

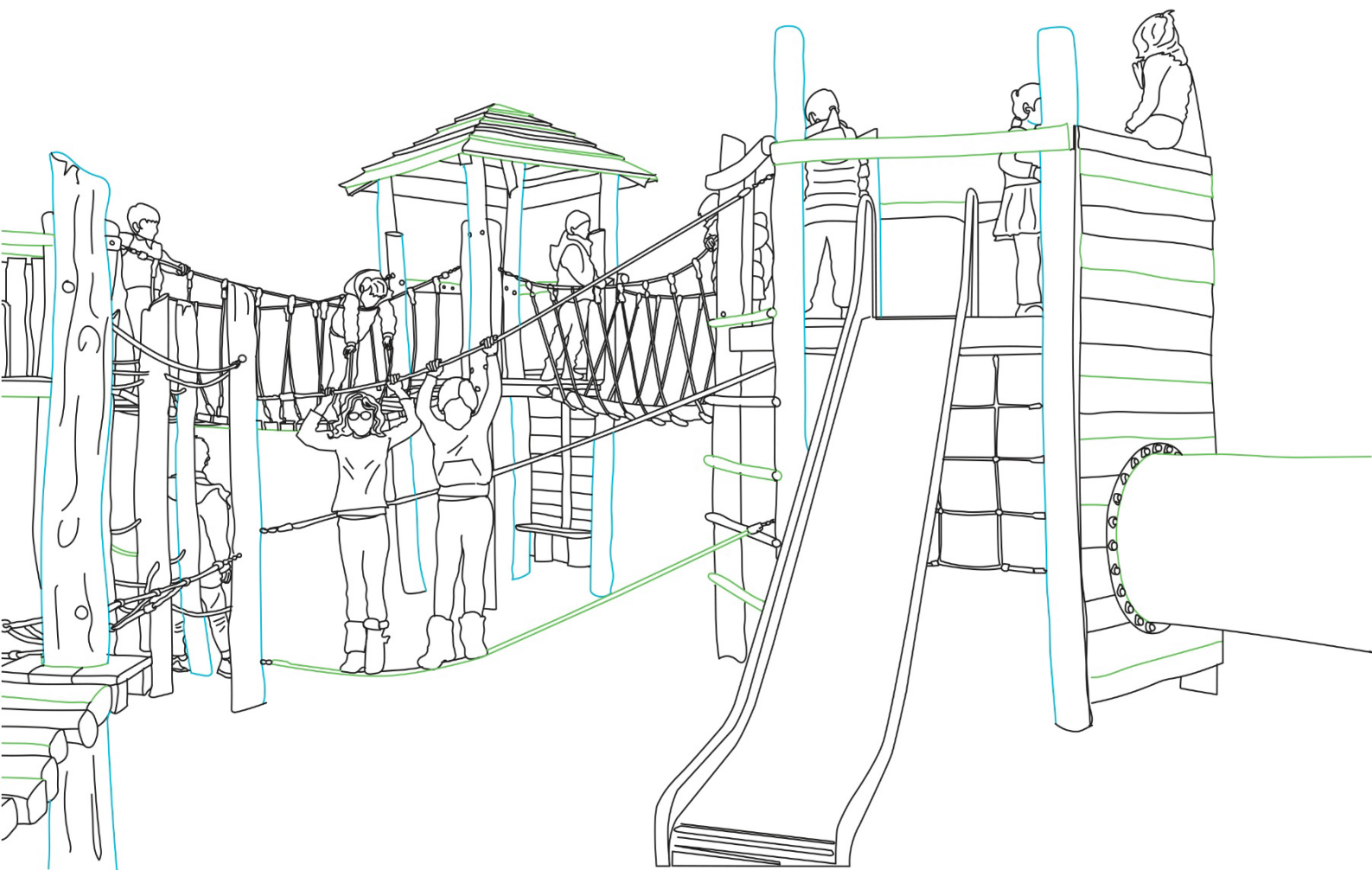
OUR
Kind
of
Education



Inter-Community School Zurich

ANNUAL REPORT

2024 - 2025



OUR MISSION

At ICS we are committed to providing a supportive and enabling learning environment in which all members of the community are challenged to achieve their individual potential, encouraged to pursue their passions, and expected to fulfil their responsibilities.

OUR VALUES

WELCOMING. HUMBLE. RESILIENT. COMMITTED.

There is a uniqueness within ICS that attests to our welcoming environment. Ours is an empowered community of humble and resilient people, collectively committed to learning.

OUR VISION

Empowering learners to change their world.



ICS
inter-community school



100 ICS Anniversary 2019



ICS

MESSAGE FROM OUR EX-OFFICIO INTERIM HEAD OF SCHOOL & CHIEF FINANCIAL OFFICER



The 2024-2025 academic year marked a significant turning point in our commitment to the Our Kind of Education Strategic Direction. Building on reflections from our NEASC Accreditation and IB Evaluation report from the previous years, we leveraged community assets and input to define the four pillars of our plan; self, community, world, resources.

As we enter the second year of this five-year plan, we do so with confidence and excitement. As a teaching fraternity, we stand on the success of our first year implementing professional learning communities dedicated to embodying each of the four pillars in our daily practice.

To this, we have added working teams focusing pathways to graduation and belonging; two key areas that bear witness to our unwavering commitment to providing our students and families with the highest quality experience.

As part of our ongoing commitment to enhance our infrastructure, we are proud to acknowledge the valuable partnership with Zürcher Kantonalbank. The essential road works around the campus were completed, we commissioned the Pavilion and successfully kicked-off the much-anticipated extension in the main building.

The partnerships that exist between the School Leadership, the Board, and the Parent Association, community, and business partners are stronger than ever. These partnerships make our work not only possible but joyful as we chart the journey ahead.

We would like to sincerely thank the Board of Trustees for their exceptional service and support in driving the strategic direction of our school. The stability, wisdom, and leadership of the Board has been a key to our success as we seek to embody what it means to provide Our Kind of Education.

 **Cristian Garcia**
CFO

Gabriel Di Mauro
Interim ex-officio Head of School

MESSAGE FROM THE CHAIR OF THE BOARD OF TRUSTEES




The ICS Board of Trustees is honoured to present the Annual Report for 2024–2025. This past year has been one of steady progress, thoughtful reflection, and continued commitment to ensuring that ICS moves forward with integrity, purpose, and care.

Since our last Annual General Meeting, the Board has focused on sound financial oversight and clear strategic direction. We are pleased to report that the foundation’s finances remain strong, generating healthy surpluses that allow continued investment in teaching, learning, and our campus’ future.

Our five-year strategy, Our Kind of Education, continues to guide our work. It defines who we are as a community and the values we bring to education — developing character, encouraging curiosity, and preparing learners to shape their world with confidence. In line with this vision, both the Campus Development Project and The Saathi Project™ have advanced meaningfully, reflecting our long-term commitment to enriching the learning environment for current and future generations.

As we look back on the 2024–2025 academic year, we celebrate the achievements of our Grade 12 students in the IB Diploma Programme and the progress of every learner across the school. Their accomplishments are a testament to the dedication of our teachers and staff, whose professionalism and care continue to define the ICS experience. We also recognise the many colleagues who support the school’s operations each day — their work underpins the strength and rhythm of our community. We are especially grateful to our interim School Leadership Team for their guidance during this year of transition, and to the Transition Committee and all members of our community who contributed thoughtfully to the Head of School search. We look forward to welcoming our new Head of School in 2026 and to upcoming on-campus visits, which we will share with the community as part of the transition year.

Our thanks also go to the Parents’ Association and to every family for their engagement and trust. Finally, we are grateful for everyone’s patience and understanding as the campus construction continues — thank you for accepting today’s disruptions as part of creating the campus of tomorrow. ICS continues to move forward with quiet confidence — building on its strengths, learning from experience, and remaining true to its values. We are proud of what our community has achieved together and look ahead with optimism to the year to come.

 **Greg Vlasek**
Chair
On behalf of the Board of Trustees

ACCREDITATION & MEMBERSHIP

ICS is an IB World School and is the only school in Zurich fully authorised by the International Baccalaureate Organisation (IBO) to offer three programmes of the IB – Primary Years Programme (PYP), Middle Years Programme (MYP) and Diploma Programme (DP).

ICS is fully accredited by the New England Association of Schools and Colleges (NEASC), and strives to continually improve and adapt to the changing landscape of education.

We are a service centred school, and the only Round Square school in Zurich. We believe that our children learn best when they are able to be themselves in their school and are safe and valued for who they are.

ICS is an active member of the Educational Collaborative for International Schools (ECIS), the Swiss Group of International Schools (SGIS), the European League for Middle Level Education (ELMLE), and the Sports Council of International Schools (SCIS).

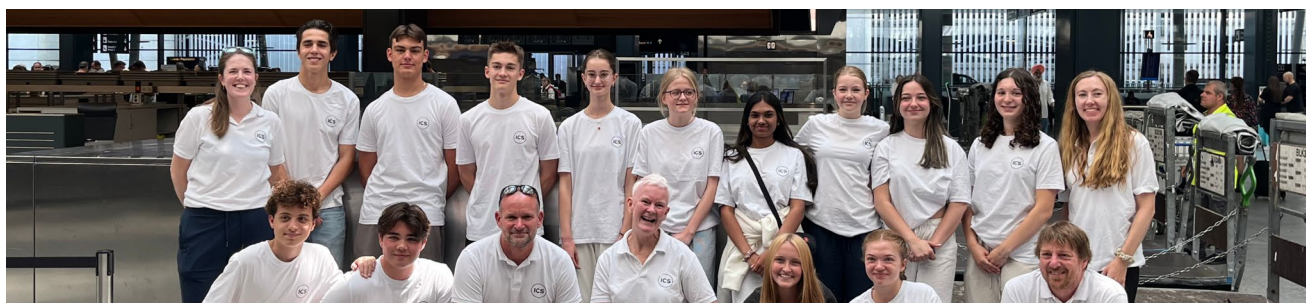
Non-Native
English Speakers
63%

Student
Nationalities
52+

Students in
class of 2025
77

We are proud of the diversity of our environment, of the representation of 52 nationalities with over 70 spoken languages - ours is a vibrant and vigorous community.

THREE PEAKS OF THE SAATHI PROJECT



Under the three peaks of the Saathi Project—**Education, Endowment and Expedition**—we are pleased to share notable achievements from the past year 2024-2025.

Under the **Education** peak, two ICS teachers participated in a two-week professional exchange at Shree Mangal Dvip Boarding School (SMD) in February 2025, engaging in teacher exchanges and collaborative professional development with Science and Math colleagues. With a particular focus on Grades 11 and 12, this work not only strengthened subject-specific pedagogy but also fostered the blending of Western and Eastern educational philosophies, thereby deepening institutional ties and advancing shared learning.

Through the **Endowment** peak, our community came together at March 2025's Quiz Night to surpass the fundraising target of CHF 15'000, raising a total of CHF 20'000 through donations, drinks sales, and the auction of Diploma Programme artwork—an achievement that ensures both the sustainability and future growth of the Saathi Project. In addition, our parent community raised another CHF 40'000 at the Spring Gala Auction in April 2025. As part of our annual commitment, these funds go towards financing opportunities for 15 SMD students to study at Kathmandu University at a reduced rate of 50% each year.

Finally, as part of the **Expedition** piece, thirteen Grade 10 students travelled to Kathmandu in June 2025, where they spent two weeks serving SMD students while engaging deeply with local culture and history, an experience that fostered intercultural understanding and leadership. The Personal Development Experience to SMD and the Kathmandu valley offered our Grade 10 students a unique opportunity to develop empathy, resilience, global awareness and perspective through direct collaboration with grade nine and ten students from SMD School. Immersed in new cultural settings, students participated in service learning, engaged in joint projects centred on the global goals, with local peers, and faced challenges that demanded adaptability and teamwork. These experiences fostered reflection on privilege, the environment, connection, and impact—deepening our students' understanding of global citizenship and the value of purposeful action. The experience reinforced our commitment to experiential learning that bridges classroom knowledge and real-world engagement, leaving students inspired to make meaningful contributions both locally and globally. Visits to the valley's renowned UNESCO World Heritage Sites - including Kathmandu, Patan, and Bhaktapur Durbar Squares, Swayambhunath (Monkey Temple), Boudhanath Stupa and Pashupatinath Temple as well as Thrangu Tashi Yangtse Monastery at Namu Buddha - provided students with first-hand insight into Nepal's remarkable artistic, spiritual, and architectural heritage. Exploring these ancient temples and palaces not only brought history vividly to life but also invited students to reflect on mindfulness, spirituality, and cultural diversity. The immersive experience deepened students' respect for preservation, encouraged intercultural dialogue, and inspired a lasting appreciation for the value of cultural heritage stewardship.

INSIGHTS INTO THE CAMPUS DEVELOPMENT PROJECT



The ICS Campus Development Project is a multi-phased construction initiative aimed at consolidating all learning grades of ICS Inter-Community School Zürich onto a single, purpose-built Campus. The 2024-2025 academic year marked the start of this multi-year project, with the successful completion of Stage 1A: the new entrance and exit road; and Stage 1B, the Pavilion: a modular, temporary school building housing 24 classrooms. The Pavilion is a highly customised solution that enables ICS to continue construction while maintaining uninterrupted school operations. Both projects were completed on time and well within budget. Stage 1A commenced in June 2024 with preparatory and demolition works during the Summer Break, then continued in January 2025 and was successfully completed in April 2025, while the foundation works of Stage 1B started in October 2024, with the first group of Primary students moving in at the start of January 2025.

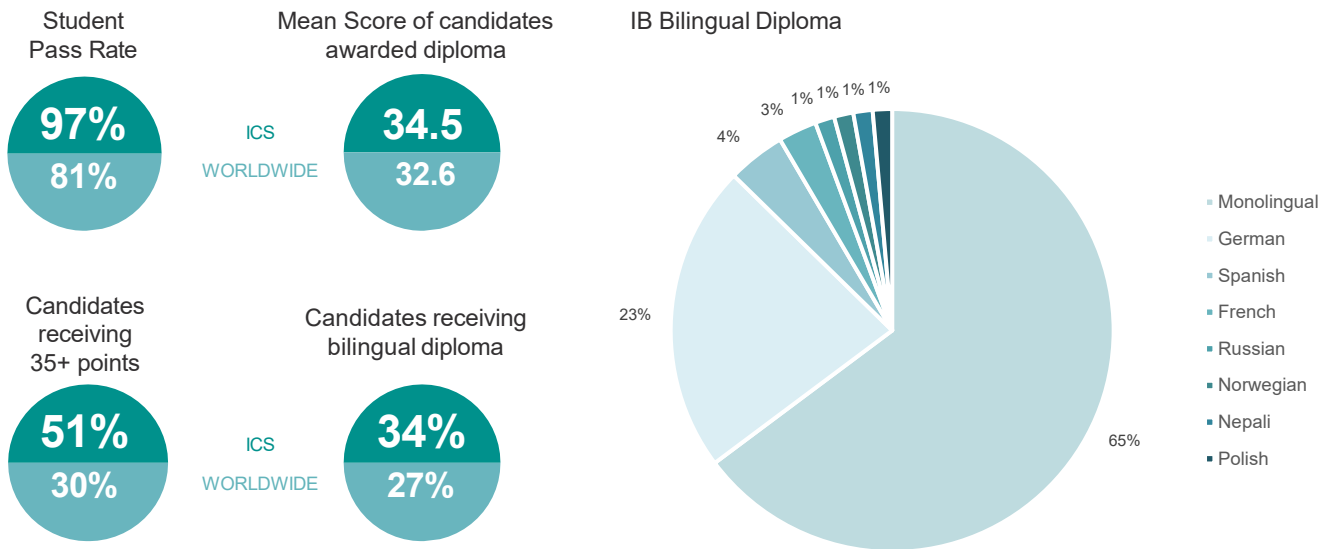
Following the completion of Stages 1A and 1B, the end of the 2024-2025 academic year marked the launch of Stage 2. This phase includes the vertical extension of the existing Secondary School building by two levels above its current four floors. The approximately 2'000m² expansion features a partially double-height space dedicated to the arts, with new learning areas for the Visual Arts, Theatre and Music departments, a double-height Performance Hall, and a more intimate Music Hall. Additional office space will also be created on Level 6. The works started in June 2025 and completion is expected in Spring 2026.

This strategic development represents a major milestone in our ongoing commitment to providing an inspiring and enriching educational environment for both students and staff.

IB DIPLOMA

The Class of 2025 set high expectations for themselves by striving to meet their potential during the two year IB Diploma Programme. Ours is a school that is inclusive and open-entry, which supports all students to undertake the full IB Diploma. Unlike other schools that channel students into either the IB Diploma or a national curriculum, here at ICS we believe that all students can achieve success in the IB Diploma. Their collective results significantly exceeded the worldwide average and our results continue to represent the high calibre learning which reflects the dedication of our highly qualified teachers, as well as the hard work of our students. We remain firmly committed to our belief that all students can achieve individual success in the IB Diploma Programme.

IB DIPLOMA RESULTS 2025 - ICS & WORLDWIDE COMPARISON



MEAN SCORE BY SUBJECT GROUP 2025



UNIVERSITY & COLLEGE ACCEPTANCES 2025



FINANCES

FINANCIAL INFORMATION for 2024 - 2025

The Foundation for the Inter-Community School Zurich is a private non-profit foundation organised under Art. 80 ff. of the Swiss Civil Code. It serves families of all nationalities temporarily living in Switzerland by providing an education that enables students eventually to return to their own country, integrate into other international schools or start their studies at a university either locally or around the globe. The school is an IB World School and a member of the European Council of International Schools. ICS is fully accredited by the New England Association of Schools & Colleges (NEASC).

The school is governed by an elected Board of Trustees that serves in a voluntary capacity pro-bono. Financial surpluses, if any, can be used only for school improvement and development.

The Head of School and the Finance team manage the school's accounts under the guidance of the Financial Policies. In fulfilment of the Board of Trustees' fiduciary duties, the Board provides oversight through the Finance Committee. All key financial decisions, including establishment of the annual budget and schedule of fees, arise from the recommendations of the Finance Committee to the Board. The Board also sets the school's campus enhancement policies and ensures that an independent annual audit is conducted. The school's financials are presented and explained at the Annual General Meeting of Parents in December.

FINANCIAL REVIEW

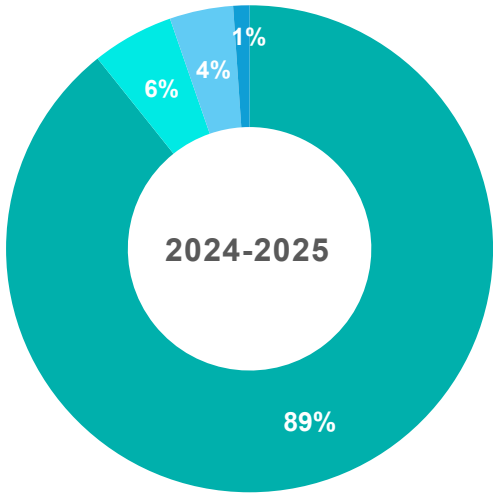
The financial charts in this Annual Report represent a summary of the school's financial status as of 31 July 2025 in accordance with the audit conducted by Ernst & Young AG, which was presented to the Board for approval on 3 November 2025.

The school, at its core, has the quality of its teaching and the power of its learning. All daily operations, activities and investments are funded from tuition, and capital fund fees with the sole purpose to provide Our Kind of Education. We continue to prioritise small class sizes and optimal resourcing of learning, particularly as it relates to the International Baccalaureate.

Although the geopolitical developments, and economic environment remain challenging, the school has managed to close the year with a surplus, after absorption of the depreciation of the newly commissioned Pavilion in January 2025, and upon servicing the debt. As of 31 July 2025, the ZKB construction loan amounts to CHF 7.8 Mio, and the school continues to maintain a strong financial position and a healthy balance sheet.

FINANCES

OPERATING REVENUE

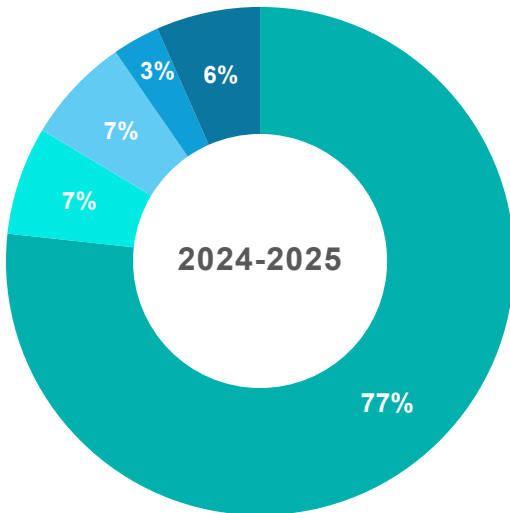


With enrolment slightly lower versus prior year, overall operating income remained stable, allowing us to maintain a strong financial stability. The school prioritised supporting our existing families through stable tuition and enhanced learning experiences, ensuring that our focus remained firmly on our students' success.

Revenue

TCHF	2024-2025	2023-2024
Tuition fees	25'770	26'213
Educational fees	1'568	1'562
School services	1'219	1'136
Other income	311	344
	28'868	29'255

OPERATING EXPENSES



Our dedicated team of approximately 230 employees account for 77% of total operating costs in 2024–2025. To ensure our commitment to attracting and retaining high-quality educators, the school continues to invest strategically in the professional development of our teaching staff, thereby enhancing the quality of instruction and supporting the continuous improvement of student learning.

During the same period, 7% of our expenditure went towards educational materials and student activities. We are constantly working to improve our students' opportunities to expand their learning both inside and outside of the classroom. As part of Student Life, we offer a wide range of after school activities focusing on music, theatre, visual arts, technology, health, speech and debate, sports, study visits and experiential learning.

Expenses & Surplus

TCHF	2024-2025	2023-2024
Staff	22'033	22'277
Students	1'978	2'064
Campus	1'942	1'951
General expenses	864	969
Depreciation	1'902	1'248
Surplus	149	746
	28'868	29'255

A further 7% of annual expenditure is dedicated to the maintenance and ongoing improvement of our campus and outdoor spaces. The current expansion of the secondary building places increased demands on our maintenance team, whose dedication and adaptability ensure that our campus remains a safe, functional, and inspiring environment for our entire school community.

FINANCES

OUR FINANCIAL POSITION

The school continues to maintain a stable and healthy financial position. Together with ZKB, we have secured financing for the first phase of the campus development project, which will be completed in summer 2026.

As we look ahead, preparations for the next phase of the development project are underway, including the exploration of additional financing options to support its successful realisation. Through continued careful strategic management by the Board and the School's leadership, our efforts will ensure that the school enters the next school year and the future with confidence and long-term sustainability.

BALANCE SHEET AS OF 31 JULY

TCHF	2025	2024
Assets		
Current Assets	11'417	9'269
Non-current Assets	49'900	41'161
Total Assets	61'317	50'430
Liabilities and Capital		
Current Liabilities	16'507	13'570
Bank Loan	7'800	-
Foundation Capital and Result	37'010	36'860
Total Liabilities & Foundation Capital	61'317	50'430



