

**Board Meeting Agenda – Annual Retreat
April 21, 2026 | 9:00am-10:00am
Aristocrat Gaming**

*** Verbal reports will be given only if an update is needed***

Discussion/Item	Goal/Result	Leaders
I. Executive Session	CIS Board Members Only	CHAIR/BOD
II. Welcome	<ul style="list-style-type: none"> • CIS Staff Members Join • Take attendance • Thank Departing Board Members & CEO 	CHAIR
III. Consent Agenda	<ul style="list-style-type: none"> • ITEMS FOR A VOTE, SHOULD BE REVIEWED IN ADVANCE: • VOTE: Board Minutes: January 20, 2026, pgs. 1-4 • VOTE: Slate of Officers 2026-2027, pg. 5 • VOTE: Board Terms, pg. 6 • VOTE: Board Applications: Jayme Puu, CareSource; Ayesha Molino, MGM Resorts International; Jennifer Jonas, NV Gold Mines, pgs. 7-16 	CHAIR
IV. CEO Report	<ul style="list-style-type: none"> • CEO Update with Quarterly Data 	CEO
V. Affiliate Reports	<ul style="list-style-type: none"> • Affiliate Reports & Advisory Council Updates <ul style="list-style-type: none"> ○ WNV, pg. 17 ○ NENV - Elko, pg. 18 ○ NENV - Humboldt, pg. 19 ○ SNV, pg. 20 	CHAIRS/EDs/ ADVISORY CHAIRS
VI. Committee Reports	<ul style="list-style-type: none"> • <u>Finance & Audit Committee</u> <ul style="list-style-type: none"> ○ Quarterly Financials, pgs. 21-24 • <u>Executive Committee</u> <ul style="list-style-type: none"> ○ AOP/Strategic Plan Scorecard, pg. 25 ○ Reaccreditation Update, verbal • <u>Governance Committee Update</u>, pg. 26 <ul style="list-style-type: none"> ○ Committee Roster (<i>note: please review draft committee listing and let staff know of any changes</i>) pg. 27 • <u>Government Relations Committee</u> • <u>People & Culture Committee Update</u>, pg. 28 • <u>Fundraising Committee Update</u>, pg. 29 	CMTE CHAIRS/ STAFF LEADS
VII. New Business	<ul style="list-style-type: none"> • Board Volunteer Hours: January - March – please complete the form and turn in to Teris@cisnevada.org, pg. 30 	ALL
VIII. Next Meeting	<ul style="list-style-type: none"> • Review New FY Calendar 2026-2027, pg. 31 • Schedule Options: <ul style="list-style-type: none"> ○ Mirror this year or ○ Two Virtual, Two In-Person at Aristocrat 	ALL

-Adjournment-

The mission of Communities In Schools is to surround students with a community of support, empowering them to stay in school and achieve in life.

Board Meeting Minutes
January 20, 2026, 8:30-10:30am
United Way of Southern Nevada, Boyd Conference Room and Zoom

Board Members Present:

Raymond Specht
Punam Mathur
Johanna Blake
Nelson Araujo
Casey Flair
Krystal Allan
Mike Kazmierski
Michael Crome
Jerrie Merritt
Art Zargaryan
Ed Cecchi
Erin Wootan
Jameson Bauman
Leslie Goicoechea
Phyllis Gurgevich
Jessica Cole
Constance Brooks
Elizabeth Blau
Ron Kullman
Shannon Brown

Board Members Absent:

Daniel Ruiz
Joyce Woodhouse
Mary Schwandt
Dr. Tiffany Tyler-Garner
Nileen Knoke

Staff Present:

Tami Hance-Lehr
Alexis Benavidez
Kelly Pearsall
Brittany DuPree
Nicole Willis-Grimes
Laura Meyer
Trisha Webb
Lindsay Ellis
Natalie Allin
Teri Saldana
Jana Nettleton

1. Welcome and Call to Order

A quorum was present.

2. Consent Agenda

- a. VOTE: The October 14, 2025 Board Meeting minutes were reviewed. Punam Mathur motioned to approve the minutes; Krystal Allan seconded the motion. The October 14, 2025, minutes were approved.

- b. VOTE: The Core Values Statement was reviewed. Nelson Araujo motioned to approve the Statement; Michael Crome seconded the motion. The Core Values Statement was approved.

3. End of Year Data Presentation

This presentation was rescheduled for the April meeting due to technical issues.

4. Mission Moment

The WNV Power Within sneak peek video was shared.

5. CEO Report with Quarterly Data

Tami Hance-Lehr shared the Research Partnership with Harvard Graduate School of Education. Data was analyzed using CIS data on how the CIS program helped in school and beyond. The report would be shared with the Board after the meeting.

Full-Service Community Schools Update – CISNV was renewed for 2026. CISNV is the fiscal agent for nine community partners. The US Substance Abuse and Mental Health Services Administration (SAMSHA) funding was up in the air for twenty-four hours by the federal government, but it had been rescinded, and programming for these services resumed.

CISNV was receiving a UNLV Hall of Fame award. Ms. Hance Lehr invited the Board to attend an awards luncheon on February 7th from 1230-145pm. Using the code CIS-11 would waive admission fees.

CIS was also invited to be a beneficiary of the Governors Black Tie Ball. The organization had been asked to sell (2) forty-thousand-dollar packages to receive additional funds. The entertainment was planned to be Brooks & Dunn this year, please reach out to Ms. Hance-Lehr for additional information.

6. Affiliate Reports & Advisory Council Update

a. WNV

Erin Wootan provided an update on WNV. The first Power Within for the affiliate was February 13th. CIS WNV received an anonymous donation of \$500k before the holidays.

b. Elko

Trisha Webb provided an update on Elko. Elko County had lost some funding for mental health support. A Nite at the Races was being moved to May, and Ms. Webb reported she was looking for NFR tickets as a fundraising option if the Board had any connections. Brittany or Trisha could be contacted about the tickets. She also shared student highlights from the affiliate.

c. Humboldt

Jana Nettleton shared an update on Humboldt. They were working hard on creating new partnerships, especially in the area of food/hunger prevention. Grab and go meals are provided by the affiliate along with fresh produce.

d. SNV

Jameson Bauman shared an update on SNV. They were working with the school district to strengthen relationships with principals/schools. Holiday initiatives were shared. Leadership training had taken place for management in the affiliate. Laura Meyer shared that they had met with Dr. Welsh and spoke about the CIS program and highlighted our external partners. CCSD wanted to use school improvement dollars to get CIS into additional schools next year. Punam Mathur remarked it is the organization's responsibility to educate principals on how CIS can help them and how they can afford us through their budgets. Ms. Meyer reported on

February 1st there may be another SNAP shut down and she thanked Board Members who have assisted with this in the past.

Mr. Specht shared an impactful experience he had at a Site Visit the week prior.

Mike Kazmierski gave a presentation on his work around Chronic Absenteeism and presented Ms. Hance Lehr with a Starfish Award. Mr. Kazmierski stated that he strongly believes CIS is needed in every middle school. Mr. Kazmierski's initiatives on Chronic Absenteeism in the Reno area were further shared with the Board and discussed: *What does it take to strengthen our community? How do you build systemic change? How do you connect the people doing, and the people who need.* Mr. Specht suggested adding the presentation to the Board Portal. Ms. Hance-Lehr shared that Mr. Kazmierski had been fundraising to make sure that the schools in WNV can afford CISNV's services. A version of this task force is being proposed for SNV. If anyone was interested in joining, they were encouraged to contact Ms. Hance-Lehr. Mr. Kazmierski gave Nicole Willis-Grimes and her team kudos for the work and expansion being done in the affiliate.

7. Committee Reports

a. Finance & Committee Audit

VOTE: The presentation of Audited Financials and Quarterly Financials were reviewed. Lindsay Ellis from Frazier and Deeter presented the Financial Audit. Michael Crome congratulated the team on a clean audit with no findings. Mr. Crome motioned to approve the audit; Mr. Specht seconded the motion. The Audited Financials and Quarterly Financials were approved. Kelly Pearsall shared that the organization is 9% ahead of the budget and going strong.

b. Executive Committee

Alexis Benavidez shared updates on the AOP/SP Scorecard. Mr. Specht requested she address the two "red" indicators. One was due to lack of school growth for the year due to budget issues in CCSD among other factors. The second was the turnover rate which was 8.8% for the first quarter (higher than the target goal.) Ms. Benavidez noted higher turnover in Q1 is not entirely unusual as it's when Site Coordinators go back to school and there can be attrition into district positions.

c. Governance Committee Update

Ms. Benavidez shared that the committee would meet in March. There were two seats available, with one being held for the HCSD Advisory Chair Ms. Hance Lehr reported recruiting efforts were on track.

d. Government Relations Committee Update

Ms. Hance-Lehr shared an update on Senator Woodhouse. The organization had been trying to get to know the new chairs/legislators and were meeting with elected officials and getting them to Site Visits to show them the CIS program. Ms. Hance Lehr reminded the Board that

the three lobbying firms came back pro-bono. Alex Bybee continued to be a consultant for the organization. The CEO position will be posted in February.

e. People & Culture Committee Update

Kathy Rudd is looking to add a manager to her team. Executive Director retreat had taken place. Pulse Survey had been rolled out; next one will go out in February.

f. Fundraising Committee Update

Casey Flair shared that the committee was in a good place with their work. They had met twice prior to the holidays. Two new Sr Development and Engagement managers had started, one in the north and one in the south. Nelson Arujo had recently joined the committee. A Poker Tournament would take place in the Spring, and the committee hoped to bring in a new database of donors. Brittany DuPree shared that Elko had surpassed their fundraising goal. She also shared that the Impact Report had been sent to the printer and then would be sent out to Board members in the mail. Affiliate-specific Impact Reports would be available virtually. Lastly, she noted the threshold had changed to \$25k of donations to be acknowledged in the Impact Report due to not making the report overly long

8. New Business

Please send Board Volunteer Hours for October-December to teris@cisnevada.org

9. Next Meeting

The next Board Meeting is scheduled for April 21, 2026, 8:30am-12:00pm, location TBD

10. Adjournment

With no other business to go before the board, the meeting was adjourned at 10:26am.

Respectfully, Teri Saldana, Administrative and HR Manager, 1.20.2026

Attest, Raymond Specht

ACTION TAKEN DURING THIS MEETING

1. The October 14, 2025 Board Meeting Minutes were approved.

ACTION NEEDED FROM THIS MEETING

1. Please complete your volunteer hours and send to teris@cisnevada.org

CIS OF NEVADA PROPOSED SLATE OF OFFICERS 2026-2027

Ray Specht – Chair

Specht Leadership Consulting

405 Proud Eagle Ln

Las Vegas, NV 89144

702-375-2223

ray.specht@spechtleadership.com

Punam Mathur – Vice Chair

Community Advocate

2406 Alpine Meadows

Henderson, NV 89074

702-454-9966

punam@punammathur.com

Michael Crome - Treasurer

Las Vegas Raiders

1475 Raiders Way

Henderson, NV 89052

725-780-3180

mcrome@raiders.com

Joyce Woodhouse - Secretary

Education Advocate

246 Garfield Drive

Henderson, NV 89074

702-498-8302

jwoodhouse642@yahoo.com

CIS of Nevada Board of Directors Terms

FIRST	LAST	Orientation Date	# of Cmtes	TERM 1	TERM 2	SINGLE YEAR RENEWAL 1	SINGLE YEAR RENEWAL 2	SINGLE YEAR RENEWAL 3	SINGLE YEAR RENEWAL 4	SINGLE YEAR RENEWAL 5
Krystal	Allan	2/10/2021	2	July 2020 - June 2023	July 2023 - June 2026	July 2026 - June 2027				
Nelson	Araujo	4/7/2025	1	July 2025 - June 2028						
Jameson	Bauman	6/26/2023	1	July 2023- June 2026	July 2026 - June 2029					
Johanna	Blake	6/22/2021	2	July 2021 - June 2024	July 2024 - June 2027					
Elizabeth	Blau	7/10/2019	1	July 2019 - June 2022	July 2022 - June 2025	July 2025 - June 2026	Leadership Circle			
Constance	Brooks	7/19/2023	1	July 2023- June 2026	second term not renewed					
Shannon	Brown	10/11/2023	1	July 2023 - June 2026	July 2026 - June 2029					
Edward	Cecchi	11/1/2013	2	July 2023 - June 2026	in process					
Jessica	Cole	6/26/2024	1	July 2024 - June 2027						
Michael	Crome	11/11/2022	2	July 2022 - June 2025	July 2025 - June 2028					
Casey	Flair	2/4/2025	2	June 2025 - July 2028						
Leslie	Goiciechea	1/10/2025	1	June 2025 - July 2028						
Phyllis	Gurgevich	7/1/2018	3	July 2018 – June 2021	July 2021-June 2024	July 2024 - June 2025	July 2025 - June 2026	Leadership Circle		
Mike	Kazmeirski	6/12/2024		July 2024 - June 2027						
Nileen	Knoke	7/1/2018	2	July 2018 – June 2021	July 2021-June 2024	July 2024 - June 2025	July 2025 - June 2026	July 2026 - June 2027		
Ron	Kullman	10/6/2025	1	July 2025 - June 2028						
Punam	Mathur	9/1/2016	5	9/23/2016 - June 2019	July 2019 – June 2022	July 2022 - June 2023	July 2023 - June 2024	July 2024 - June 2025	July 2025 - June 2026	July 2026 - June 2027
Mara	McNeill	2/10/2021	2	July 2021 - June 2024	July 2024 - June 2027	resigned 6/2025				
Jerrie	Merritt	2/1/2017	2	2/24/2017 - June 2020	July 2020 - June 2023	July 2023 - June 2024	July 2024 - June 2025	July 2025 - June 2026	July 2026 - June 2027	
Danny	Ruiz	7/2/2024	2	July 2024 - June 2027						
Ray	Specht	9/1/2017	2	9/22/2017 - June 2020	July 2020 - June 2023	July 2023 - June 2024	July 2024- June 2025	July 2025 - June 2026	July 2026 - June 2027	
Tiffany	Tyler-Garner	7/1/2019	1	July 2019 - June 2022	July 2022 - June 2025	July 2025 - June 2026	Leadership Circle			
Joyce	Woodhouse	7/1/2019	2	July 2019 - June 2022	July 2022 - June 2025	July 2025 - June 2026	July 2026 - June 2027			
Erin	Wootan	4/26/2022	1	July 2022 - June 2025	July 2025 - June 2028	resigned 4/10/26				
Mary	Schwandt	5/20/2025	1	July 2025 - June 2028						
Ann	Silver	3/20/2025		July 2025 - June 2028						
Art	Zargaryan	12/19/2025	1	July 2025 - June 2028						



Board of Directors
Application Form

Name: Jayme A. Puu
 Home Address: 696 Steep Canyon Ave. Las Vegas NV 89183
 Phone: 808-799-3776 Email: Jayme.Puu@gmail.com
 Employer Name: CareSource
 Employer Address: Jayme.puu@caresource.com
 Phone: 702-468-6289 Email: Jayme.Puu@caresource.com

Please rate your experience with the following:

	Very Experienced	Some Experience	Little/None
Strategic Planning:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Board Development:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Program Planning & Evaluation:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Resources:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Financial Management:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PR/Advertising:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Governmental Affairs:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Information Technology:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Please describe your knowledge of or involvement with CIS:

CareSource has a longstanding national relationship with CIS across all/most of our States that we serve; and, have supported CIS NV locally for last 2 years. Our mission to serve kids, schools, and the most vulnerable Nevadans through Medicaid are similarly aligned to the great work CIS supports.

Jayme Puu is an accomplished health care executive with nearly 25 years of experience in health care and government programs. Based in Las Vegas, Nevada, she serves as Chief Executive Officer of CareSource Nevada, where she leads the organization's efforts to transform health care delivery across the state. She is focused on improving health outcomes and addressing health disparities through innovative provider networks and strategic community partnerships.

Prior to joining CareSource, Jayme held executive leadership roles at Hawaii Medical Service Association (BCBS Hawaii), including Senior Vice President of Internal Operations and Vice President of Provider Services. In these roles, she was instrumental in advancing health care transformation initiatives, including leading the implementation of a value-based reimbursement model that transitioned 90% of primary care providers from volume-based to value-based payments. This effort improved care quality, enhanced access, and supported patient-centered care delivery.

Earlier in her career, she served in leadership roles at WellCare/'Ohana Health Plan, where she developed a Statewide provider network to support a successful transition of the Medicaid (ABD) fee-for-service member population into managed care. In addition, worked in skilled nursing and long-term care (LTC) at Ka Punawai Ola and English Oaks Convalescent and Rehabilitation Hospital.

Jayme is actively involved in both community and industry leadership. She has served on the boards of Aloha United Way and 'Ekahi Health and previously contributed as a member of the Hawaii State Health Planning and Development Agency. She currently serves on the Community Advisory Board for the University of Nevada, Las Vegas School of Public Health and State Board of Directors for Communities In Schools of Nevada.



Board of Directors
Application Form

Name: Ayesha Molino DOB: 4/17/80
 Home Address: 21 Morning Sky Lane, Las Vegas, NV 89135
 Phone: 202-755-7331 Email: ayesha.khanna@gmail.com
 Employer Name: MGM Resorts International
 Employer Address: 3600 Las Vegas Blvd S
 Phone: 202-755-7331 Email: amolino@mgmresorts.com

Please rate your experience with the following:

	Very Experienced	Some Experience	Little/None
Strategic Planning:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Board Development:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Program Planning & Evaluation:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Resources:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial Management:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PR/Advertising:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Governmental Affairs:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information Technology:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DEI:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Please describe your knowledge of or involvement with CIS:

MGM Resorts has built a strong, multi-faceted partnership with CIS, focused on advancing the shared priority of helping students advance and thrive, both in school and in life. MGM Resorts Foundation has provided more than \$500,000 in cumulative grant funding to support CIS's programs, helping expand services, strengthen operational capacity, and increase reach within our community. MGMRI employee volunteerism has been a core component of the partnership. It has deepened our connection to the CIS's mission, and exposed our workforce to the measurable impact it has on Nevada's students.

Please send completed form and current resume to: alexis@cisnevada.org.

Executive Biography

Ayesha Molino **Chief Operating Officer**

Ayesha Molino is MGM Resorts' Chief Operating Officer, a role to which she was appointed in January 2026. She oversees the company's Las Vegas and regional properties as well as multiple corporate departments, including Sales, Revenue Management, Human Resources, Government Affairs, Public Relations, and Community Affairs.



Previously, Ms. Molino simultaneously served as Chief Public Affairs Officer and President and COO of ARIA and Vdara. As property president at two of Las Vegas' most iconic luxury brands, she was responsible for operations and led both properties to record results. Before moving into operations, she was Senior Vice President of Government Affairs, where she shaped MGM Resorts' policy perspective at the Federal, regional, and local levels on a variety of major issues, including gaming and sports betting.

Ms. Molino joined MGM Resorts in January 2017 from the U.S. Senate, where from 2011 – 2016 she served as first Counsel and later Chief Counsel to former Senate Majority and Democratic Leader Harry Reid (D-NV). From 2007 – 2011 she served as International Trade Counsel to the U.S. Senate Finance Committee under then-Chairman Max Baucus (D-MT), during which she led the Committee's work on Asia-focused trade matters, intellectual property rights, and international investment, among other issues. Prior to her time in the Senate, Ms. Molino served as an Attorney-Advisor in the Office of General Counsel at the U.S. Department of Commerce, where she supported the Department's work on international trade and investment negotiations.

She is a non-Executive Director of MGM China Holding Limited and serves on the Executive Committee of the American Gaming Association's Board of Directors, the American Hotel & Lodging Board of Directors, and the Executive Committee of the Nevada Resort Associations Board of Directors.

Ms. Molino received her BA from the University of California, Riverside, and her JD from The George Washington University Law School.



Board of Directors
Application Form

Name: Jennifer M. Jonas

Home Address: 2171 Muleshoe Road, Battle Mountain, NV 89820

Phone: 775-304-1895 Email: nvrunters@gmail.com

Employer Name: Nevada Gold Mines

Employer Address: 1655 Mountain City Highway, Elko, NV 89801

Phone: 775-388-4279 Email: jennifer.jonas@nevadagoldmines.com

Please rate your experience with the following:

	Very Experienced	Some Experience	Little/None
Strategic Planning:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Board Development:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Program Planning & Evaluation:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Human Resources:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial Management:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PR/Advertising:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Governmental Affairs:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information Technology:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Please describe your knowledge of or involvement with CIS:

CIS is an exceptional organization that I've had the privilege of learning about over the past two years. During my time at Nevada Gold Mines, I've seen firsthand the meaningful impact CIS has in the communities it serves. I also had the opportunity to tour Chaparral High School in Las Vegas, where I gained valuable insight into the vital support and services CIS provides to students in need. I have participated in the Elko Fill a Bus school supplies drive and remain committed to supporting the activities of CIS. I deeply appreciate that CIS is a statewide organization dedicated to supporting Nevada's children and firmly committed to its mission. I would be honored and proud to be a part of CIS.

Jennifer M. Jonas

775-304-1895 | nvrrunners@gmail.com | Battle Mountain, Nevada 89820

PROFESSIONAL SUMMARY

Strong communicator with a strategic mindset who is excited to be part of the team that drives the future with a proven history of stakeholder relationship building and problem-solving skills, and a background in project management and continuous improvement.

EDUCATION

Master Business Administration, Project Management Emphasis candidate

Southern Utah University, Cedar City, Utah

- Anticipated graduation 10/2026

Bachelor of Arts, Education

Great Basin College, Elko, Nevada

- Graduated Cum Laude

May 2004

EXPERIENCE

Head of Native American & Community Affairs

Nevada Gold Mines

June 2025 - present

Lead the development, implementation and monitoring of the NGM Native American Affairs and Community Engagement strategies and budget and manage execution. Secure and maintain social licenses through strong relationship building and presence. Work collaboratively with all key stakeholders within Nevada Gold Mines and the communities. Prepare and deliver presentations and key reports to stakeholders related to government relations, Native American Affairs, NGM and the mining industry. Lead the development and ongoing updates of stakeholder engagement planning. Build and maintain positive relationships through transparent and regular communication, engagement and collaboration. Manage and develop the Native American and Community Engagement personnel. Support supply chain and communications with opportunities to communicate and promote engagement.

North Americas Community Relations Specialist

Nevada Gold Mines

June 2024 - June 2025

Develop and maintain community relations strategies. Work collaboratively with other departments to provide internal and external service for community relationships. Utilize SAP, GAN, Ariba and Element software for daily tasks. Process invoices and initiate purchase orders. Investigate and resolve community issues and complaints. Conduct community meetings and presentations. Provide executive level support in travel, expense and calendar. Collaborate with Native American Affairs and NA Exploration on community engagement for new projects.

Community Relations Specialist

SSR Mining, Marigold

January 2023 - June 2024

Responsible for developing and maintaining community relations strategies and successful relationships within the local communities. Oversaw the stakeholder engagement program with Integrated Management System and Environmental Standards. Prepared and presented training and community presentations on community relations. Conducted tours and educational outreach for mining industry. Oversaw community development and investment funding program. ISO 19011 certified auditor.

Administrative Assistant to the General Manager

SSR Mining, Marigold

July 2019 – December 2022

Provided full range of administrative and clerical support to the general manager and team of 9. Prepared/edited correspondence, reports and agendas. Worked with HR for benefits, new hire and in Workday. Performed purchasing and inventory for administration areas. Provided travel arrangements for all support areas. Acted as liaison with external and internal customers.

Jennifer M. Jonas

775-304-1895 | nvrrunners@gmail.com | Battle Mountain, Nevada 89820

Oversaw 30 year celebration luncheon with corporate attendance. Planned and executed exco and board site visits. Project management of restroom renovations, new building occupancy, and adding walkway covers.

Long Term Substitute Teacher Nye County School District

September 2016 – April 2019

Instructed all subjects and documented student learning. Collaborated with grade-level team resulting in 22% increase in student test scores. Volunteered as afterschool tutor three days a week.

Operations Agent

January 2017 – August 2017

Southwest Airlines, Las Vegas Station

Worked cooperatively with ramp and fuel teams to provide efficient service and excellent customer service. Achieved greater on-time performance exceeding station goal for 5 consecutive months. Awarded Operations Agent of the Quarter. Received SWA Spirit and SWA Top Academic for SWA Operations Training.

Flight Attendant

May 2016 – January 2017

United Airlines, Chicago

Provided customer service to passengers, performed safety and cabin duties. Effectively communicated in the event of high-stress situations such as aircraft evacuation, security threats, delays, medical emergencies, severe weather conditions, and turbulence. Operated mechanical and safety equipment such as oxygen systems, aircraft doors, evacuation slides, fire extinguishers, life rafts, galley equipment, communication and audio/visual equipment and lighting systems.

Airport Team Member

January 2016 – May 2016

Virgin America, Las Vegas Station

Provided full range of guest services. Gained outstanding collaborative skills. On-time performance of 87% was achieved or exceeded every month. Received Academic Top Member of training academy.

Office Administrative Assistant Pahrump Utility Company

May 2015 – February 2016

Provided full range of customer service on all accounts. Processed billing and payments for accounts payable and receivable. Maintained office filing systems and updated system to be more efficient from paper-based system. Added ACH option to provide streamlined service and decrease time spent on receivables.

1st Grade Teacher

May 2015 – February 2016

Community Christian Academy

Instructed all subjects and documented student learning. Represented school at regional student events. Interacted with parents and school administration.

Sergeant Deputy Sheriff/Jail Administrator Nye County Sheriff's Office

September 2007 – August 2014

Key team and founding member of the Child Advocacy Center and forensic interviewer for child sexual assault cases. Initiated new system of inventory of agency supplies increasing efficiency and decreasing loss/costs. Responsible for training, scheduling and evaluating staff of 15. Oversaw opening of new 256 bed detention facility, coordinating all aspects of building readiness and movement plans. Controlled Voice Stress Analyzer (CVSA) certified investigator. Advanced Peace Officer and Standards Training certificate. Certified POST trainer and field training officer/supervisor. Supervised Field Training Program for recruit deputy sheriffs in a six-month training program. Responsible for yearly policy review and legal updates to Nevada Revised Statutes/federal case law. Responsible for \$1.7 million budget and capital expenditures. Provided all aspects of enforcement of statutes and codes. Testified in court of law. Interacted with the public.

Full Day Kindergarten Teacher Nye County School District

September 2006 – August 2007

Instructed full day Kindergarten class of 24-30 students. Learned and utilized Family Educational Rights

Jennifer M. Jonas

775-304-1895 | nvrunters@gmail.com | Battle Mountain, Nevada 89820

and Privacy Act for students with Individualized Education Plans. Interacted with parents and community members for school volunteer programs.

Sergeant Deputy Sheriff Humboldt County Sheriff's Office

February 1993 – September 2006

Supervised 90-bed facility and staff of 14 for 24-hour a day operation. Created and revised task and policy and procedure manual in response to changes in case law and state statutes. Initiated Project Lifesaver tracking system becoming the first agency in Nevada and the state trainer agency. Initiated National Night Out in 2004 for Humboldt County. Responded to calls for service, interacting with the public, writing official reports and testifying in court. Certified by the Federal Bureau of Investigation (FBI) as Hostage Negotiator. First female Certified Jail Manager in Nevada.

SKILLS

Project Management | Agility | Collaboration | Communication | Problem Solving | Innovation | Strategic Mindset | Community Relations | Judgement | Leadership | Integrity

CERTIFICATIONS

- **Women In Mining Leadership Lab**, Women In Mining - 2024
- **Environmental Justice - Policies, Tools & Best Practice**, Trinity Consultants – 2024
- **Crucial Conversations**, Crucial Learning - 2023
- **Opacity Certification**, Nevada Smoke School – 2023
- **LEAD Program**, Frontline Leadership - 2023
- **Yellow Belt**, Lean Six Sigma – 2022
- **SAP Client Admin Training: Empower Your End User**, SAP - 2022
- **Emergency Medical Responder**, Lander County EMS – 2021
- **Private Investigator**, State of Nevada PILB – 2018 to present
- **Private Patrolman**, State of Nevada PILB – 2018 to present
- **Controlled Voice Stress Analyzer Examiner**, National Institute Truth Verification – 2010
- **Child Abuse Investigator**, The Radley Institute – 2009, 2010, 2011
- **Emergency Vehicle Operations**, NV POST – 2009
- **Response to Active Shooter**, Mission Ready Group – 2009
- **Advanced Interview and Interrogation**, Stincelli Interview Institute - 2009
- **First Responder Recertification**, Nye County EMS – 2008
- **National Board Certification Training**, Nye County School District - 2007
- **Developing & Implementing Policy and Procedure**, NV POST - 2006
- **A Positive Approach to Dealing with Difficult People**, Coop for Human Resources – 2005
- **Incident Command System, Basic ICS 200 Train the Trainer**, Nv Div. of Emergency Mgmt - 2005
- **NV POST Advanced Certificate**, NV POST - 2002
- **Nevada Teacher Licensure**, Dept of Education – 2002 to present
- **Hostage Negotiator**, Federal Bureau of Investigation – 2002
- **Legal Issues in Managing & Supervising Employees**, Cooperative for Human Resource Management - 2002
- **Background Investigator**, Glaken & Associates – 2001
- **Justifiable Terminations**, Cooperative for Human Resource Management - 2001
- **Personnel Law Update**, Council on Education Management – 2000
- **Effective Human Resources**, UNR Division of Continuing Education - 2000
- **NV POST Intermediate Certificate**, NV POST – 1999
- **Advanced Policy and Procedure Development**, US Department of Justice - 1998
- **Administration of Law Enforcement Agencies**, US Department of Justice - 1997
- **NV POST Train the Trainer**, NV POST – 1998
- **Certified Manager**, American Jail Association – 1997
- **Critical Incident Management**, American Jail Association - 1997

Jennifer M. Jonas

775-304-1895 | nvridders@gmail.com | Battle Mountain, Nevada 89820

- **Taser Certification**, Taser International - 1997
- **Community Oriented Policing**, NV POST – 1997
- **Managing Police Discipline**, Thomas Means & Associates - 1997

Jennifer M. Jonas

775-304-1895 | nvrrunners@gmail.com | Battle Mountain, Nevada 89820

- **Certified Group Fitness & Personal Trainer**, American Council on Exercise – 1996 to 2013
- **NV POST Field Training Officer**, NV POST – 1996
- **NV POST Basic Certificate**, NV POST 1993

AWARDS/RECOGNITIONS/VOLUNTEER WORK

- NGM Q1 DNA Award winner for Honest/Transparent/Integrity January 2025
- Safe Haven Wildlife Rescue, Board Member - 2024 to present
- Lander County Committee Against Domestic Violence - Board Member - 2024 to present
- Battle Mountain Community Cat Friends, founder and member, 2023 to present
- Malinois and Dutch Shepherd Rescue Volunteer - 2017 to present
- Southwest Airlines, Employee of the Quarter- Las Vegas Station Q1 2017
- Southwest Airlines Academy Spirit Award 2017
- Southwest Airlines Academic Award 2017
- Peace Office of the Year - Humboldt County 2004
- Lowry High School Girls Soccer Coach - 2002-2004
- Lowry High School Track Coach - 2002-2004
- American Red Cross Volunteer – 1996-2004

Western Nevada Report

Strategic Plan Pillars:

Pillar 1 Scaling Impact & Continuum of Care

- Unofficially confirmed WNV will retain all 24 school sites in 2026-27 SY.

Pillar 2 Financial Resilience & Sustainability

- Benefit concert is scheduled for May 15th at the Grand Sierra Resort. **WE NEED HELP WITH SPONSORS!**
- As part of the chronic absenteeism coalition with WCSD, Strengthen Our Community, and other community partners, over 30 guests visited Desert Heights ES and O’Brien MS CIS resource rooms and a district Family Resource Center in an effort to increase awareness about root causes of chronic absenteeism, available community-based solutions, and increase fundraising.
- Kickstarting graduation campaign – identifying local businesses to partner on point-of-sale roundups and donations.

Pillar 3 Program Quality & Innovation

- Continuing to review, update, and add community partnership MOUs that are built around strategic collaboration (tutoring, behavioral and medical health, in-kind basic needs).
- Collaborating with Medicaid MCOs on sharing preventive/educational information and clinical intervention with students and families regarding opioid use and dependency.

Pillar 4 People & Culture

- Continuing to deepen peer-to-peer training and knowledge sharing between experienced and new SCs during monthly all-staff meetings.

Western Nevada Advisory Council

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Denise Kolton

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Nicole Willis-Grimes

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Michael Crome

Secretary

Joyce Woodhouse

Chief Executive Officer

Tami Hance-Lehr

Honorary Founding

Chairperson

Elaine Wynn

Western Nevada Affiliate

25-26 Student Goal Update

Goal	Number of Students with Goal	% on Track to Meeting Goal
Attendance	181	71%
Behavior	48	88%
Coursework	317	72%
Social-Emotional Learning	301	96%
College Readiness (Academy)	0	N/A
Career Readiness (Academy)	40	98%

*Update as of end of Quarter 2

Elko Report

Strategic Plan Pillars Addressed:

- **Pillar 1: Student Outcomes Improvement-** The state created engaging quarterly reports, and the site coordinators are trained to implement and share them.
- **Pillar 2: Building Community Understanding and Support-** Expanded community engagement by presenting the CIS model to key partners, including Nevada Gold Mines and the district office.
- **Pillar 3: Alumni Engagement & Success Pathways-** Established a partnership with GBC to bring CTE program awareness directly to Academy classrooms
- **Pillar 4: Training & CORE Standards-** Delivered CIS CORE training during staff meetings to strengthen implementation across sites.

25-26 Student Goal Update		
Goal	Number of Students w/ Goal	% to Meeting Goal
Attendance	63	68%
Behavior	13	100%
Coursework	294	78%
Social-Emotional Learning	195	81%
College Readiness (Academy)	61	100%
Career Readiness (Academy)	53	100%

Current Affiliate Highlights

- Prom Closet was a strong success: 68 students served, 280 items distributed county wide (including West Wendover), and first ever presenting sponsor secured with Silver Summit.
- Secured an additional graduate assistant, expanding student access to mental health supports across the Elko affiliate.
- Strengthened staff capacity through collaboration with state team members in Elko focusing on leadership, stewardship, development, and Full- Service Community Schools.

ADVISORY COUNCIL

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Elaine Wynn

Join us for our next **CIS event**. Visit cisnevada.org/elko or scan the **QR Code**.



Humboldt Report

Overarching Goal for 2025-2026:

Northeastern Nevada Humboldt will increase our awareness and visibility in the community through creating and developing intentional partnerships and relationships to improve support for our staff, students, and affiliate.

Our intention is to increase our funding structure and stability through these partnerships, continue to expand and enhance our support to students, and equally provide support, education and organizational knowledge, and growth opportunities to our team.

Humboldt Advisory Council

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Denni Byrd
Colby Corbitt
Steve Khun
Melissa McIntee
Heather Nelson
Jenna Owen
Dan Shea

EXECUTIVE DIRECTOR
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25-26 Student Goal Update		
Goal	Number of Students w/ Goal	% to Meeting Goal
Attendance	46	78%
Behavior	8	88%
Coursework	76	78%
Social-Emotional Learning	108	80%
College Readiness (Academy)	0	N/A
Career Readiness (Academy)	31	90%
Current Affiliate Highlights		
Strategic Focus Area #1 – Strategic Growth, Integrated Continuum of Care		
<ul style="list-style-type: none"> We held our second annual Prom Closet event which included a special shopping day for 15 students from our General Youth Site at McDermitt Combined School. 		
Strategic Focus Area #2 – Systems Alignment, Diversification of Funding		
<ul style="list-style-type: none"> We renewed our partnership with The Frank Offenhauser Foundation and received \$50,000 in support. 		
Strategic Focus Area #4 – People, Systems, Culture		
<ul style="list-style-type: none"> We sent our two new Program Managers to the CIS Program Leader Summit in Las Vegas. 		

Join us for our next **CIS event**. Visit cisnevada.org/humboldt or scan the **QR Code**.



Southern Nevada Report

Strategic Plan Pillars Addressed:

- Strategic Focus Area #1 – Strategic Growth and an Integrated Continuum of Care
- Strategic Focus Area #2 – Systems Alignment and Diversification of Funding
- Strategic Focus Area #3 – Program Quality & Innovation and Postsecondary Success
- Strategic Focus Area #4 – Organizational Development of People, Systems & Culture

Sites & Total Population Served: 75 Sites (74 CIS Model & 1 GYS Site) 67,755 Students Served		Number of Case-Managed Students: 5,436
25-26 Student Goal Update		
Goal	Number of Students with Goal	% on Track to Meeting Goal
Attendance	1997	74%
Behavior	413	62%
Coursework	1324	73%
Social-Emotional Learning	1614	91%
College Readiness (Academy)	291	86%
Career Readiness (Academy)	261	40%

Current Affiliate Highlights

Strategic Area #2 – Diversifying Funding Through Strategic Partnership with CCSD:

A key component of our funding diversification strategy is strengthening public sector investment, highlighted by our growing partnership with the Clark County School District (CCSD). For the upcoming year, CCSD has committed \$1,000,000 in support of our programs, fully funding 15 schools through the district match, including four new schools supported through Title I 1003(a) funding. This investment ensures program continuity at these sites while signaling strong institutional trust in our model and a shared commitment to student success. By securing these public dollars, we are able to strategically redirect private fundraising efforts toward schools facing budget shortfalls.

Strategic Area #3 & #4 – SNV Affiliate Restructure

CIS of Southern Nevada is navigating a significant organizational restructuring designed to strengthen program impact, improve financial sustainability, and position the organization for long-term growth. This effort focuses on alignment with our cost model, standardizing roles and expectations across the state to support program quality and scalability, and prioritizing investment in direct services for students.

The restructuring also emphasizes strengthening leadership capacity to support program teams and ensuring alignment with broader affiliate goals. These changes will primarily impact senior leadership roles—including Senior Directors and Program Directors—as well as key functions within the operations department, including training and office management.

Our goal is to have the new structure in place, with positions filled and teams aligned, by the start of the upcoming fiscal year.

Southern Nevada Advisory Council

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Chief Executive Officer

Tami Hance-Lehr

Honorary Founding Chairperson

Elaine Wynn

**Communities In Schools Nevada
Statement of Activities
For the Eight Months Ended February 28, 2026 and February 28, 2025**

Year To Date (February)					
(Favorable / Unfavorable)					
Actual	Budget \$Variance	FY2025 \$Variance		2025-2026 Budget	
Revenue					
\$ 6,634,784	\$ (100,687) (a)	\$ 1,500,555	Private Contributions	9,764,160	68%
2,693,147	(489,351) (b)	(413,343)	Public Grants	4,525,174	60%
1,112,265	199,265	54,964	Fundraising Events	1,110,000	100%
3,572,232	(862,464) (c)	(1,065,905)	Contracted Service Fees	6,875,035	52%
311,443	311,443	(59,286)	Investment Income	-	
855,467	302,598 (d)	162,973	In-Kind Contributions	829,298	103%
15,179,338	(639,195)	179,959	Total Revenue	23,103,667	66%
Expenses					
1,372,933	(372,518) (e)	591,818	Program Expenses	2,581,982	53%
444,698	(138,429)	(27,590)	Direct Program Operations	874,694	51%
11,404,345	(891,962) (f)	476,036	Staff & Human Resources	18,257,926	62%
328,777	(245,271)	(6,651)	Administration	1,035,437	32%
372,470	91,028	139,999	Fundraising	385,663	97%
72,680	5,213	(8,228)	Awareness & Advocacy	101,200	72%
265,372	(11,305)	30,841	Facilities	415,016	64%
855,467	302,598 (d)	162,973	In-Kind Expenses	829,298	103%
15,116,741	(1,260,646)	1,359,198	Total Expenses	24,481,216	62%
\$ 62,597	\$ 621,451	\$ (1,179,239)	Change in Net Assets	\$ (1,377,549)	

Executive Summary

- (a) Private Funding exceeded the previous year by approximately \$1.5 million as a result of receiving \$622k earlier than the previous year, for the Ballmer Grant. Furthermore, we were awarded a grant of \$1 million from Altria for programming across the state.
- (b) Public Funding is approximately \$489k below forecast, primarily due to lower-than-anticipated Full Service Community Schools (FSCS) billing by both subawarded partners and internal operations. We have engaged all subaward partners to review spending plans and ensure full utilization of awarded budgets by year end. Internally, reduced expenses and related invoicing were driven by staff turnover in Elko and Humboldt, specifically in Site and Community Coordinator roles. Public Funding was approximately \$413k lower than the previous year as a result of receiving the Washoe County ARPA grant in the previous fiscal year.
- (c) Contracted Service Fees were approximately \$862k lower than forecasted due to timing delays in receiving Purchase Orders (POs) from CCSD. Following Count Day, we received confirmation from all schools that the outstanding POs are expected to be issued by year end. Contracted Service Fees were approximately \$1.07 million lower than the previous year due to delays in receiving Purchase Orders (POs) from CCSD. Additionally, sponsorships for a portion of the contractual fees for programming were apportioned to 22 CCSD schools due to budgetary constraints experienced across the district this school year. While these sponsorships were anticipated and included in the budget, they reduce the year-over-year comparison of fees collected.
- (d) In-Kind Contributions exceeded the forecasted amount by approximately \$302k as a result of superior results in fundraising efforts for school supplies during Fill the Bus, Angel Tree contributions over the holiday season and special event related items for Today for Tomorrow and A Nite at the Races.
- (e) Program Expenses are approximately \$372k below budget, driven by two primary factors. First, approximately \$60k in planned spending on school site supplies was delayed due to the success of the Fill the Bus campaign, which offset anticipated needs. Additionally, Full Service Community Schools (FSCS) spending by subawarded partners is approximately \$312k below expectations at this point in the year (see Tickmark B above). Program Expenses exceeded the previous year by approximately \$591k, primarily due to increased billing from Full-Service Community Schools (FSCS) subaward partners.
- (f) Staff & Human Resources is approximately \$891k lower than anticipated due to staff turnover and delays in hiring process for open staff positions across the organization. Staff & Human Resources expenses exceeded the previous year by approximately \$476k, primarily due to differences in hiring timelines. The increase reflects higher salary costs as well as a 25% rise in fringe expenses, including employee benefits and training.

Communities In Schools Nevada
Statement of Financial Position
At February 28, 2026 and February 28, 2025

	<u>Feb 2026</u>	<u>Feb 2025</u>	<u>\$Var</u>	<u>%Var</u>
Assets				
<i>Current Assets</i>				
Unrestricted Cash	\$ 1,125,030	\$ 2,098,221	\$ (973,191)	-46% A
Restricted Cash- Donor	\$ 4,263,448	\$ 4,129,513	133,935	3%
Reserved Cash- BOD Operating	\$ 7,261,000	\$ 7,500,000	(239,000)	-3%
Accounts Receivable	\$ 1,054,587	\$ 1,732,402	(677,815)	-39% B
Grants Receivable	\$ -	\$ 714,743	(714,743)	-100% C
Right of Use Asset	\$ 441,221	\$ 690,588	(249,367)	-36%
Prepaid Expenses	\$ 66,925	\$ 70,353	(3,428)	-5%
Total Current Assets	<u>14,212,210</u>	<u>16,935,821</u>	<u>(2,723,610)</u>	<u>-16%</u>
<i>Fixed Assets, net</i>	\$ 12,705	\$ 22,690	(9,986)	-44%
Total Assets	<u>\$ 14,224,915</u>	<u>\$ 16,958,511</u>	<u>\$ (2,733,596)</u>	<u>-16%</u>
Liabilities and Net Assets				
<i>Liabilities</i>				
Accounts Payable	\$ 155,337	\$ 151,051	\$ 4,286	3%
Credit Card Payable	87,253	76,737	10,515	14%
Other Current Liabilities	738,249	713,721	24,528	3%
Right of Use Liability	480,700	748,980	(268,280)	-36%
Total Liabilities	<u>1,461,539</u>	<u>1,690,489</u>	<u>(228,950)</u>	<u>-14%</u>
<i>Net Assets</i>				
Unrestricted Net Assets	1,238,929	3,638,509	(2,399,581)	-66% A
Temporarily Restricted Net Assets	11,524,448	11,629,513	(105,066)	-1%
Total net assets	<u>12,763,376</u>	<u>15,268,022</u>	<u>(2,504,646)</u>	<u>-16%</u>
Total Liabilities and Net Assets	<u>\$ 14,224,915</u>	<u>\$ 16,958,511</u>	<u>\$ (2,733,596)</u>	<u>-16%</u>

Tickmark Explanation:

- A** Unrestricted cash is lower than the previous year by approximately \$973k driven primarily by a shift toward pursuing and securing restricted funding in December 2025, as opposed to the higher level of unrestricted funding received in the previous year.
- B** Accounts Receivable is lower than the previous year by approximately \$677k as a result of receiving the Ballmer Grant and collections of Today for Tomorrow invoices, which were open for 60 plus days in the previous year.
- C** Grants Receivable is approximately \$714k lower than the previous year due to the removal of the Employee Retention Credit receivable we had accrued related to the claim filed for the 2021 fiscal year. A letter was received in January 2025 denying this claim which had been filed originally in December 2022. The continuously updated CARES act expanded the rules allowing CIS to claim credits for calendar year Q2 2021 (Fiscal year Q4 2021) of \$714k and calendar year Q3 2021 (fiscal year Q1 2022) of \$838k. The receivable for Q3 2021 was received in 2023, since this claim was entered directly to net assets as a receivable, it was recorded as restricted revenue when received. \$490k of the \$838 was recognized in 2023 and the remaining \$348k was recognized in the 24-25 fiscal year, as of June 2025.

Communities In Schools Nevada
Statement of Activities
For the Eight Months Ended February 28, 2026 and February 28, 2025

	<u>Feb 2026</u>	<u>Feb 2025</u>	<u>\$ Var</u>	<u>% Var</u>
Revenue				
Private Funding	\$ 6,634,784	\$ 5,134,228	\$ 1,500,555	29% A
Public Funding	2,693,147	3,106,489	(413,343)	-13% B
Fundraising Events	1,112,265	1,057,301	54,964	5%
Contracted Service Fees	3,572,232	4,638,137	(1,065,905)	-23% C
Interest Income	232,471	251,934	(19,464)	-8%
Gain (Loss) on Investments	78,972	118,795	(39,823)	-34%
In-Kind Contributions	855,467	692,494	162,973	24%
Total Revenue	<u>15,179,338</u>	<u>14,999,379</u>	<u>179,959</u>	<u>1%</u>
Expenses				
Program Expenses	1,372,933	781,115	591,818	76% D
Direct Program Operations	444,698	472,288	(27,590)	-6%
Staff & Human Resources	11,404,345	10,928,309	476,036	4% E
Administration	328,777	335,428	(6,651)	-2%
Fundraising	372,470	232,471	139,999	60%
Awareness & Advocacy	72,680	80,908	(8,228)	-10%
Facilities	265,372	234,531	30,841	13%
In-Kind Expenses	855,467	692,494	162,973	24%
Total Expenses	<u>15,116,741</u>	<u>13,757,543</u>	<u>1,359,198</u>	<u>10%</u>
Change in Net Assets	<u>\$ 62,597</u>	<u>\$ 1,241,836</u>	<u>\$(1,179,239)</u>	<u>-95%</u>

Tickmark Explanation:

- A** Private Funding exceeded the previous year by approximately \$1.5 million as a result of receiving \$622k earlier than the previous year, for the Ballmer Grant. Furthermore, we were awarded a grant of \$1 million from Altria for programming across the state.
- B** Public Funding was approximately \$413k lower than the previous year as a result of receiving the Washoe County ARPA grant in the previous fiscal year.
- C** Contracted Service Fees were approximately \$1.07 million lower than the previous year due to delays in receiving Purchase Orders (POs) from CCSD. Additionally, sponsorships for a portion of the contractual fees for programming were apportioned to 22 CCSD schools due to budgetary constraints experienced across the district this school year. While these sponsorships were anticipated and included in the budget, they reduce the year-over-year comparison of fees collected.
- D** Program Expenses exceeded the previous year by approximately \$591k, primarily due to increased billing from Full-Service Community Schools (FSCS) subaward partners.
- E** Staff & Human Resources expenses exceeded the previous year by approximately \$476k, primarily due to differences in hiring timelines. The increase reflects higher salary costs as well as a 25% rise in fringe expenses, including employee benefits and training.

**Communities In Schools Nevada
Statement of Activities
Budget to Actual
For the Eight Months Ended February 28, 2026**

	<u>Actual</u>	<u>Budget</u>	<u>\$ Variance</u>	<u>% Variance</u>
Revenue				
Private Funding	\$ 6,634,784	6,735,471	\$ (100,687)	-1%
Public Funding	2,693,147	3,182,497	(489,351)	-15% A
Fundraising Events	1,112,265	913,000	199,265	22%
Contracted Service Fees	3,572,232	4,434,696	(862,464)	-19% B
Investment Income	311,443	-	311,443	NM
In-Kind Contributions	855,467	552,869	302,598	55% C
Total Revenue	15,179,338	15,818,533	(639,195)	-4%
Expenses				
Program Expenses	1,372,933	1,745,451	(372,518)	-21% D
Direct Program Operations	444,698	583,127	(138,429)	-24%
Staff & Human Resources	11,404,345	12,296,307	(891,962)	-7% E
Administration	328,777	574,048	(245,271)	-43%
Fundraising	372,470	281,442	91,028	32%
Awareness & Advocacy	72,680	67,467	5,213	8%
Facilities	265,372	276,676	(11,305)	-4%
In-Kind Expenses	855,467	552,869	302,598	55% C
Total Expenses	15,116,741	16,377,387	(1,260,646)	-8%
Change in Net Assets	\$ 62,597	\$ (558,854)	\$ 621,451	-111%

Tickmark Explanation:

- A** Public Funding is approximately \$489k below forecast, primarily due to lower-than-anticipated Full Service Community Schools (FSCS) billing by both subawarded partners and internal operations. We have engaged all subawarded partners to review spending plans and ensure full utilization of awarded budgets by year end. Internally, reduced expenses and related invoicing were driven by staff turnover in Elko and Humboldt, specifically in Site and Community Coordinator roles.
- B** Contracted Service Fees were approximately \$862k lower than forecasted due to timing delays in receiving Purchase Orders (POs) from CCSD. Following Count Day, we received confirmation from all schools that the outstanding POs are expected to be issued by year end.
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- D** Program Expenses are approximately \$372k below budget, driven by two primary factors. First, approximately \$60k in planned spending on school site supplies was delayed due to the success of the Fill the Bus campaign, which offset anticipated needs. Additionally, Full Service Community Schools (FSCS) spending by subawarded partners is approximately \$312k below expectations at this point in the year (see Tickmark A above).
- E** Staff & Human Resources is approximately \$891k lower than anticipated due to staff turnover and delays in hiring process for open staff positions across the organization.

Three-year Balanced Scorecard

COMPANY NAME

VISION

Communities In Schools of Nevada	Through a proven model rooted in connection and care, Communities In Schools of Nevada empowers youth to break through barriers, unlock their potential, and thrive in school and in life.
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	STRATEGIC OBJECTIVES	MEASURES	Baseline	ANNUAL TOTALS			Final	STATUS (G, Y, R)
				25-26	26-27	27-28		
PILLAR 1 - Scaling Impact & Continuum of Care	Expand: Increase the number of Title I and/or in-need schools receiving our programming.	Add 5% new schools statewide, from the previous year, per the feeder patterns.	117					
	Impact: Improve the success rates of students and schools that we serve through evidence-based programming.	Maintain a minimum graduation rate of 95%.	95					
	Retention: Maintain strong relations and funding with current schools.	Maintain 95% school retention, excluding sites lost due to budget constraints or factors beyond our control.	95					
PILLAR 2 - Financial Resilience & Sustainability	Alignment: Strengthen State and Affiliate Alignment.	Implement a comprehensive state-wide fund development strategy to yield 10% increase in sustained funding by 2028.	\$7,146,610					
	Funding: Continue to cultivate long-term vision of 75% public/25% private fiscal model.	Work to sustain public funding (districts and state budget) through MOUs/ purchase agreements and legislative efforts.	65%					
	Efficiency: Optimize operational congruency across the organization.	Ensure budget utilization is aligned to strategic goals and student achievement.	0					
PILLAR 3 - Program Quality & Innovation	Data: Enhance data comprehension and utilization.	Develop and analyze cohort-level reports of student and school outcomes across all affiliates.	5%					
	Depth: Expand program services through collaboration and partnerships.	Determine and seek 5 statewide strategic partnerships to align with Tier 1 or 2 service gaps.	5					
PILLAR 4 - People & Culture	Development: Solidify comprehensive staff development programs.	Percentage of staff meet or exceed goals on annual reviews. (Percentage TBD after year 1.)	Baseline tbd in 25-26					
	Culture: Foster a healthy and engaged organizational culture.	Decrease annual turnover rate by 2% year over year.	23%					
	Communication: Enhance internal communications to improve collaboration and organizational alignment.	Increase in overall positive appraisals on pulse surveys; specific focus on the measure of staff who have felt an increase in internal communications.	0					

Date: April 2026

Staff Lead: Alexis Benavidez

Committee Chair: Punam Mathur

Governance Committee Update

Strategic Plan Pillars

- Pillar 2: Financial Resilience & Sustainability
- Pillar 4: People & Culture
- The Governance Committee provides direction and support to the Board of Directors to ensure best business practices and give/get fulfillment to support the needs of the organization and the CIS Model.

Recruitment & Terms

- Terms for all Board Members were reviewed and discussed as presented for a vote by the full Board in April.
- Recruitment efforts continued – new Board Members were proposed for a vote on the April Board agenda.
- One seat was still held for the Winnemucca Advisory Chair.
- 26-27 Slate of Officers was proposed for a full Board vote in April.

Committees

- All Directors shall review the proposed committee roster for 26-27 and notify of any changes.

Annual Bylaw Review

- No changes to the organizational Bylaws are recommended this year.
- Proxy language was reviewed and as stated in the Bylaws are not allowed for CIS.

Next Meeting

- The Governance Committee has a fall and spring meeting, and interim meetings to conduct business throughout the year. The next meeting will be scheduled for the fall.

Committee Rosters 2026-2027

Executive Committee

Chair: Ray Specht

Vice Chair: Punam Mathur

Treasurer: Michael Crome

Secretary: Joyce Woodhouse

CEO:

Staff Lead: Alexis Benavidez

Jameson Bauman

WNV AC Chair

Mary Schwandt

Ed Cecchi

P&C Chair

Casey Flair/Danny Ruiz

Winnemucca AC Chair

Finance & Audit Committee

Chair: Michael Crome

CEO:

Staff Lead: Kelly Pearsall

Jerrie Merritt

Heather Fife*

Tom Edington*

Lori Colvin*

Government Relations Committee

Chair: Joyce Woodhouse

CEO:

Staff Lead: TBD

Ex-officio: Ray Specht

Punam Mathur

Erin McMullin Midby*

Dale Erquiaga*

Misty Grimmer*

Tommy Ferraro*

Scott Gilles*

Alex Cannito*

Elizabeth Blau*

Alex Bybee*

Constance Brooks*

Governance Committee

Chair: Punam Mathur

CEO:

Staff Lead: Alexis Benavidez

Jerrie Merritt

Nelson Araujo

Ron Kullman

Fundraising Committee

Chair: Casey Flair & Danny Ruiz

Staff Lead: Jamie Chazan/Dalisa Cooper

CEO:

Krystal Allan

Nelson Araujo

Kasha Mackelprang*

Richelle Rice*

Art Zargaryan

People & Culture Committee

Chair:

Staff Lead: Kenesha Thompson/Kathy Rudd

CEO:

Nileen Knoke

Punam Mathur

Johanna Blake

Shannon Brown

Jessica Cole

Casey Flair

TFT Task Force

Chair: Ed Cecchi

Staff Lead: Dalisa Cooper/Brittany Dupree

CEO:

Punam Mathur

Dawn Hume*

Tara Russell*

Liz Lesser*

Kasha Mackelprang*

Johanna Blake

Nileen Knoke

Krystal Allan

Absenteeism Task Force

Chair: Mike Kazmierski

Staff Lead: Nicole Willis Grimes

CEO:

Ann Silver

NENV - Elko Advisory Council

Mary Schwandt, Chair

NENV - Humboldt Advisory Council

TBD, Chair

SNV Advisory Council

Jameson Bauman, Chair

WNV Advisory Council

TBD, Chair

*Not a member of the Board of Directors

Date: 4/14/2026 Staff Lead: Kathy Rudd, Director of Program Standards and Learning Committee Chair: Phyllis Gurgevich
Kenesha Thompson, Sr. Director of Human Resources

People & Culture Committee

Strategic Plan Pillars:

- Strategic Focus #4 – Organizational Development of People, Systems & Culture
- Strategic Focus # 1 – Strategic Growth and an Integrated Continuum of Care

CORE

- CORE Change Team, Cohort V – 25 members; meets monthly. Since our last meeting, we have had team meetings focused on Intersectionality, Resilience, and Universal Design. We have also celebrated Black History Month and Women’s History Month, including making materials available to the statewide network for use in team meetings and resource rooms.
- Built and published org-wide Secondary Trauma for Caregivers Toolkit, full of strategies and resources for coping with secondary trauma. Most prevalent for our Site Coordinators but useful to all staff

Training

- Hired new Manager for Standards & Learning; internal hire with delayed start date to minimize disruption to the WNV affiliate
- First ever Program Leader Summit April 1-3, bringing together everyone who manages others on our program team. Focus on building programmatic alignment, connections and networking across our team, and deepening skill in managing their teams and direct reports. Inspiration and wisdom shared by both a Leadership Panel (including P&C Committee members Johanna and Casey) as well as a panel of our alumni. Sessions were led by our program leaders, with topics focused on: Personal Leadership Reflection, Coaching, Strategy & Prioritization, Accountability, Monitor & Adjust, Practical Leadership Tools, and Collaborative Problem Solving
- Continuing to work with affiliates to standardize site coordinator performance, evaluation, and promotion practices across the org.

Human Resources

- The employee mid-year review has been rolled out via the Trakstar Performance Management system, providing structure and consistency to a process that had previously been treated as optional.
 - Mid-year review benefits
 - Timely, actionable feedback
 - Reinforce alignment with annual goals
 - Boost Employee engagement
 - Positive workplace culture
- Executing the rollout of interview framework components in Trakstar
 - Candidate interview questionnaire
 - Support HR in managing and tracking candidate interview questionnaire documentation
 - Stay interviews
 - Implemented and monitored retention interviews conducted throughout employees’ first year
 - Employee exit interviews
 - Deployed through Trakstar, enabling streamlined tracking and analysis of departing employee feedback.
 - a. Currently utilizing an employee exit feedback mechanism to capture insights from departing employees.
- HR Professional Development Opportunities
 - Developing partnerships that deliver no-cost, high impact training, conference access, and collaborative opportunities for the CIS of Nevada HR team.
 - Brown and Brown
 - Guardian
 - People & Profits Association
 - Mercer
- Turnover Rate: Current FY2025/2026, Q3 Rate 5.45%
 - FY2023/2024=23.47%
 - FY2025/2026 Q1=8.8%
 - FY2025/2026 Q2=3.34%

Fundraising Committee Report

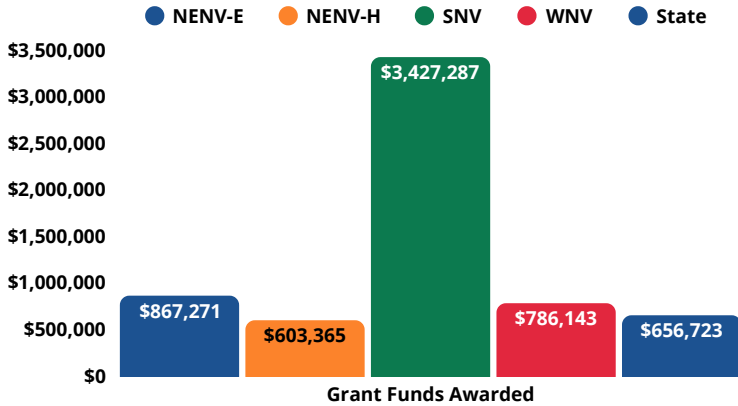
FY26-Q3



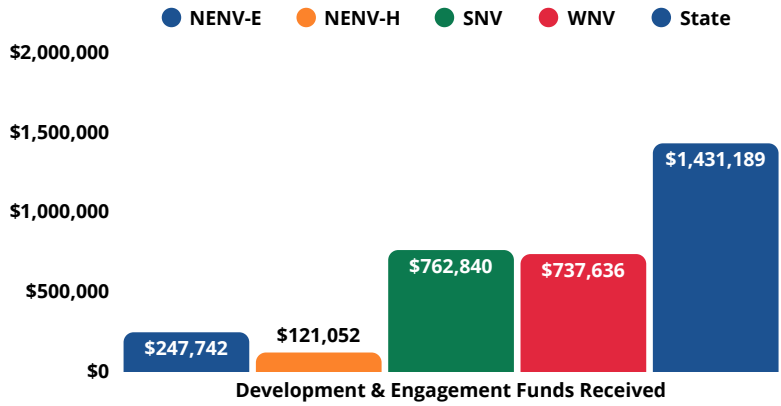
Strategic Pillar 2-Financial Resilience & Sustainability: *Strengthen our statewide community of support with increased collaboration around the needs of the whole child.*

The Fundraising Committee meets regularly and is actively seeking additional representation from Elko, Humboldt, and Washoe Counties. This year's priority is to raise \$35,000, an increase from our original \$20,000 goal, driven by early fundraising efforts from the Fundraising Committee. We also welcomed Art Zargaryan to the Committee!

FY26 Grant Funds Awarded*



FY26 DE&E Funds Received*



*As of April 2nd additional Grant and/or DE&E funds may have been received after this report was created.

Fundraising Highlights

- 1 The Grants Department was awarded \$799,553 in the 3rd Quarter with \$540,000 pending for FY26 and \$643,936 submitted for FY27.
- 2 The Grants Department is now fully staffed. With the addition of a Private Grant Manager and a Grant Accounting Clerk, the team is well-positioned to expand its impact, including pursuing more private and public grant opportunities, deepening stewardship with current and prospective funders, and dedicating time to identifying and researching new funding sources.
- 3 Humboldt County has secured an investment of \$50,000 from The Frank Offenhauser Foundation. This funding will be strategically allocated to support our academy program, while also serving as the presenting sponsorship for our upcoming Golf Tournament.
- 4 All affiliates will launch their Graduation Campaigns by mid-April. With support from our Board of Directors and Southern Nevada Advisory Council members, we have also launched our "Keep CIS in Schools" campaign, running through the end of July.
- 5 Our All In For Kids Poker Tournament took place April 18. Early indicators point to a successful inaugural event, bringing together new and existing supporters in an engaging and mission-driven format. We look forward to sharing more detailed outcomes and opportunities for future growth as we build on this momentum.

Grants and DE&E Highlights

YTD Total Grants Awarded



\$6,340,789,
78% to goal

YTD Total Pending Grants-Includes FY26 and FY27



\$1,183,936

Event Goals Surpassed



Humboldt: 336%
Elko: 208%

SNV Power Within



Happening May 1
90% to goal as of April 2

WNV Events



Recipient of Reno Rodeo's 50/50 Raffle in June



Board Volunteer Hours Tracker

At Communities In Schools of Nevada we are fortunate to have an active Board of Directors who participate in supporting the work of our mission in various ways. In attempts to capture all Board volunteer hours, we ask that you self-report the hours you have contributed this quarter.

Please note if you donate your professional services (any advice or work performed in your professional area of expertise) then that is calculated toward your give/get as an in-kind donation, and would not be listed here.

All Directors may count any attended Board or Committee meetings as volunteer hours. For example:

- Board Meetings (4/year x 2.5 hours each) = 10 hours
- Committee or Advisory Council Meetings: (4/year x 1 hour each) = 4 hours and then duplicate that if you are on multiple committees.

Name:

Activity	Hours	Total number of volunteer hours



STANDING COMMITTEE/BOARD SCHEDULE 2026-2027
Other committees meet as needed, determined by the Chair.

Finance & Audit Committee Meetings

LOCATION: Zoom

- Tuesday, July 14, 8-9am
- Tuesday, October 13, 8-9am
- Tuesday, January 12, 8-9am
- Tuesday, April 13, 8-9am

Executive Committee Meetings

LOCATION: Zoom

- Tuesday, July 14, 9-10:30am
- Tuesday, October 13, 9-10:30am
- Tuesday, January 12, 9-10:30am
- Tuesday, April 13, 9-10:30am

Board of Directors Meetings

LOCATION: TBD and Zoom

- Tuesday, July 28, 8:30-10:30am
- Tuesday, October 27, 8:30-10:30am
- Tuesday, January 26, 8:30-10:30am
- Tuesday, April 27, 8:30-10:30am