

The question is not,

"Can we change
the world?"

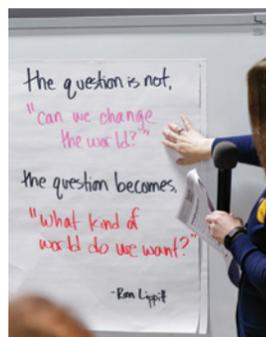
the question becomes,

"What kind of
world do we want?"

-Ron Lippitt

Volume 30 / Issue 1 / March 2016

1	MESSAGE FROM THE PRESIDENT
2	SPECIAL FEATURE: Developing Talent and Civic Leadership in Southeast Michigan
2	Investing in Nonprofit Leadership
6	Helping Young Leaders Find Their Voice
7	Mentoring Programs Making a Difference
12	NEWS
12	\$2.5 Million Grant Received from Michigan Health Endowment Fund
12	Staff Updates
13	GIVING
13	New Fund Benefits Missing and Exploited Children
13	IRA Charitable Rollover Made Permanent



COVER: An instructor shares an inspiring thought during a training program created for nonprofit leaders by Nonprofit Enterprise at Work and ZingTrain. Photo by J Singleton. More on [Ron Lippitt](#).

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PHOTOGRAPHY: Michelle Andonian, p. 12, top; Asim Alavi, p. 11; Girls on the Run, p. 9; Midnight Golf, pp. 7-8; Larry Peplin, p. 5; Public Allies, p. 10; J Singleton, p. 3, 4-5, top; Glenn Triest, p. 12, bottom.

Community Foundation

FOR SOUTHEAST MICHIGAN

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At the Community Foundation we often say that we do more than make grants. For example, while more than \$56 million in grants were made in 2015, we also hosted dozens of convenings, trainings and community events. We estimate that we brought together nearly 3,000 people last year to learn, share knowledge, and collaborate about how to make great things happen in our region.

We invest in these activities because we know they strengthen organizations and communities and make a difference in people's lives. We frequently hear from our nonprofit partners about a collaboration or idea that took root at a gathering we hosted, and that continues to have a transformational impact years later. As important as grant dollars are, we have also learned the value of creating opportunities for people to come together with a sense of shared purpose to learn from and support one another.

In this issue of the *Report*, you will learn about several programs that are using Community Foundation dollars to increase civic leadership in our region. Though the needs of the groups they serve may vary, these programs share a common goal of supporting individuals in acquiring the skills and networks they need to fulfil their potential and become the kind of citizen leaders who can make a difference in the world around them. We hope you will enjoy their stories.

We are pleased to announce a new initiative at the Community Foundation that is launching this month. Healthy Food Connect will make competitive grants and sponsor educational programs to support collaborative efforts to expand access to healthy food and to improve the health of seniors and young people. Program details and grant guidelines are available at cfsem.org.

Finally, there is good news on the charitable giving front. Late in 2015, the IRA charitable rollover was signed into law as a permanent provision of the U.S. tax code. This powerful tax incentive allows individuals aged 70½ and older to donate up to \$100,000 to one or more public charities directly from their Individual Retirement Accounts, which counts toward the required annual minimum distribution without being included in adjusted gross income. To learn, more please see the story on page 13, or get in touch with a member of our philanthropic services team.

As always, we welcome your feedback. You can follow us on Twitter and Facebook, or reach out directly by telephone by calling 313.961.6675. Let us know how we can assist you with your charitable giving and in supporting the causes you care about most deeply.

Sincerely,

Mariam C. Noland
President

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DEVELOPING TALENT AND CIVIC LEADERSHIP IN SOUTHEAST MICHIGAN

According to renowned leadership expert [John Gardner \(1912-2002\)](#), societies thrive when leadership blossoms from the grassroots. During his long career in public service, Gardner observed that a single, charismatic leader was less important than the participation of citizen leaders at every level of an organization or movement. The most important job of an effective leader is to help instill in others the initiative, judgment, skills and confidence necessary to work together for the common good.

Broad-based, inclusive civic leadership is an important value at the Community Foundation. We work with partners throughout the region to create opportunities for individuals from all walks of life to fulfill their potential and become empowered participants in the future of their communities.

Training and mentoring programs play an important role in building talent and fostering the leadership our region needs. In this issue of the *Report*, we highlight a few examples of the Community Foundation's investment in this work and the difference it is making.

INVESTING IN NONPROFIT LEADERSHIP

The nonprofit sector in the United States is remarkably wide-ranging and touches many aspects of life — from the arts, culture and the humanities to education and research, health, the environment, international relief, religious organizations and much more. Few other societies rely so heavily on nonprofit organizations and volunteer efforts to provide so many essential services to citizens.

In Michigan, almost 12 percent of the workforce is employed in the nonprofit sector. In addition, state residents donate more than \$4.7 billion per year to causes and charitable organizations they care about. Nonprofits are an important part of our regional economy, woven into the fabric of our communities at every level.

The Community Foundation has a deep commitment to strengthening the charitable sector in southeast Michigan. One of the most important ways we do this is by awarding grants for professional development. Well-trained employees are the backbone of any successful organization, but training requires a serious commitment of staff time and money, which many nonprofits find impossible to allocate when budgets are tight and community needs are great.

Here are three examples of programs that demonstrate the value of thoughtful, coordinated investments in helping people grow in their ability to do their jobs effectively.

Supporting Detroit's Revitalization

In 2014, at the height of the Detroit bankruptcy proceedings, the John S. and James L. Knight Foundation established a fund at the Community Foundation to support training and development for some of the key organizations working on Detroit's turnaround. Both Knight Foundation and Community Foundation staff were aware of just how many critical responsibilities were on the shoulders of the city's hardworking nonprofits — and how vital their efforts were in pulling Detroit through the crisis.

Proposals were solicited from organizations working in areas such as land use, city planning and economic development. The nonprofits were encouraged to think big: If resources were available, what professional development opportunities would make the most difference to their organization's ability to fulfill its mission and help Detroit and its residents?



Making grants to support training and professional development is an important way the Community Foundation invests in productivity and job satisfaction in the nonprofit sector. Pictured here: a participant in a seminar created especially for nonprofit leaders in southeast Michigan by training experts ZingTrain and Nonprofit Enterprise at Work.

The responses were so impressive that more than \$400,000 in training stipends were granted. One hundred sixty-four individuals from 26 Detroit nonprofits attended programs ranging from executive coaching and leadership training to content-specific courses and national conferences that gave participants the opportunity to see how other cities were addressing issues and problems similar to Detroit's.

Justin Schott, executive director of EcoWorks, attended the Schools Sustainability Summit, sponsored by the Center for Green Schools of the U.S. Green Building Council. His organization works with Detroit schools to cut costs and improve student health by reducing energy consumption and creating environmentally sustainable facilities and practices.

"Attending the summit connected me with an impressive network of thought leaders and helped me map out a strategy to expand our program to new school districts," said Schott. "Perhaps more importantly, the experience changed the way I value

professional development and motivated me to invest in a comprehensive leadership development strategy for all staff."

Last fall, the participants were brought together to share stories about the benefits their organizations gained from their training opportunities. Some of their experiences can be found at cfsem.org/initiative/nonprofitcapacity. At the event, Knight Foundation and the Community Foundation announced an investment of more than \$150,000 for another round of training.

"This program has done more than build skills," said Katy Locker, Detroit program director for Knight Foundation. "We have heard from participants that this investment has made them feel that their efforts and sacrifices are valued. By advancing the talented people who are working to build a more vibrant future for Detroit, we are able to help them perform better, but we are also giving them a reason to want to stay connected to our city and our region." ■



World-Class Training on a Nonprofit Budget

There's a reason why entrepreneurs pay thousands of dollars to experience the business training methods developed by Zingerman's. During the company's 30-plus years in business, it has been recognized for the outstanding quality of everything it undertakes, from its famed Ann Arbor deli and restaurant to its wholesale bakery and specialty mail-order business. Its ZingTrain division has been sharing this recipe for success through seminars, workshops and training DVDs since 1994.

Such training is unaffordable for the average nonprofit organization, but thanks to a partnership with Nonprofit Enterprise at Work (NEW) there is now a ZingTrain program tailored to their budgets and unique needs. NEW was founded more than 20 years ago to provide consultation, education and resources to the nonprofit community, so the collaboration was a natural fit with their mission.

Thanks to a \$30,000 grant from the Community Foundation, the new program, [Leadership DELI](#) — Develop, Elevate, Lead, Innovate — is being offered to nonprofits throughout southeast Michigan.

An underlying theme of Leadership DELI is looking at nonprofit service through the lens of best-in-class customer service. While it is the mission of every nonprofit to serve others, sometimes the pressures

of limited resources can make it challenging to provide the best possible customer service experience to all clients.

The program consists of seven seminars over a seven-month period. In addition to building solid skills, Leadership DELI also leads to close ties among the participants, who become a ready-made support group for one another as they move forward in their careers.

Building Capacity in St. Clair County

St. Clair County is the northern- and eastern-most county in the Community Foundation's seven-county region. It's a diverse area, boasting miles of freshwater coastline and beaches, a storied maritime history, diverse industry and acres of productive farmland. With a population of just over 160,000, it is less populous than most of our seven-county region, with a rate of poverty that is just slightly higher than the national average.

For several years, the Community Foundation has been working to grow the capacity of nonprofits in the county to meet community needs and improve the quality of life for residents through strategic grant-making. A key partner in these efforts is the Port Huron-based Stebbins family, whose fund at the Community Foundation has supported more than \$7.5 million in grants over the past 10 years.

With their support, the Community Foundation recently offered training to 18 nonprofits to help them better manage and expand their organizations. The Johnson Center for Philanthropy at Grand Valley State University was enlisted to create two sessions for executive directors and board members covering such topics as governance structures, board engagement, management, the legal duties of boards, and strategies for increased funding and impact.

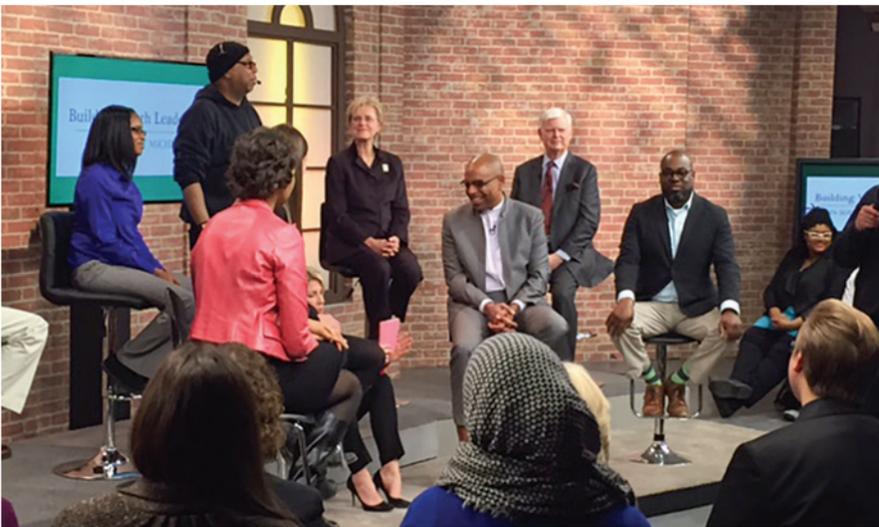
Denise Dalrymple, CEO of the Girl Scouts of Southeast Michigan, whose service area includes St. Clair County, said of the experience: "This was one of the best trainings on boards I have attended in 30 years. Thank you, Stebbins family, for this opportunity. It is so great when the patron and the gift are in such great harmony. It was very much appreciated." ■

Grants from the Stebbins Family Fund at the Community Foundation have helped to increase the capacity of nonprofit organizations in St. Clair County through training and professional development opportunities for staff. The Stebbins family has a strong commitment to programs and organizations addressing rural poverty and family literacy.





Youth leaders (left to right) Harmony Rhodes, Keirsten Hubbard, Meaghan Wheat and Abijay Kumar prepare for the taping of "Building Regional Youth Leadership in Southeast Michigan" before a live audience at Detroit Public Television's studios. The televised conversation also featured adult community leaders (left to right) Mariam Noland, president of the Community Foundation; Aaron Dworkin, Sphinx organization founder and dean of the school of music, theater and dance at the University of Michigan; Joseph L. Hudson Jr., founding board chair of the Community Foundation; and Pulitzer Prize-winning journalist Stephen Henderson.



HELPING YOUNG LEADERS FIND THEIR VOICE

Few things are as fundamental to a healthy, vibrant region as interested and engaged citizens. Encouraging civic participation among new generations of young people in southeast Michigan has long been a core part of the Community Foundation's mission.

One formal avenue for getting youth involved in their communities is by applying for grants from our Youth Leadership Fund — a permanently endowed fund that makes grants for youth-led projects. Teens from across the region serve on the Youth Advisory Committee, which reviews the proposals and makes grant recommendations. Many former youth grantees now hold leadership positions at nonprofits in southeast Michigan, both as staff and as volunteers.

Several years ago, the Community Foundation dramatically increased our efforts to promote youth leadership. We consulted with experts at the University of Michigan and invited them to work with us to create an entirely youth-driven program that would increase the number, quality and diversity of young leaders in our region.

That was the origin of YOUth Voice for Social Justice. The program kicked off in 2013 with a year of training for youth and adult nonprofit leaders on nonprofit management, fundraising, storytelling and how organizations can do more to include the voices and viewpoints of youth in their work.

Next, we commissioned the Metropolitan Youth Policy Fellows to undertake one of the largest surveys ever conducted of young people by other young people. Based on the responses of 1,000 youth, grant proposals were solicited for projects that would address the key issues most in need of attention.

Grants totaling more than \$500,000 were made to eighteen groups of young people to implement their projects. They received support over the next year from adults trained to facilitate youth-led initiatives.

Many of the youth participants reported that this three-year experience of learning about their communities — and their own capacity to have an impact — has put them on a lifelong path of working

on causes they care about. Four youth leaders appeared on a televised town hall on Detroit Public Television to discuss their ideas and experiences. You can view it at cfsem.org/media/building-youth-leadership-in-southeast-michigan.

"Through YOUth Voice for Social Justice, many community organizations have learned how to meaningfully engage youth in their work, and many youth have learned how to create change on issues

that they care about," said Dr. Katie Richards-Schuster, assistant professor in the School of Social Work at the University of Michigan and consultant to the YOUth Voice program. "Not only has it been a great experience for the cohort of young people who participated in this journey with us, but it is also something the organizations can take forward in their future work. We believe this will have a lasting impact on our region." ■

For tips on fostering youth-led initiatives in your community, visit cfsem.org/initiative/youth-voice-for-social-justice.

MENTORING PROGRAMS MAKING A DIFFERENCE

The Community Foundation supports a remarkable variety of mentoring programs, each with a distinctive approach to a common goal — providing guidance and support to people who are attempting to gain new skills or attain life goals. The most effective programs offer consistency and structure, along with an understanding of the unique character and needs of the people they serve. Here is an overview of four programs that are making a difference in their communities.

Midnight Golf Program

The mission of Midnight Golf Program (MGP) is to improve the personal and professional development and educational preparedness of young adults through an appreciation of the game of golf. Since its inception, more than 1,400 young people have completed the program, which offers high school seniors a well-rounded experience of golf instruction from Professional Golf Association professionals and life-skills workshops taught by regional business and community leaders.

Midnight Golf participants tour colleges and universities and play golf at some of the nation's leading courses.





In addition to mentoring and workshops on such topics as business etiquette, public speaking, financial literacy and civic responsibility, Midnight Golf Program participants receive golf instruction from PGA professionals, access to area golf courses and a new set of golf clubs.

Former social worker Renee Fluker founded MGP more than 15 years ago. She was inspired by her son, a student golfer who encouraged her to find a way to provide other young people with the opportunity to experience the game he loved and the doors he believed it had opened for him.

Twice weekly, two groups of approximately 100 students meet from 5:30-8:30 p.m. for life lessons, golf lessons and a sit-down dinner. Each student receives golf apparel and a set of clubs. Defying the conventional wisdom that programs targeting high school students are “too little too late,” MGP is committed to preparing all participants for college attendance and graduation. So far, 90 percent of the students completing the program have gone on to attend college.

These statistics are impressive by any measure, but Fluker was eager to dig deeper into the MGP alumni data and understand the longer-term benefits of the program. Thanks to a \$30,000 grant from the Community Foundation, they have set up a professional evaluation system that tracks alumni

progress over the long term and uses metrics to guide program improvements and enhancements.

One of the program’s most valuable assets is its mentors. Currently, MGP has 54 mentors, 15 of which are MGP alumni. Mentors stay connected to students after they graduate from high school and move on to college and a career.

MGP has been acclaimed for its impact on the lives of at-risk youth in publications including the *Wall Street Journal* and *Golf Magazine* and on CNN. Fluker says many of her students had never been outside the city of Detroit and had few experiences that would help them prepare for college or career — never mind golf.

Why is it called Midnight Golf? The program started as an offshoot of the safe streets initiative called Midnight Basketball. Over time, it has come to have another meaning, Fluker says. “Playing golf at night is impossible unless someone shines a light. The program uses the game of golf to give young people a brighter vision of their future.”

“All our students need is exposure and guidance. They are committed to creating a successful path for themselves.” – Renee Fluker, Midnight Golf

Girls on the Run

Girls on the Run of Southeast Michigan is an affiliate of an international organization widely recognized for its work inspiring girls ages 8 to 15 to lead healthy lives through a curriculum that creatively integrates running and age-appropriate fitness conditioning. Girls on the Run 5Ks are a fixture in many communities nationwide.

Since its inception in 2002, the southeast Michigan group has grown from serving 92 to more than 1,800 girls across a five-county region each school year. It was recently awarded a \$14,500 grant from the Detroit Auto Dealers Association Charitable Foundation Fund at the Community Foundation to help launch a new middle school curriculum called Heart & Sole.

Heart & Sole serves girls in sixth to eighth grades at community centers and at public, charter, and religious schools. Girls meet twice a week for 90 minutes after school with trained coaches. The program promotes physical activity as well as team-building, setting boundaries, regulating emotions, taking a stand, making connections, solving problems, and developing empathy.

Eighty-seven percent of all Girls on the Run sites in southeast Michigan are schools that serve under-resourced, low-income families. Thanks to support from the Community Foundation and other donors, sponsors and foundations, Girls on the Run has been able to serve all girls in southeast Michigan who want to participate, regardless of their ability to pay.

Girls on the Run inspires girls to be joyful, healthy and confident through a curriculum and group activities that creatively integrate running and strength training. The Community Foundation is helping the organization launch a new curriculum for girls in grades six through eight.



“Two years with Public Allies gave me the opportunity to learn who I am, who I want to be and how to get there.” – Damona Platt

Public Allies

Public Allies is a national program committed to changing the face of leadership and community action by creating opportunities for people who are cut off from many of the traditional pathways to civic engagement. It offers young people aged 17 to 24 full-time, paid apprenticeships for a full year of service in regional nonprofits. The young people receive intensive skill and career training, and have an opportunity to earn up to six undergraduate college credits.

The metro Detroit chapter is an AmeriCorps program, a member of the national service network that includes VISTA and the NCCC-FEMA Corps. The chapter is based at the University of Michigan–Dearborn, and the university’s resources, such as the enrollment office, library, and college coaching, are available to the Allies.

Support from the Community Foundation helped launch Public Allies in our region in 2013. Based on

the strong results the program is achieving, a grant of \$50,000 was recently made to help the program grow.

Public Allies of Metro Detroit reports that more than 98 percent of Ally graduates remain in Detroit — they are homegrown leaders who commit to putting their talents and experience to work in their neighborhoods. Approximately 70 percent enroll in postsecondary degree programs after completing their apprenticeships.

These results are particularly impressive because more than 60 percent of those served by the program are defined as “disconnected youth” or “opportunity youth” — young people between 16 and 24 who are neither in school nor in the workforce. Programs like Public Allies represent an important second chance to develop the talents of teens and young adults and to engage them in viable educational, career and services opportunities.

Public Allies participants engage in a team-building exercise. The program provides paid internship and training in community service. For more than 70 percent of participants, it offers second shot at a post-secondary education.



Interns with the organization Asian and Pacific Islander American Vote participate in community service aimed at supporting vulnerable immigrant populations. They are pictured here with Michigan State Representative Sam Singh, second from right.

Asian and Pacific Islander American Vote

Asian and Pacific Islander Americans are the fastest-growing demographic in Michigan. In order to better understand this diverse group, the local Michigan partner of the nonprofit organization Asian and Pacific Islander American Vote conducted a community needs assessment supported by a grant from the Knight Foundation’s donor advised fund at the Community Foundation. The report, entitled *Rising Voices, Revealing Truths*, was the first investigation into their employment, education, immigration and social service needs.

A recent Community Foundation grant of \$50,000 will help the organization build upon this work with a new fellowship program designed to enlist second-

generation Asian and Pacific Islander Americans to help newly arrived individuals.

The program places college students in key Asian-American community organizations so they can build their capacity to support the most vulnerable ethnic populations. Fellows receive stipends for their involvement, along with training and leadership development opportunities designed to create strong and engaged community leaders.

“Part of the work is to demystify leadership,” said executive director Theresa Tran. “There are many ways for people to get involved and have a voice in their communities.” The program is also helping to bridge the intergenerational divide between first- and second-generation immigrants, creating a shared experience of community that is beneficial to both. ■

Support organizations that make life better for children and youth by making a gift to the Community Foundation at donate.cfsem.org.

\$2.5 MILLION GRANT RECEIVED FROM MICHIGAN HEALTH ENDOWMENT FUND

The Community Foundation will use a \$2.5 million grant from the Michigan Health Endowment Fund to launch a new initiative called Healthy Food Connect. Through competitive grants and educational programs, the initiative will support collaborative efforts to expand and replicate existing successful food programs and encourage new strategies for improving the health of young people and seniors in southeast Michigan. Grantmaking guidelines are available at cfsem.org/HFC.

Community foundations across the state applied for funding from the Michigan Health Endowment Fund in the fall of 2015. Grant requests focused on areas such as prenatal care and infant mortality, health

services to support adopted and fostered children, healthy food access, wellness and fitness programs, access to mental health services, technology enhancements, health related transportation needs, access to care, and teen pregnancy prevention.

The mission of the Michigan Health Endowment Fund is to improve the health of Michigan residents and reduce the cost of health care. The fund was created as part of 2013 state legislation that allowed Blue Cross Blue Shield of Michigan to become a nonprofit mutual health insurer. Nearly \$38 million in grants were awarded by the Michigan Health Endowment Fund last year.



STAFF UPDATES



AIMEE ARGEL has joined the Community Foundation as associate vice president, development. She has served as the director of development for the University of Michigan Health System and in development positions for Henry

Ford Health System, the Society of Manufacturing Engineers and the Girl Scouts of Macomb County. She holds a master of public administration degree from Wayne State University and a bachelor's degree from Michigan State University.



RUTH RASHID KALENIECKI has been named program officer. Kaleniecki was a consultant to Detroit Public Television and Metro Solutions, and a program manager at the National Kidney Foundation of Michigan and the Detroit Area

Agency on Aging. She holds an M.A. in social work with a concentration in gerontology from Eastern Michigan University and a B.A. from Albion College.

NEW FUND BENEFITS MISSING AND EXPLOITED CHILDREN

Many people establish memorial funds to support a cause that was important to a loved one during their lifetime. For Laverne Wilson, creating a fund in her daughter Carla Tucker's name was a way to try to help others touched by an issue no one would ever choose.

In 1979, Mrs. Wilson experienced every parent's worst nightmare: Her daughter vanished while walking home from a store near her home in Detroit. In spite of efforts by police and private investigators, the disappearance of 14-year-old Carla Tucker remained a mystery.

The loss of her firstborn — the little girl who loved puzzles and Soul Train, spelling bees and mac and cheese — was devastating. But Wilson says she went into "survival mode" to raise her remaining daughter and three sons. She supported her family by working in the Veterans Administration health system and watched her children become productive and healthy adults.

In 2014, Wilson's daughter Stephanie learned of a regional initiative to gather DNA from family members of missing persons in an effort to solve cold cases. Stephanie persuaded her mother to join her in participating.

Almost a year later, their DNA was matched with a body that had been discovered in Monroe County in 1992. Although the family finally had some of the answers they sought, they were now confronted by the undeniable fact of Carla's abduction and murder.

With the support of a counseling program for bereaved parents, Wilson is finding solace. Comfort has also come in the form of the caring people in Monroe County who tended Carla's grave for many years. Wilson met with them and a bond was formed. She decided that Carla's remains should stay there undisturbed — partly, she said, in tribute to the kind people who were overjoyed to finally learn the identity of the lost young girl.

Wilson worked with the Community Foundation to honor Carla by establishing a fund to assist others coping with the trauma of child abduction. "Carla did not get to grow up," she said. "But through the work of this fund, she can help others far into the future." She added: "It's important to recognize our loved ones. They were here. They mattered. Try to lift them up with something that will help them be remembered."

The Carla Yvonne Tucker Memorial Fund supports the National Center for Missing and Exploited Children, an organization founded by John and Reve Walsh following the abduction and death of their son Adam in 1981. It's responsible for the AMBER alert program, which quickly alerts the public nationwide to assist in the search and safe recovery of missing children. The program was named for Amber Hagerman, who was abducted in Arlington, Texas.

To make a contribution to the Carla Yvonne Tucker Memorial Fund, contact Randy Ross, philanthropic services, at rross@cfsem.org.

IRA CHARITABLE ROLLOVER MADE PERMANENT

We want to remind readers that an important charitable-giving tax incentive was signed into law in late 2015, making permanent the [IRA charitable rollover](#).

This is good news for individuals aged 70½ and older who now have the opportunity to donate up to a total of \$100,000 to one or more public charities directly from their Individual Retirement Accounts. The IRA distribution will count toward their required annual minimum IRA distribution without being included in their adjusted gross income. As no income is required

to be reported, the IRA distribution does not generate a charitable income tax deduction.

Even better news, all funds (other than donor advised funds) at the Community Foundation are eligible to receive an IRA charitable rollover. Please contact Robin Ferriby, vice president, philanthropic services, at rferriby@cfsem.org, for details on how to manage the process simply and efficiently, while achieving the maximum impact for your charitable dollars as well as all applicable tax advantages.

Community Foundation

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The Community Foundation for Southeast Michigan is here to permanently support our region.

We promote and facilitate permanent change in the seven counties of Wayne, Oakland, Macomb, Monroe, Washtenaw, Livingston and St. Clair, and we help donors invest in organizations they care about nationwide.

We do this by:

- Making strategic investments in programs and organizations that benefit the region
- Equipping organizations and the public with knowledge and information that will lead to positive change
- Building endowment — community capital — to meet our region's needs today and tomorrow, and
- Providing expert assistance to donors and their advisors in their charitable planning



INSIDE

Investing in Nonprofit Leadership
Helping Young Leaders Find Their Voice
Mentoring Programs Making a Difference