in several fights over the summer and made a lot of enemies among her peer groups. She acknowledged that words on social media quickly turned into physical actions in school.

Additionally, she was in a very toxic and emotionally abusive relationship and she felt nothing she did was ever good enough. All of her emotions reached a critical point when her father left to start a life with a new family in a different state. This left Brittany very vulnerable and emotionally broken.

At a low point, Brittany fell into a deep depression and made an attempt on her own life. She spent a whole month in the hospital trying to recover. That's where Communities In Schools of Eastern Pennsylvania (CIS) stepped in. Upon returning to school, Brittany was referred to CIS by her guidance counselor as part of a return to school plan.

Meeting with her CIS site coordinator allowed Brittany to express and explore why she was acting the way she was. She identified the CIS office at Liberty High School as her safe space. It was a place where she could express any emotion, from sadness to happiness and from disappointment to joy.

At first, Brittany only wanted to discuss her relationship issues with her boyfriend. The relationship was not healthy and Brittany felt trapped. The site coordinator connected Brittany with a therapist in the community to work on her self confidence. During her treatment, the site

coordinator worked collaboratively with the therapist to ensure she was getting the things she needed in school. The site coordinator coordinated with Brittany's teachers to keep them informed of her needs. This really helped build the trust between Brittany and her site coordinator.

Brittany's site coordinator also recommended that she join the weekly anger management group to work on her impulse control. Reluctantly, Brittany agreed to participate because she trusted her site coordinator. Brittany went on to be a leader in the group and even shared some of the de-escalation strategies she learned with her friends.

Brittany worked with CIS for all four years of high school, even though her needs drastically changed as she got older. The connection Brittany developed with her site coordinator became so strong that she had fewer hostile interactions with her peers and became more goal oriented. Brittany also felt empowered to find a healthier relationship with someone who was more goal oriented like herself.

As a senior, Brittany set a goal to get into a collegiate nursing program. Together, Brittany and her site coordinator filled out college and scholarship applications in pursuit of this goal. She is now in college and is studying to become an OB/GYN nurse. Brittany and her site coordinator are still connected and get together for lunch a few times every year.

*\*Name changed for privacy*



# FINANCIALS

<b>STATEMENT OF ACTIVITIES</b>	<b>2023</b>	<b>2022</b>	<b>Change 23 vs 22</b>
NET ASSETS - BEGINNING OF YEAR	6,040,965	2,862,767	3,178,198
Cummulative Effect Adjustment <sup>(1)</sup>	(11,750)	-	(11,750)
NET ASSETS - END OF YEAR	6,493,765	6,040,965	452,800

## **CONTRIBUTED NONFINANCIAL ASSETS <sup>(2)</sup>**

Professional Fees & Advertising	-	21,000	(21,000)
Supplies & Training	17,833	21,644	(3,811)
<b>TOTAL CONTRIBUTED NONFINANCIAL ASSETS</b>	<b>17,833</b>	<b>42,644</b>	<b>(24,811)</b>

## **LIABILITIES**

### Current Liabilities:

Accounts Payable	23,624	34,491	(10,867)
Accrued Payroll	264,111	330,579	(66,468)
Deferred Revenue	96,567	-	96,567
Current Portion of Operating Lease Liabilities <sup>(3)</sup>	62,441	-	62,441
<b>Total Current Liabilities</b>	<b>446,743</b>	<b>365,070</b>	<b>81,673</b>
Long-Term Portion of Operating Lease Liabilities <sup>(3)</sup>	283,649	-	283,649
<b>TOTAL LIABILITIES</b>	<b>730,392</b>	<b>365,070</b>	<b>365,322</b>

## **NET ASSETS**

### Without Donor Restrictions:

General	548,403	736,808	(188,405)
Board Designated	5,081,993	4,982,814	99,179
Invested in leasehold improvements, equipments, vehicles, and furnishings	76,247	89,785	(13,538)
<b>Total Net Assets Without Donor Restriction</b>	<b>5,706,643</b>	<b>5,809,407</b>	<b>(102,764)</b>
With Donor Restrictions	787,122	231,558	555,564
<b>TOTAL NET ASSETS</b>	<b>6,493,765</b>	<b>6,040,965</b>	<b>452,800</b>

<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>7,224,157</b>	<b>6,406,035</b>	<b>818,122</b>
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- (1) As a result of the adoption of Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") Topic 842, Leases, beginning net assets for 2023 were reduced by \$11,750 for the cumulative effect of adding the lease assets and liabilities to the balance sheet on 7/1/23.
- (2) Contributed nonfinancial assets are services or supplies that are contributed to CIS and would typically need to be purchased if not provided through donation.
- (3) On July 1, 2023, CIS adopted Accounting Standards Codification ("ASC") Topic 842, Leases. Under the new guidance, CIS recognized right-of-use assets and lease liabilities for lease terms greater than 12 months.

# FINANCIALS CONTINUED...

## 2023 REVENUE & SUPPORT

Contracted Program Services	3,966,815
Government Grants	350,730
Contributions of Financial & Nonfinancial Assets	1,955,496
Other Operating Revenue	39,326
Non-Operating Revenue	155,288
<b>TOTAL REVENUE &amp; SUPPORT</b>	<b>6,467,655</b>

## 2023 EXPENDITURES

Program Service	5,126,464
Fundraising	448,028
Management & General	428,613
<b>TOTAL EXPENDITURES</b>	<b>6,003,105</b>

## 2023 ASSETS

Cash & Cash Equivalents	2,308,010
Accounts Receivable	509,621
Pledges Receivable, Net	665,847
Prepaid Expenses	27,216
Investments	3,311,022
Leasehold improvements, equipments, vehicles and furnishings	76,247
Operating Lease Right-of-Use Asset	326,194
<b>TOTAL ASSETS</b>	<b>7,224,157</b>

**July 1, 2022 to December 31, 2023**

## 40<sup>th</sup> ANNIVERSARY REVENUE & SUPPORT

Contributions	919,463
Contributions of Nonfinancial Assets	27,500
40th Anniversary Event	107,519
	1,054,482
Discount on Multi-Year Pledges Receivable	(60,153)
<b>TOTAL 40th ANNIVERSARY REVENUE &amp; SUPPORT</b>	<b>994,329</b>
<b>40TH ANNIVERSARY EXPENSES</b>	<b>109,462</b>

*The amounts disclosed for the 40th Anniversary are derived from internally prepared schedules for informational purposes only and have not been audited by our external auditors.*



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