CELEBRATING

60 Years of Service

THE SKILLMAN FOUNDATION
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Radical Love

I define my commitment to Detroit children as one of “radical love.” “Radical” is to champion significant social change. “Love” is to act in favor of others, for the betterment of people.

Parents, teachers, and community members across our city exercise radical love on behalf of Detroit youth. Their dedicated care brings light into the lives of children, helping them feel loved, respected, and capable.

The Skillman Foundation seeks to be a purveyor of radical love, striving to ensure all Detroit children have equitable opportunities to learn and to lead. This is a high ambition, and the Foundation is learning to apply the principles of radical love as it goes.

Radical love has fueled:

The Opportunity Agenda for Detroit Children, our grant- and change-making strategies that focus on three deliverables to advance equity for Detroit children: strengthening K–12 public education, the afterschool system, and college and career pathways.

Our efforts to ensure Detroit youth are involved in the city’s positive evolution. This includes elevating youth voice and leadership to influence decisions affecting young people and the next iteration of their city.

Equipping civic leaders to engage in cross-sectoral collaborations to address complex social problems. This requires robust solutions grounded in collaboration between a variety of sectors and viewpoints to maximize a range of ideas, innovations, perspectives, experiences, and resources.

Being a fierce champion of Detroit children, consistently using forward-leaning actions and asset-based language.

Photo Credit: Shawn Lee
Using our platform to continually ask “How are the children?” Like the Masai tribe who coined the expression, we understand that the well-being of any community can only be measured by the well-being of its children. “How are the children?” is a question of equity. And it is an expression of radical love.

Radical love in Detroit is about enabling social change and promoting equity that sparks transformation for the city’s children. It’s a timely ethos that encapsulates the actions I see swelling in our city today.

Much of this publication is a reflection of the past—The Skillman Foundation’s 60 years of service and reporting on the past two years of our grant-making efforts through the Opportunity Agenda for Detroit Children. But I write this in the middle of 2020, a time in which our city, country, and world is changing dramatically in ways that will continue to unfold. The coronavirus pandemic and mass protests of police brutality and racism demand a new reality. Something historic is blooming, which requires us to hold pain and potential simultaneously.

If we embrace and employ radical love for our fellow man, we can build a more just and prosperous world.

After the death of George Floyd, I wrote “A Prayer for U.S.” I end this letter with the ending sentiments I wrote there:

Lord, I plead with you for better leaders. Stronger, more compassionate leaders in politics, civic organizations, police departments, businesses, and homes. Equip us all to step into our power so others can step into theirs. Equip us with words, actions, practices, and love to be the leaders our fellow man deserves. By simply changing our worlds, we can change the world.

Lord, the enemy of justice is hopelessness. Lord, let us be hopeful at this moment. Let us heal the grievous wounds and agony of our country. Let this be the moment when the bough breaks. When we accelerate this inflection. When the world changes. When the pain is so deep that it is transformational. When we can bend the long arc of justice.

Lord, help us. Lord, help U.S.

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¹ See page 80, Our Values
60 Years of Service to Children
Rose's father was a cattle rancher, and Robert's family's business was the Cleveland Vanish Company, though respiratory problems forced him to give up a family career. Robert became one of the early pioneers in the growth of the Minnesota Mining and Manufacturing Company (now known as 3M), alongside William L. McKnight and Archibald Bush, whose legacies are also carried forward through philanthropic institutions in their names. Robert served as 3M's sales representative for the eastern half of the country, spurred the invention of waterproof sandpaper—critical to healthy work conditions in automotive plants, developed 3M's foreign sales in England and Europe, and became the company's vice president and director.

After a long career at 3M, Robert retired and moved with Rose to Bloomfield Hills, MI, and Winter Park, FL. In Bloomfield Hills, the Skillman's purchased Fairfield Farms, which they transformed into a replica of a white-fenced Kentucky farm, complete with a stable of champion horses. In 1939, Robert Skillman returned to 3M to negotiate the purchase of the Studebaker plant on Piquette Street in the Milwaukee Junction area of Detroit’s Central North End neighborhood. He also coordinated the project that would transform the facility into an adhesive plant. He worked for this company as an executive consultant until his death in 1945.

After Robert's death, Rose Skillman continued to live in Bloomfield Hills and Florida for nearly 40 more years until her death in 1983. In addition to her love of animals—particularly horses and dogs—and her appreciation of the arts, Rose Skillman's commitment to the welfare of vulnerable children continued to grow.

Initially, she made charitable contributions to organizations that served children. Subsequently, she worked with her attorney and accountant to incorporate The Skillman Foundation in December 1960. She served as president until she was named honorary chair in 1964. She remained a trustee of the Foundation until she passed away.

When Rose Skillman died in 1983, the assets of the Foundation totaled $100 million. Since then, the assets have grown and now total nearly $500 million. The Foundation’s annual grantmaking budget is approximately $18 million.

The Skillman Foundation staff and trustees are committed to honoring Rose Skillman’s legacy, and to use our grantmaking funds and civic leadership to be a fierce champion of Detroit children.

As of December 2019, The Skillman Foundation had made 12,082 grants totaling $652,598,718.
From our establishment in 1960 to 1984, the Foundation received semi-annual contributions from Rose Skillman to be used for charitable purposes. Grants made during this period primarily supported protective services and counseling for youth. Examples of grants made were to support the Children’s Charter of the Courts of Michigan, Common Ground, Juvenile Court for the County of Oakland, and the National Committee for the Prevention of Child Abuse. Grants for health services and facilities rank second, with substantial investments made in medical research and health care facilities and equipment. Other grant areas were recreational services (examples include the Detroit and Pontiac Boys and Girls Club and the YMCA of Metropolitan Detroit); higher education for economically disadvantaged or students of color (examples include the United Negro College Fund); neighborhood development; arts and culture; and juvenile justice and crime prevention.

Upon Rose’s death in 1983, the Foundation began reorganizing. By 1984, the bulk of our assets were received through the sale of more than 2 million shares of 3M stock, staff was hired, and trustees established formal grantmaking areas.

“The best part was achieving a consensus among the board and the staff as to what we ought to do and why we ought to do it. We had this opportunity to do some good for Detroit.”

WILLIAM BRODHEAD
Foundation Trustee, 1983–2010
In 1985, The Skillman Foundation launched the Skillman Scholars program to provide scholarships for academically gifted, but economically disadvantaged, students to attend five of the prestigious, private preparatory high schools in the Detroit area to set them on a path toward successful careers and leadership. Scholars have gone on to become doctors, nonprofit leaders, lawyers, and acclaimed artists.

_Sydney James Harcourt, an original cast member of the Tony Award–winning musical “Hamilton,” was awarded a full-tuition Skillman scholarship to attend Interlochen Arts Academy as a young man. “I had camped across the street when I was a kid, and it seemed like Hogwarts, like magical, and it changed my life completely,” he stated in a 2020 Detroit News article. “That opportunity was available to me and the scholarship came from The Skillman Foundation.”_

In 2001, under the Skillman College Scholarship Program, the Foundation began providing additional grants to Skillman Scholars to support their postsecondary pursuits. In 2011, tuition grants shifted to the Skillman Promising Youth Legacy Awards. Grants of up to $10,000 supported promising Detroit graduates and youth leaders to attend the nation’s leading universities. In its first year, coinciding with the Foundation’s 50th anniversary, this program supported 50 students. In preceding years, approximately 10 annual awards were granted.
Grants shift from alleviating symptoms to influencing systems change

K-12 education becomes a primary strategic focus

Evaluation and institutional learning become core practices

To support the use of data-informed decision making as a core practice for the Foundation and its grant partners, and to help inform policymakers and the community at-large, the Foundation makes significant investments in data infrastructure and accessibility.

Key investments include:

1991: Steady annual funding for the Annie E. Casey Foundation’s Kids Count Data Book begins; continued to present day

1994: Supported the establishment of the Michigan Association for Evaluation

2008: Researched data models across the country and, in partnership with the Kresge Foundation, established Data Driven Detroit (D3)

2010: Commissioned D3 to create the State of the Detroit Child report, with ongoing support to continually update it over the years. In 2018, an online version was launched, accessible from The Skillman Foundation and D3 websites.

Michigan’s Children established

The Foundation launched, and continues to support, Michigan’s Children, a statewide independent advocacy group that works to ensure public policies are made in the best interest of children. This investment is an example of the Foundation’s recognition that meaningful and lasting community- and city-level change requires strong state policy.
Youth Sports & Recreation Initiative

The Foundation’s Youth Sports and Recreation Initiative was our first large-scale investment in afterschool/youth development. The goal was to create a high-quality afterschool system, with an emphasis on reaching youth living in areas with limited services within Detroit, Highland Park, and Hamtramck; and to advocate for recreation as an essential public service. Grant and changemaking efforts within this initiative also included investments in youth employment.

As part of the initiative, the Foundation established the Youth Sports and Recreation Commission (subsequently renamed the Youth Development Commission) in 1995. This was a public-private partnership that included the City of Detroit, state leaders, and business leaders. It was Detroit’s first citywide nonprofit organization devoted to increasing the number and the quality of afterschool programs serving Detroit youth.

Supporting quality, equitable access, and increased investment in the afterschool system have carried through our work over the decades.

Juvenile Justice Initiative

The Foundation has made investments in juvenile justice since its founding. The Juvenile Justice Initiative is an example of our longstanding efforts to replace punitive punishment with practices that help young people work through problems and expand their potential.

Youth Sports & Recreation Initiative

The Skillman Center for Children & Families at Wayne State University established & endowed 1992-1996

Now called the Merrill Palmer Skillman Institute Early Childhood Center, this nonprofit organization serves children ages 2½ – 5 of Wayne State University students, faculty, and staff, as well as families in the greater metro Detroit area. The Center is nationally respected for its research and work in child development and serves as a demonstration, observation, and practicum site for university students in pediatrics, physical therapy, nutrition, and education. The Foundation’s endowment of the Center is an example of our past investments in early childhood development.
Comer Schools and Families Initiative 1993–1997

The Foundation identified and supported a wholistic school improvement model—the Comer School Development Program—and provided $18 million in investment to Detroit elementary schools. The Comer Schools and Families Initiative was one of Detroit’s first comprehensive school reform models. It worked to increase student performance on statewide assessments by targeting three areas for improvement: instruction and student–teacher relationships; parent and community involvement in schools; and local school governance and the relationship between schools and district administration. A cross-section of partners was involved, including the teachers’ union, school administrators, parents, the board of education, Eastern Michigan University, and the Yale Child Study Center. Data showed fourth-grade reading and math scores of Comer School students outpaced those at schools that did not receive Comer supports.

“The purpose was to empower schools and to encourage parental participation and engagement. Comer was a big step in that direction.”

STEPHEN EWING
Foundation Trustee, 1995–2014

Parenting Matters Initiative

Parenting Matters is an early example of the Foundation’s efforts to support parents, caregivers, and community members to be strong child guardians and advocates. It supported efforts such as the creation of a parent helpline, an educational curriculum used broadly by Detroit schools and nonprofits, a mini-grant program to fund parent education programs through churches and small groups, and professional development for paraprofessionals who support caregivers.
Youth employment initiatives

The Skillman Foundation’s significant investments in youth employment include:

1996: Creation of Work Alternatives for Youth, an employment and job training program for young Detroiters

2009: Establishment of the Detroit Youth Employment Consortium, a cross-sector group of private-sector employers, nonprofit and for-profit youth employment experts, funders, and public officials working together to expand youth employment in the city

2012: Establishment of Grow Detroit’s Young Talent, in partnership with the Detroit Youth Employment Consortium, City Connect, and City of Detroit. Each organization brought its collective efforts to the table to create a wide-reaching annual summer program that provides youth with real-world, paid employment experiences. In 2019, GDYT engaged more than 8,000 youth

Mission narrows to serve Detroit children

Between 1994–1998, the Foundation’s grantmaking became increasingly focused on serving Detroit youth, in line with Rose Skillman’s desire to reach children with greatest needs. By 1998, 80% of grants were being directed to serve Detroit kids. The board voted in 1998 to officially focus the Foundation’s mission accordingly.
**A Call to Service 2001-2006**

A Call to Service was a 5-year, $5-million initiative to support neighborhood churches to provide enrichment activities for children. Participating churches partnered with five or more other houses of worship, community organizations, or schools to provide continuous care for children in their program. The initiative increased collaboration between churches and established quality afterschool programs for nearly 1,500 Detroit kids.

**Skillman Branch of the Detroit Public Library 2000**

The Skillman Foundation donated $5 million to renovate, restore, and reopen the Downtown Branch of the Detroit Public Library. Upon its reopening in December of 2000, it was renamed the Robert and Rose Skillman Branch. The donation was the largest ever made to DPL in its 138-year history, made by the Foundation in honor of Detroit’s 300th anniversary (celebrated in 2001).

**Culture and Arts Youth Development Initiative 2003**

The Culture and Arts Youth Development Initiative provided children access to art programs led by professional artists and promoted ways in which the arts could be used to support youth development. The initiative was not the Foundation’s first engagement in the arts. Prior to 2003 we had awarded over $15.5 million to arts and culture organizations. We continue to support art programming to help youth explore their talents and express their thoughts and emotions.
Alongside other Michigan foundations, The Skillman Foundation helped launch the Governor’s Office of Foundation Liaison. The OFL identifies and brokers innovative funding partnerships and strategic collaborations between the State and grantmakers to encourage programs and policy reforms that would improve the lives of all Michigan residents. The creation of this nonpartisan position marked the State’s first formal partnership with the foundation community.

The Skillman Foundation also helped sponsor a similar function with the City of Detroit’s Mayors Office, supporting a foundation liaison during Mayor Dennis Archer’s 1994–2001 term.

The Skillman Foundation transitioned to being an embedded funder, working with community to create neighborhood-level change, in 2004. This practice carried through the Good Neighborhoods Initiative, which concluded in 2016. While we continue to be ingrained in the community, and make targeted investments in specific schools and neighborhoods, our intentions of doing so are currently directed at creating citywide and system-level change to have a positive and prolonged impact on all Detroit children.

“The Foundation became an embedded foundation with an incredible focus on neighborhoods and schools.”

DR. LILIAN BAUDER
Foundation Trustee, 1990–2015
Through the Good Schools Initiative, the Foundation identified high-performing and improving schools in Detroit, publicly celebrated their successes, and provided them with additional supports—up to $100,000—to continue their upward trajectories.

While its priority was to showcase outstanding Detroit schools and educators, it also helped to strengthen schools. Good School awardees showed an increase in student achievement, student learning opportunities, access to technology, and professional development for teachers. Awardees became models for their peers, sharing best practices through a Good School Resources Center, which also provided schools with technical assistance and direct supports.

These investments broadened the Foundation’s focus beyond the traditional public school system to consider all city schools that were doing a good job of educating children, regardless of governance type, including public charter, private, and parochial schools.

A Good Schools Guide became the first of several Detroit efforts to provide families with a directory and assessment of city schools so they could make better-informed choices about the best educational options for their children.

Data from the first several years of the Good Schools Initiative showed that, of Detroit’s K–12 schools, high schools were struggling the most. In response, we invested in two key efforts. The first was Michigan Future Schools (2009–2015), an initiative led by Michigan Future Inc. to create new, small, high-quality high schools in Detroit. Michigan Future Schools helped launch 11 high schools, some of which are among the city’s highest performing today, including Detroit Edison Public School Academy, Jalen Rose Leadership Academy, and Benjamin Carson High School of Science and Medicine. Our second major high school investment within the Good Schools Initiative was to the United Way for Southeastern Michigan’s Great Detroit Venture Fund. The Fund created small, personalized learning environments in high schools with graduation rates of less than 60% for three consecutive years. Beginning in 2012, the Foundation supported the conversion of Cody and Osborn High Schools.

After 2012, the Foundation continued to invest in Detroit schools under the banner of the Good Neighborhoods Initiative.

“(The Good Schools Guide) put information into the hands of parents so they could make informed decisions about where their children went and what they could expect when they got there.”

STEPHEN EWING
Foundation Trustee, 1995–2014
The Good Neighborhoods Initiative was a decade-long $120-million commitment to improve conditions for children in six Detroit neighborhoods: Brightmoor, Chadsey-Condon, Cody Rouge, Northend Central, Osborn, and Southwest Detroit. Selected due to high concentrations of children and levels of need, these six neighborhoods were home to nearly one-third of the city’s youth population (roughly 65,000 children). GNI’s four strategy areas were education, youth development, community leadership, and safety.

“We took our Trustees on what we called ‘listening tours’ in the neighborhoods... That, to me, was so important: to develop strategies that came directly from the voices of the community.”

CAROL GOSS
Foundation President, 2004–2013

Significant outcomes of GNI included:

High school graduation rates increased from 65% to 81% in GNI neighborhoods.

Summer youth employment opportunities increased from 2,500 slots available citywide in 2008 to 8,000 paid jobs with training in 2016, through a broader public–private collaboration the Foundation helped to create.

Youth development opportunities increased from 10,000 to 14,000 from 2010 to 2014. And in 2013, the Foundation established the creation of the Youth Development Resource Center to improve youth development program quality and youth outcomes.

New organizations, including five neighborhood governance groups, were formed with resident leaders at the helm, increasing community members’ ability to influence local conditions on behalf of children. These organizations continue to operate today, advancing vital community–level and citywide change on behalf of children.

Crime rates declined by 40% in all GNI neighborhoods over the years 2009 to 2016, with youth victimization rates decreasing by 47%.

Early support for targeted blight removal in one GNI neighborhood informed an expanded approach involving 12,000 projects, the most aggressive blight removal effort to date in Detroit.

“The Foundation sought to use its resources to improve the conditions in different areas of the city where there was infrastructure to allow the Foundation to build a better future for children.”

DAVID B. LEWIS
Foundation Trustee, 2004–2015
Community Connections Small Grants Program 2006-2016

Through the Community Connections Small Grants program, The Skillman Foundation has granted approximately $6 million to resident-led projects that improved opportunities and conditions for youth. Grant awards ranged from $500 to $5,000 and were selected by neighborhood residents.

Boys of Color / My Brother’s Keeper 2008-CURRENT

The Foundation articulated a specific focus on supporting boys of color in 2008—a response to parents imploring the Foundation to help protect and promote their sons.

While the Foundation had a history of investing in efforts to support boys of color, naming a concentrated initiative was a clarion call to urge community action on their behalf.

The Foundation’s Boys of Color work positioned it as a national leader alongside other foundations pursuing these same aims. Together, we helped influence then-President Barack Obama to launch the My Brother’s Keeper initiative, calling on communities across the country to close the opportunity gaps that boys and men of color regularly face. The Skillman Foundation folded our Boys of Color work into the My Brother’s Keeper platform, partnering with the City of Detroit and more than 100 civic, social, and corporate leaders to form MBK Detroit. As a result of longstanding and combined efforts, in December 2015 the Campaign for Black Male Achievement (CBMA) ranked Detroit highest in efforts to reduce disparities for boys and men of color. Our boys of color work continues under the MBK Detroit mantle. This includes the MBK Detroit Innovation Challenge, developed in 2016 in partnership with CBMA, to solicit ideas from community members and provide seed funding for grassroots programs and leaders.
The Skillman Foundation convened a broad coalition of education stakeholders in Detroit committed to redesigning the city’s educational system, operating as Excellent Schools Detroit. Partners included the City of Detroit, Detroit Public Schools, Detroit’s charter school sector, Detroit Federation of Teachers, Detroit Regional Chamber, Kellogg Foundation, Kresge Foundation, McGregor Fund, Detroit Parent Network, Detroit PAL, and the NAACP. Excellent Schools Detroit grew to become an independent nonprofit organization that supported parents in navigating school options by providing clear, comparable data about the city’s K–12 schools and facilitated collaboration across Detroit’s district and charter schools. It rooted several initiatives that are addressing some of Detroit’s most pressing education issues, including the City of Detroit’s Community Education Commission, 482Forward, Detroit College Access Network, and Hope Starts Here—Detroit’s Early Childhood Partnership. Having passed its pursuits along, Excellent Schools Detroit sunsetted in 2018.

Listening to young people and other residents in the Good Neighborhoods, it became clear that safety was a major concern—and community members were rallying to do something about it. The Foundation had invested in safety efforts through the years, but in 2012, we named youth safety as a core focus area. Our overarching objectives were to increase the actual and perceived safety of children by engaging and aligning a broad cross-section of stakeholders—residents, community leaders, neighborhood associations, nonprofit organizations, and critical civic institutions such as the Detroit Police Department and Detroit Public Schools.

Key investments included: safe routes to schools (community patrolling, blight removal), neighborhood police officers, youth violence intervention through efforts such as Ceasefire and DLIVE, and CompStat tables—convenings of neighborhood stakeholders who review crime data and devise collaborative strategies to address persistent problems.

Our investments in safety continue, particularly those that shield and deter young people from violence.
In addition to our ongoing grantmaking support to steady—and in some cases, improve—conditions for Detroit children during the Great Recession and City of Detroit bankruptcy, The Skillman Foundation made a 20-year, $3.5-million pledge to Detroit's "Grand Bargain" fund. Our funding was specifically directed to preserving the pensions for City of Detroit retirees, which were on the chopping block in the Grand Bargain settlement.

Another set of investments specific to Detroit’s recovery were our efforts to remove blight. The city’s population had been in decline for decades when the Great Recession and foreclosure crisis hit, exponentially growing the number of abandoned properties. Our efforts included a pilot blight removal program in Brightmoor, a partnership with the Detroit Blight Authority to map blight across the city, and help to direct $21 million in federal funding to Detroit’s blight removal efforts.

Additionally, in 2014, alongside the Ford and Kresge Foundation, we supported the creation of the City of Detroit’s first-ever Office of Development and Grants. As of December 2019, the office that has attracted more than $1 billion in outside funding to support dozens of initiatives that improve Detroiters’ quality of life.
Detroit Children’s Fund established

The Skillman Foundation spurred the establishment of Detroit Children’s Fund in 2013 to provide a vehicle for increased corporate, philanthropic, and individual funding to reach Detroit’s K–12 schools. DCF is a nonprofit organization focused on making high-potential investments to expand successful schools, greatly improve lower performing schools, and discover and develop talented educators so that every child in Detroit can receive an excellent education. The Skillman Foundation continues to grant a portion of DCF’s general operating support and works closely with its program staff to ensure efforts are complementary across the two organizations for the best impact on schools and students. In 2019, Detroit Children’s Fund granted $7 million to improve education for Detroit kids.

“With The Skillman Foundation’s support, Detroit Children’s Fund has become a leader in the effort to improve public education for the youth of Detroit. DCF is forming strategic partnerships with public school leaders to implement strategies that will significantly improve student success. As Chairman of The Skillman Foundation, and as a board member of Detroit Children’s Fund, I am proud to be involved with two great organizations who are both working tirelessly to bring equity and opportunity to Detroit’s children.”

BILL EMERSON
Foundation Trustee, 2014–current

Coalition for the Future of Detroit Schoolchildren established

In December of 2014, The Skillman Foundation convened a diverse group of cross-sector leaders who came together to address the growing deterioration of school quality and finances under state emergency management. Through the Coalition for the Future of Detroit Schoolchildren, Detroiters regained control of their schools and their children’s fate. Its advocacy resulted in $667 million from the State of Michigan to address the fiscal health of Detroit Public Schools. It ended a decade of
unsuccessful state-appointed emergency management and restored local control to Detroit citizens through an elected school board and new superintendent. Its call for more coordination and accountability across the charter and traditional public-school landscape was taken up by the formation of the City of Detroit’s Community Education Commission.

While its first phase of work focused on legislative action, its second phase set an agenda around the most pressing issues in education that Detroiter could advance. Efforts seeded by the Coalition that carry forward this agenda include: the City of Detroit’s Community Education Commission; Teach 313, a citywide educator talent initiative; and Every School Day Counts Detroit, a collective effort of schools and community groups working together to support student attendance.

**Cody Rouge Initiative**

Launched by Skillman Foundation Trustees, the Cody Rouge Initiative seeks to create a model for collaborative public–private investment aimed at shifting the trajectory of a neighborhood. Investments are reflective of community input, aligned to have the greatest impact, and are focused on child well-being and outcomes. Cody Rouge, a west-side Detroit neighborhood, was selected largely due to the strong resident and youth leadership developed during the Good Neighborhoods Initiative. The Cody Rouge Initiative invests in education and career preparation for area youth as well as in neighborhood infrastructure and environment. Current partners are: The Skillman Foundation, DTE Energy, General Motors, Quicken Loans, Cody Rouge Community Action Alliance, Trinity Health, City of Detroit Planning Department, and Detroit Public Schools Community District.

Through the Cody Rouge Initiative’s advocacy and funding support, Cody Rouge/Warrendale was added to the City of Detroit’s $130–million Strategic Neighborhood Fund. Unique among other neighborhood development plans, a child-centered design was created for Cody Rouge—and was informed by neighborhood youth who conducted community research and provided recommendations. This process serves as a model for future community development projects, locally and nationally.
In 2016, seven Detroit students filed a lawsuit against the State of Michigan to assert that literacy is a constitutionally protected right. They blamed substandard performance in school on poor conditions within classrooms, including missing or unqualified teachers, physically dangerous facilities, and inadequate books and materials. The Skillman Foundation provided funding for students to pursue their case, as well as continued advocacy. After a four-year court process, judges on Michigan’s Sixth Circuit Court ruled in favor of the Detroit Seven. The Foundation helped lead negotiations between the students and the State of Michigan. The result of this was Governor Whitmer’s acknowledgement of the ruling through a settlement, proposing legislation to provide Detroit public schools $94.4 million for literacy-related programs and to return some financial independence to the district. The settlement also provides the plaintiffs with monetary support to pursue their educational goals. The Skillman Foundation and Detroit Public Schools Foundation are supporting the youth to develop their education and career plans.

The Right to Literacy lawsuit advanced the movement for equitable, quality education for all, with the Detroit Seven serving as a catalyst for others to urge courts across the United States to declare that all children have the right to learn to read and write.
The Skillman Foundation launched the Opportunity Agenda for Detroit Children in 2017, a citywide strategy that works to provide equitable opportunities for all Detroit children by influencing system-level changes. It developed after 11 years of Good Neighborhoods work, fueled by two key developments. We saw gaps in what was sustainable and possible at the neighborhood-level without citywide—and statewide—system-level changes. Additionally, major context changes were underway in post-bankruptcy Detroit. Opportunities to advance system-level changes were increasing. Strong system leaders had emerged, investments in the city were growing, and the global narrative of Detroit began turning from gloom to glow. The Foundation saw the chance to take the progress and learnings developed from our neighborhood work and amplify these across the city to reach all Detroit kids.

The work the Foundation had been doing for decades to support the development of school-aged children transferred to a pointed ambition to ensure that all Detroit kids have the opportunities they need to direct their future and lead their city and country to greater prosperity. In order to do so, we focus on the K-12 system, including afterschool and college and career pathways, because it has an outsized impact on child well-being and youth outcomes.

Read more about the Opportunity Agenda for Detroit Children on pages 48-59.
The Community Education Commission formed in response to a call from the Coalition for the Future of Detroit Schoolchildren for increased coordination, quality, and accessibility across the city’s school districts. With support from The Skillman Foundation, the CEC’s initial projects included the GOAL Line, a bus line connecting families with a variety of school and afterschool options, and the reinvigoration of a Detroit Schools Guide.

2019

60-year grant total: $652,598,718

“In our 60-year history, we have invested more than $650 million to bolster children and their communities—and we hold assets of approximately $500 million to continue to do so. That is the power of endowed philanthropy. We’ve been able to span our impact across many generations. We have responded to the needs of our youth and their families in an ever-shifting context, pivoting to address the most pressing issues of the time. Endowed philanthropy allows us to be steadfast and nimble.

The Skillman Foundation is a fierce, consistent champion for Detroit children. The societal and systemic changes we seek to make require both patience and urgency. Patience to stay diligent, knowing that these changes take time, and urgency that balances our long view with the fact that kids can’t wait.”

TONYA ALLEN
Foundation President, 2014–current

SKILLMAN FOUNDATION PRESIDENTS

ROSE SKILLMAN, 1960–1964
LEONARD SMITH, 1964–1999
WILLIAM BECKHAM, 2000
KARI SCHLACHTENHAUFEN, 2001–2003
CAROL GOSS, 2004–2013
TONYA ALLEN, 2014–CURRENT
Detroit youth possess genius. Their talent comes in all forms: academics, arts, sports, service to the community, and more. To celebrate Detroit genius, we asked the community at-large to let us know of young people who astonish and inspire.
Aaron Goodson

**COMPUTER WHIZ 19**

Through his work with JOURNi, Aaron creates apps for Detroit organizations and won the 2018 W3R Consulting S.T.E.M. scholarship.

America Yahya

**COMMUNITY ORGANIZER 21**

America spearheads neighborhood programs in Southwest Detroit from cleanup efforts to college prep opportunities for students.

Adelaide Egger

**GIFTED SEAMSTRESS 9**

Adelaide used her sewing prowess to sew masks for frontline workers during the COVID-19 pandemic.

Andrea Hernandez

**ENGINEER EXTRAORDINAIRE 15**

An aspiring engineer, Andrea was an apprentice at Wayne State's Mobile Energy Lab and has received a full scholarship to attend a prestigious private school.

Auriel Blakey, DaJhai Davis, Laylah Baker and Mariah Kent

**COMMUNITY SERVICE PIONEERS 15**

These young leaders are tackling food insecurity by creating the Little Free Pantry in Detroit.

Aliyah Ward

**FINANCE EXPERT 22**

Aliyah uses her business acumen to teach financial literacy in her community and to help small businesses get off the ground.

Autumn Campbell

**SUPERIOR SPELLER 14**

Autumn made Sampson-Webber Leadership Academy proud by representing them in the Scripps Spelling Bee at the Charles H. Wright Museum of African American History.

Brandon Johnson

**DELECTABLE CHEF 24**

Brandon owns and operates Lottie + Grace Catering.
Brenda Taylor Calhoun
BEAUTY ENTREPRENEUR 16
Brenda created her own line of lip gloss, which she sells to help her family and community.

Brianna Brown
EXCELLENT EQUESTRIAN 17
Brianna’s skills with horses has earned her a scholarship to Albion College and jobs at top equestrian organizations.

Camilla-Isabella Cantu
GROUND-BREAKING MUSICIAN 21
Camilla-Isabella co-founded Mariachi Femenil Detroit, the first all-women mariachi band in Michigan.

Camira Scott
PEACE MAKER 12
Camira is an honors student who serves as a dedicated volunteer with anti-bullying and unity organizations.

Christian Edwards
MULTI-GENRE WRITER 13
Christian’s writing was featured in 826 National’s and Cartoon Network’s Include Someone, Make a Difference campaign.

Dalante Webb
FOOTBALL CHAMPION 8
A powerful running back, Dalante led his team to a division championship.

Damone Henderson
DEDICATED LEARNER 14
Damone is renowned at Sampson-Webber Leadership Academy for his tenacity and resilience when it comes to his studies.

Brandon Johnson, Daria Beavers, Deshawn Lindsay, Diamond Dantzler, Ianna Mosby & Sarah Scarborough
CULINARY ARTISTS 19-22
Having won $7,500 in a Community Connections business pitch competition, these young chefs are launching their own catering business.
**Deandrea White**

**DEDICATED COMMUNITY SERVANT 19**

A student at Michigan State University, Deandrea provides tax prep assistance through the City of Detroit Department of Neighborhoods and Detroit Land Bank Authority to promote homeownership in the city.

**DEPSA Girls Varsity Basketball Team**

**STATE CHAMPION BASKETBALL PLAYERS 15-18**

Winners of the Girls Varsity Basketball State Championship year after year; ranked number six in the nation!

**Demacio Soto**

**INTERNATIONAL ARTIST & MUSICIAN 24**

Demacio is a celebrated muralist and musician who performs internationally.
Detroit’s Young Protest Leaders

COMMUNITY ORGANIZERS 16-24
Several Detroit youth—including 16-year-old Stefan Perez and 24-year-old Nakia Wallace—have emerged as leaders in Detroiter’s demonstrations to end police brutality and advance racial justice.

Devon Pettus
FOOTBALL STAR 14
A team player who is celebrated by his coach and fellow Detroit PAL teammates for putting in hard work on and off the field.

Elise Moore
ARTIST & ANIMATOR 17
Grand prize winner of the Detroit Can Film Festival, Elise won a full scholarship to Interlochen Arts Camp.

Gael Gomez
PROLIFIC PUZZLE SOLVER 14
Gael uses his intellect to solve logic puzzles, win chess championships, and fuel his drive to be an engineer.

Hailey Wadley
CHEER & DANCE CHAMPION 7
With the Metro Cheer and Dance All-Star Cheer Team, Hailey has competed and won at the local and national levels.

Hunter Bailey
SUPER READER 8
Bates Academy student Hunter Bailey never puts down a book until it’s time to move on to the next. He also recites poetry from memory.
Isabelle Griffin

**SUPERB STORYTELLER 7**
Isabelle is a gifted storyteller who works hard to write captivating narratives.

Jaaden Hines

**MASTER VIDEOGRAPHER 14**
Jaaden's films inspire and uplifts his peers at Detroit Horse Power.

Jamya Kennedy

**VOLLEYBALL STAR 18**
Jamya credits volleyball with helping her achieve academic accolades and obtaining several internships while in high school.

Jaylin Dorsey-Mitchell

**IN-DEMAND PHOTOGRAPHER 18**
In addition to having photos published in the Detroit Free Press and serving as a district photographer for Chandler Park Academy, Jaylin teaches community photography classes.

Jea’na Warden

**LITERACY MENTOR 24**
As a member of Hope Network’s Michigan Education Corp, Jea’na teaches literacy to K-3 students at Munger Elementary School.
As a pianist and music producer, Kaleb is recognized nationally for his unique style and the Detroit flavor he brings to his music.

Jenise Williams
SUPER TEACHER 23
Jenise, a former DPSCD Rookie of the Year, is a second-year kindergarten teacher at Burns Elementary, where her students routinely show tremendous growth on assessments.

Jeshua Yglesias
CHANGE MAKER 23
Jeshua founded the Detroit Goodfellows' Next Gen program for teen volunteers and young philanthropists.
Jimena Garcia
BUDDING VISUAL ARTIST 6
Jimena uses her unique artistic style to create visual stories for the books she reads, helping her build both art and reading skills.

Kay Moore
GRAPHIC DESIGNER 17
Kay, a talented graphic designer, teaches others her craft through venues like the Living Arts Open Arts Fest.

Kennedi Cornelius
DANCE STAR 14
Kennedi, a dancer with My Sister’s Keeper, uses her art to mentor young girls and bring awareness to community problems.

Khari Haynes
MEGA MENTOR 18
Khari helps students improve their grades and incorporates culturally-responsive teaching with his mentees.

Laila Nasher
COMMUNITY JOURNALIST 17
Laila has been published in the Detroit Free Press and online blog sites, and is the first student at her school to be accepted to Harvard University.

Mariah Crawford
CHESS CHAMPION 10
Since second grade, Mariah has won many trophies and accolades, including a sixth-place finish in the 2020 Queen City Chess Tournament in Ohio.

Matthew Webb
PUBLIC SAFETY LEADER 20
A three-year veteran of the Detroit Police Department, Matthew also mentors young men through the AmeriCorps Urban Safety Summer Youth Program.

Kristina Bland & Gabe Francis
ICE DANCING CHAMPIONS 15 & 17
Kristina and Gabe are gold medalists, winning the 2020 Championship for U.S. Intermediate Ice Dance.
At only 16 years old, Olivia has sold over 30 original pieces of art.

Olivia Rasheed Duncan

At only 16 years old, Olivia has sold over 30 original pieces of art.

Motor City Street Dance Academy

The youth at MCSDA do more than just preserve hip-hop history, they build community values and support one another on the dance floor and beyond.
In memory of a community member who was killed at age 16, Pierre led a neighborhood beautification project and deters gang violence through his work with DLIVE.

Pierre Knight
COMMUNITY LEADER 21

Ridgeley Hudson
SUPER SCHOLAR 17
Ridgeley has been accepted to over 45 colleges and has been offered more than $2 million in scholarships.

Sabella Chaney
MULTIDISCIPLINARY ARTIST 7
Sabella’s many artistic endeavors include teaching yoga, turning books into performance pieces, building sculptures from found materials, and making sight words videos.

The Cody Rouge Youth Council
COMMUNITY ORGANIZING 14-18
The Cody Rouge Youth Council spent the last two years working with the City of Detroit to develop a youth-centered Neighborhood Framework Plan.

The Detroit Phoenix Center Youth Action Board
COMMUNITY SERVICE LEADERS 21-23
This Youth Action Board built a hygiene and resource closet at a Detroit high school and distributes supply bags to students in need.

The Detroit 7
GROUNDBREAKING ADVOCATES 20-24
In 2016, seven Detroit students filed a lawsuit arguing that literacy is a constitutional right that they and their peers were denied. Four years later, a federal appeals court sided with the Detroit 7, but facing immense political pressure, took the rare step of vacating its favorable ruling. The State of Michigan settled the lawsuit, including proposed legislation to provide Detroit public schools with $94.4 million for literacy-related programs.
Sizwe
Honablue

Published Author 12
Sizwe wrote a sci-fi thriller that creates suspense and wonder in the reader.

Talmage Turner
Classical Musician 16
A talented pianist and vocalist, Talmage has completed 32 consecutive sessions with the Wayne State School of Music, placed third in the NAACP ACT-SO competition, and was honored to be the guest performer for Tabernacle Missionary Baptist Church's first annual recital, among other accolades.

Tanay Dixon
Academic Superstar 18
Tanay was valedictorian of her class at Chandler Park Academy and attended Harvard's Secondary Summer School Program, earning a 3.75 GPA and eight college credits.

Undra & Austin Mack
Young Entrepreneurs 12 & 14
Undra and Austin's business endeavors include operating a landscaping company, selling thousands of copies of an original book, and developing mobile apps.
University Prep Science & Math Middle School Chess Team

CHESS CHAMPIONS 10-14

The UPSM Chess Team are national champions, competing in tournaments all over the country and consistently bringing trophies home to Detroit.

Victoria BD Bradly
RECORDING ARTIST & RECORD PRODUCER 16

Writing about personal and social issues, Victoria began producing music with the Michigan State University Community Music School at age 12. She released her first solo project on her 18th birthday.

Zwena Gray
YOUTH ADVOCATE 17

A talented coder and fashion designer, Zwena coached an elementary robotics team and sells her designs to raise money for other youth.

Who do you know that possesses Detroit genius?
Celebrate them on social media using #DetroitGenius.
See our list of Detroit Geniuses online at skillman.org/60s, with super cool videos by Detroit videographer Jeff Tabb.
Detroit residents—and their voices—are strong. Detrioters have played an instrumental role in shaping culture in their city, country, and world.

But too often, their voices are missing from the forefront of shaping the policies, practices, and systems that impact their lives and communities.

The Skillman Foundation’s Opportunity Agenda for Detroit Children focuses on rebuilding systems to deliver equitable opportunity for Detroit youth. We want our city’s young people to have stronger, better connected systems that listen to their input and meet their needs. We want systems that deliver the supports kids deserve, helping them dream big and achieve their aspirations. Such responsive system-level change is best accomplished when it happens with the inclusion and leadership of those who know and understand the context of growing up in Detroit and Black America because they have lived it themselves.

To help deepen the bench of Detroiters who help shape the narrative and lead positive change in the best interests of the city’s children, we partnered with BMe Community to create the Skillman BMe Vanguard Fellowship in 2019. BMe Community cultivates a national network of Black leaders and innovators to reimagine a future that is better for all. It facilitates workshops, seminars, and fellowships aimed at helping leaders address root causes to our country’s most pressing systemic problems. BMe Community’s programming is sought after by the nation’s largest philanthropic organizations as well as Fortune 100 businesses that are committed to elevating Black leadership.

In its pilot year, the Skillman BMe Vanguard Fellowship supported 21 professionals from various fields and backgrounds, including education, law, nonprofit, business, and more. Fellows have lived experience in the systems in which Detroit youth interact—and the calling to change those systems to ensure equitable care, investment, and opportunity.

During the course of the fellowship, experts in race, culture, public policy, social innovation, and media help cohort members develop a deeper understanding of the history and current context of issues they are working to resolve as well as the skills needed to drive narrative change and mobilize a diversity of people.

Fellows graduate better equipped to drive narratives about Detroit—shifting dominant perceptions of what is and what can be—and lead systemic change that champions children and acknowledges the power of their voices now. They acquire new knowledge, skills, and most importantly, close connections with leaders from Detroit and across the nation who are influencing the trajectory of their communities.

The following are the members of our first cohort of Skillman BMe Vanguard Fellows.
We must ensure children have access and are able to take advantage of the opportunities they need to achieve their dreams.

Ashley Johnson
Detroit College Access Network & Detroit Promise

Our children are not our future, they’re our right now! The way we think, feel, and believe is what they will develop.

Calvin Anthony Evans
Detroit Life Is Valuable Everyday (DLIVE)

There is no new Detroit, but Detroit reimagined. We must honor the lives, stories, and experiences of lifelong Detroiders and share that with the world.

Brandon Gleaton
Hazel Park Promise Zone & College Access Network
Ambitious, focused young people can live a life of full expectation when the correct narrative informs their consciousness.

David Jordan Gamlin, Sr.
Midnight Golf

Daily, I see people and organizations creating technology, solving problems, and improving the lives of Detroiter year-round. That’s the story I want to tell.

Dwayne Barnes Jr., MPA
Michigan League for Public Policy

Kids are love, light, and beauty. With leadership, a listening ear, and a supportive environment, the next generation will have the capacity to thrive.

Inglish Reed-Jones
Millennials vs. Everybody & City of Detroit Department of Housing and Revitalization
Detroit is a resourceful, generous, and worthy city. Residents consistently transform their talents into cultural gifts and innovations that benefit the world. Invest in Detroit!

Jainelle Robinson

ArtOps

Jasahn M. Larsosa

Focus: HOPE

Kids are underrepresented heirs in a great big estate proceeding. I don’t want them left out of their inheritance.

John Ray

SMASH

I am most interested in telling the story of economic justice for Detroit’s majority population through tech education, pipeline development, and collaboration.
False narratives of young Black men within our community must be boldly addressed if we intend on changing this city from the core.

Kevin J. Bryant

Black Family Development, Inc.

It is so important to advocate for kids because their time has come to lead.

Kiesha Jackson

Caleb’s Kids

Detroit breeds tenacious, innovative, hardworking, and driven activists for change. To be from the city is to be of the city. We are Detroit!
Elevating the voices of children is the first step in building the world we once dreamed of in our youth.

Phaedra Njambi Wainaina, JD
The Westbank Company

Dr. Patrice S. Johnson
Boys Hope Girls Hope of Detroit

Detroit's story is about self-agency and resilience. The grit and determination that is at the core of our narrative serves as an inspiration for the nation.

Dr. Ramona Cox
Detroit PAL

Many kids, especially girls, feel voiceless. My job is to encourage them to find and utilize their voices to make positive changes in our society.
Detroit's children span the globe with intellect they received here and have become change agents wherever they settle, including the city they call home.

Robert E. Thomas, JD
Ford Motor Company

Our support provides youth the platform to amplify their voices which gives them a seat at the table.

Russell Harris, Jr.
Boys & Girls Club

Ingenuity is in Detroiters' DNA and that, combined with our resourcefulness, will add to the history of great things to come out of Detroit.

Richard Grundy
JOURNi

Photo Credit: RED by Morgan
Dr. Tabitha Bentley  
*Education Trust Midwest*

Our kids are brilliant. Their curiosity and gifts push us into our future. They have something to teach our world.

Shadora L. Ford  
*Destined For Greatness Mentoring Initiative*

My why is connected to my past, my present, and my future. Our kids are destined for greatness!

Timothy Paule Jackson  
*Detroit Hives*

Detroit has an abundance of green space that can be reimagined to promote biodiversity and combat food insecurity. Detroit is the place to bee!
The Skillman BMe Vanguard Fellowship provides unique opportunities for Black leaders to develop personal, professional, and community relationships and lead positive change for Detroit and its youth.

For more information, and to view the 2020 Skillman BMe Vanguard cohort, visit skillman.org/vanguardfellowship.
Opportunity Agenda for Detroit Children
For the past 60 years, The Skillman Foundation has served as a steady drum beat for children.

Beginning with our founder Rose Skillman and continued across the decades, we have focused our energy and endowment on championing our community’s most cherished yet most vulnerable—our children.

Over the years, our grant- and changemaking shifted from responding to a variety of children’s issues to building strategies that prevent harm and improve outcomes for kids. This drew our focus to the developmental experiences of children and youth, as these have an outsized impact on lifelong wellness and success.

We were then led to the K-12 system—where we believe the greatest impact can be made to ensure children develop healthfully and thrive as adults.

We acknowledge the K-12 system in its full scope—its reliance on the strength of other youth-serving entities, an informed and active community, and supportive state policy and funding. We are attentive to its interconnection to afterschool and summer programs, and college and career pathways.

We value high-quality systems, programs, practices, and policies. But most of all, we value people. The genius of our children. The heart of our parents. The energy of our educators. The dedication of our nonprofit workers. The tenacity of our community members who safeguard our children. The generosity of our business leaders.

We work in partnership with a broad swath of individuals and organizations—and we help bring these partners together to collaborate toward a shared vision for Detroit children, with shared data, resources, and goals for meaningful and long-term change.

We deploy our dollars, our voice, and our ability to convene diverse partnerships to this end. Rather than help children beat the odds, we seek to change the odds for children.

In the story “60 Years of Service to Children” on pages 6–25, you’ll see common areas of work carried throughout our history. K-12 education. Afterschool system building. Youth employment. College and career readiness and access. Juvenile justice. Community leadership. These threads have carried through the years to today, though with differing strategic approaches and levels of emphasis. When context and opportunities shift, we follow.

The Skillman Foundation will forever be a fierce champion of children, listening to their needs, amplifying their voices, and leaning in where we believe we can have the greatest impact.
Since 2017, The Skillman Foundation has advanced an Opportunity Agenda for Detroit Children. We want Detroit kids to have equitable opportunities to learn and to lead. To this end, we are focused on K–12 education, afterschool, and college and career pathways.

The Opportunity Agenda came at the heels of our Good Neighborhoods Initiative, a decade-long $120-million commitment to improving conditions for children in six Detroit neighborhoods. Our intention was to expand the neighborhood work to impact children citywide, and we have since worked to leverage the momentum, learnings, and relationships to do so.

Why we’re focused on systems change

Changing the odds for all Detroit children requires system-level changes. The Skillman Foundation works to identify and change the practices, policies, and prejudices that limit Detroit kids, replacing them with the supports and opportunities needed for young people to set and achieve their highest aspirations.

We want equitable systems for Detroit children. Our ultimate vision is not that Detroit kids will have the same offerings as their wealthier counterparts, but that our city will rethink and innovate its child-serving systems to leapfrog forward.

What about programs?

While we work to influence systems change, we also stand in the gap for children and support those who do the same. Investing in the programs and people who support children every day provides a critical counterbalance to long-term strategies. Additionally, high-quality programs, innovative practices, and strong partnerships between youth providers are proof points of what is possible for system-level changes.
A quality education is the basis for being able to lead a life of independence and prosperity. It better enables you to write your own future. It helps you direct the futures of your community and country as an active citizen. A good education expands what is possible and makes positive outcomes much more probable. It is the key to a brighter future for individuals and the collective.

But too often, quality is an anomaly in schools whose communities have limited resources. Struggling to fill the gaps, schools stretch their dollars to meet the needs of children. As a result, they are largely unable to offer the same level of academic options and rigor as their counterparts in more well-to-do neighborhoods.

Detroit has over 200 K-12 schools, including the Detroit Public Schools Community District and an array of public charter and private schools. In service of all Detroit children, The Skillman Foundation has a long history of investing across Detroit’s system of schools, with K-12 systems change first identified as an area of focus in 1991.

We support a high-quality system of schools that help children meet educational milestones and move through life as capable and confident thinkers. We work to provide the best for Detroit students: high expectations, equitable treatment and resources, and best-in-class curriculum. We back educators, their development, and the availability of actionable data to help them lead effective classrooms and schools. We support partnerships

How will we know if learning and development opportunities improve for Detroit children?

The key indicators we are tracking are:

- Third-grade reading proficiency
- Meaningful high school graduation
- Funding in the afterschool system
- Perceptions of youth hope and opportunity

Data on key indicators will be available on skillman.org by the end of 2020.
Third-grade literacy is known to be a strong indicator of life outcomes because it is an academic milestone at which point children should advance from learning to read, to reading to learn. However, in 2019, fewer than half of Michigan third graders scored as reading proficiently, and in Detroit, fewer than 16% achieved the level of proficiency. Years of low marks has made literacy a priority for our city and state, further catalyzed by a 2016 Read by Grade Three Law that provides additional help for struggling students and schools—along with a provision that students may be retained if they are one or more grade levels behind in reading by third grade.

Options of our efforts in K–12 EDUCATION during 2018–19 include:

**Instilling a love of reading, all summer long**

With third-grade literacy as a local and statewide priority for kids, we banded together with others to help young children learn to read. With a heavy focus on summer, a time when children tend to lose ground made during the school year, The Skillman Foundation invested in partnerships between literacy program providers, schools, and Detroit Parks and Recreation Centers to implement summer literacy programs. During the summer of 2018, the literacy programs we supported served over 400 first through fourth graders at 10 sites, with 80% staving off any loss of reading proficiency. In 2019, the summer literacy programs expanded in reach and purpose, aiming not only to retain but to improve child reading proficiency. Nearly 1,000 children were served across 22 sites, with 83% retaining and 29% growing reading proficiency. We also support summer learning and year-round literacy efforts through our involvement with 313 Reads!, Detroit’s Campaign for Grade-Level Reading, a community collective that serves as a hub of information, coordination, and operational assistance for organizations that support child literacy in Detroit.
Supporting best-in-class curriculum for Detroit students

A high-quality curriculum is proven to support student success. When the Detroit Public Schools Community District adopted a top English Languages Arts curriculum, The Skillman Foundation funded StandardsWork and EL Education to collaborate with DPSCD on the creation of training materials, helping teachers implement the new curriculum with greater confidence, fidelity, and ease. The modEL Detroit materials are now available free of charge to schools across the nation.

Recruiting, retaining, and elevating Detroit teachers

In partnership with the Detroit Children’s Fund, The Skillman Foundation launched Teach 313 in 2018. In its first year, the initiative resulted in 40 teacher placements, half of which were attracted from out of state. A Teach 313 Ambassador Fellowship engaged (and compensated) cohorts of 10 teachers per year to receive training to become a leading voice for educator advocacy amongst their peers and through public media. The campaign also secured discounts and incentives for Detroit educators from nearly 200 local and national businesses. Learn more at Teach313.org.

A list of all 2018 and 2019 K-12 EDUCATION system investments follow on pages 60 and 67.
When you think back to the childhood experiences that shaped who you became, there is little doubt that an afterschool program—be it sports, the arts, robotics, etc.—comes to mind.

Afterschool programs are outlets of exploration where young people discover and develop their talents and build skills and relationships that are central to their lives. They are a critical component to an effective education system.

The research makes it plain. Kids that participate in high-quality afterschool programming do better overall. Afterschool programs yield improved school attendance and performance, stronger social engagement and connections, and better mental and physical health. They also prepare young people to succeed economically, yielding higher employability and wages.

The Skillman Foundation has been a steadfast supporter of afterschool programs throughout our history and began working to develop a high-quality afterschool system—with an emphasis on reaching youth living in areas with limited services—in 1992. Alongside community partners, we are building a robust system of out-of-school learning and development opportunities that allow kids to explore and expand their sense of self and the world under the guidance of caring adults.

Data on the quality of afterschool programming shows Detroit’s offerings exceed the national average. This is not incidental. The Skillman Foundation and its grant partners have worked to strengthen program quality and impact. These efforts have been aided by the Youth Development Resource Center, established by The Skillman Foundation in 2013, to maximize program impact and advocate for accessible high-quality afterschool opportunities.

While quality is a high point in Detroit’s afterschool offerings, access remains problematic. Nationwide, an increasingly hefty price tag accompanies being on a sports team, exploring the arts, receiving tutoring help, and the like. Parents and caregivers make significant sacrifices to ensure their children can participate in afterschool activities, but not all have this ability. For every Michigan child participating in an afterschool program, three more would join if given the opportunity. By sixth grade, children of middle-class families will have spent over 4,000 more hours engaged in afterschool and summer programs than their lower income peers.

The benefits of afterschool programs are significant—and needed most in communities that have the fewest resources. We are committed to increasing public and private funding for Detroit’s afterschool system so that every young person who wants to participate can.

In addition to advocating for increased funding, our recent investments in Detroit’s afterschool system have included support for: building and strengthening
partnerships between youth-serving organizations; expanding high-impact programs to serve more children; piloting a transportation loop to connect families to multiple school and afterschool options; and public awareness of the benefits of afterschool programs.

Examples of our 2018–19 AFTERSCHOOL efforts include:

**Call for Collaboration**

In effort to bring organizations together to better serve children, The Skillman Foundation initiated a Call for Collaborations in 2018 and 2019, a grant opportunity that required organizations applying for funding to do so in partnership with at least one other entity. Partnerships could be between nonprofits, schools, government agencies, or for-profit organizations. A total of 18 grants were made for a total distribution of $4.9 million across the two years. The intent of fostering collaborations between organizations was to increase access to and quality of out-of-school programming, expand data collection and sharing, and further the case for public investment. Call for Collaboration grant partners expressed that they were better able to distribute workloads, problem solve, and innovate. Additionally, partners shared that these assets became especially valuable to weathering the COVID–19 pandemic in 2020.

**Increasing coordination across Detroit’s school districts**

Inspired by the Coalition for Detroit Schoolchildren’s call for a citywide coordinating body to help parents navigate and be better served by Detroit’s system of schools—which consists of nearly 200 schools, just over half of which are operated by the Detroit Public Schools Community District and the other half primarily by charter operators—Mayor Mike Duggan established the Community Education Commission in 2018, with funding support from The Skillman Foundation and Detroit Children’s Fund.

The CEC’s first signature project was the launch of the GOAL (Get On And Learn) Line, a bus loop that provides families with transportation to more than a dozen schools—charter and DPSCD—as well as to afterschool programs at the Northwest Activity Center. The Foundation’s funding of the CEC was focused on the GOAL Line as an effort to expand Detroit kids’ access to high-quality afterschool activities and strengthen connections between program providers and schools. A Michigan State University analysis of GOAL Line usage found that 77% of all rides took place in the afternoon, with 84% of these students connecting to afterschool programs. Students expressed high satisfaction with the GOAL Line and afterschool experiences. The CEC also created a Detroit Schools Guide to provide parents with information about every K–12 school in the city.

A list of all 2018 and 2019 AFTERSCHOOL system investments follow on pages 62 and 70.
We want Detroit youth to be the authors of their future. In order to do that, they must have pathways to choose from and the agency, readiness, and connections needed to succeed along the way. Schools don’t operate in silos. They are part of a communitywide fabric that must be knit closely together to adequately support and prepare youth for life beyond high school. Nevertheless, the connections between K-12 institutions, higher ed, and the economy are often thin. Too many young people exit high school unsure of their options or how to pursue them. Our College & Career Pathways work forges partnerships between K-12 schools, youth-program providers, postsecondary institutions, and employers to ensure youth are prepared for and connected to options after high school.

And it’s not only the first year of college or an entry-level job that we want to ensure young Detroiter’s are prepared for. We want them to be able to confidently choose from and succeed in a broad range of paths to meaningful, living wage work and remain resilient lifelong learners who can navigate job changes. We want them to have a foundation of knowledge they can build from as well as the adaptive skills required to do so, allowing them to subsist in—and lead—an ever-changing economy.

Our work in youth leadership supports this vision and more. By supporting experiences that help young people develop their leadership skills, we aim to cultivate confident, innovative thinkers who steer their future and the future. We are dedicated to helping Detroit youth become the change agents their city, state, and country needs.

We know that it is not just what young people are exposed to, but what they are not exposed to that shapes their future. Inequitable disciplinary actions, interaction with the criminal justice system, and exposure to violence place a heavy toll in the lives of many Detroit youth. These are barriers to opportunity that must be eliminated. Embedded in our College & Career Pathways work are strategies to advance juvenile justice—a core practice of The Skillman Foundation since our founding in 1960.
Examples of our 2018–19 efforts to strengthen COLLEGE & CAREER PATHWAYS efforts include:

**Expanding Youth Employment in Detroit**

Alongside Quicken Loans Community Fund and Bank of America, we funded Urban Alliance to bring its flagship High School Internship Program to Detroit. The program offers students a year-long, paid internship that includes mentorship, case management, professional skills training, and connection to nationwide alumni networks. The program targets students with low GPAs and no plans beyond high school graduation.

Since its launch in 2018, Urban Alliance has increased its number of intern placements by 33%. Of those who have completed the program, 89% grew soft skills linked to academic success, employability, and wages.

Photo Credit: Urban Alliance
Engaging Youth in Civic Decision Making

We supported CitizenDetroit to educate and engage young Detroiters in the democratic process. Voter rallies and mock elections simulated by the Department of Elections, complete with trained poll workers, were held at high schools. Prior to “election day,” students received guidance on the election process, voter registration cards, and campaign literature for candidates and mileages presented on the mock ballot. Of students who participated, 96% said they were more likely to vote in the next election that they are eligible to vote in.

The Foundation also supported CitizenDetroit to create an informative “Detroit Citizens’ Manual,” targeted toward young adults, and to work in tandem with the Detroit Public Schools Community District to develop civic engagement curriculum for all grade levels. The intention of these activities is to foster youth engagement in the political process and to ensure that Detroit’s proud legacy of civic action continues.

Helping Youth Address Violence in Their Community

In 2018, the Foundation seeded a youth CompStat table to reduce crimes by and against youth and connect victims and perpetrators with helpful services. It is led by Detroit youth, facilitated by Wayne State University’s Center for Urban Studies AmeriCorps Urban Safety program, and attended by the Detroit Police Department, school police, and juvenile justice organizations. CompStat tables review crime data; participants bring deep contextual understanding of what’s behind the numbers, identify areas of focus, deploy solutions to diminish crime, and provide resources to victims and perpetrators. The Foundation has funded CompStat tables since 2013. This investment marks the creation of the first youth CompStat table in the nation.
What does life after high school look like? It’s an impossible question to answer without knowing what one’s future could look like. The Skillman Foundation supports Detroit College Access Network’s efforts to ensure middle and high school students are encouraged to consider a college degree and have the information and support they need to plan and prepare to do so. DCAN is a network of organizations—bigger than any one program or initiative—that connects schools, businesses, college-prep programs, and community resources to increase college enrollment and graduation rates for Detroit students.

Our 2018–19 funding supported DCAN to provide training for all Detroit Public Schools Community District high school guidance counselors and college transition advisers, offer targeted activities for middle school students preparing to transition to high school, and arrange SAT preparation for high school juniors who were near the threshold to receiving the four-year Detroit Promise scholarship. We also supported the College Bound Detroit Grants program, helping schools embody a college-going culture and assist all students in developing their college and career plans.

A list of all 2018 and 2019 COLLEGE & CAREER PATHWAYS investments follow on pages 63 and 71.

On the following pages, you will find our 2018 and 2019 grantmaking details. For further information about our grant and changemaking, visit skillman.org.

Enabling Communities

Strong, engaged communities are necessary to call for, create, and maintain strong systems. Undergirding our efforts in K–12 education, afterschool, and college and career pathways, are a set of investments that support parent engagement, community leadership, public policy, nonprofit community journalism, and narrative change.
482Forward  $200,000
Operating support to advance 482Forward’s work to connect and build the capacity of community-based organizations to equip and mobilize parents and students around a shared agenda of education quality in Detroit

The Achievement Network, Ltd.  $150,000
Support for Achievement Network Michigan, a local professional development organization that works with school and district leaders to build teaching capacity through quality learning opportunities, to deepen a partnership with Detroit Public Schools Community District, and to facilitate services to a set of targeted charter schools that have not yet been exposed to Achievement Network

Brightmoor Alliance, Inc.  $200,000
To expand Every School Day Counts Detroit efforts, including implementation of a citywide messaging campaign targeting teenagers and parents/caregivers to increase awareness and understanding of chronic absence and its effects on student outcomes

Brilliant Detroit  $200,000
To scale afterschool programming piloted during the 2017-2018 school year and further validate that the social–emotional skills the program fosters are transferred into young peoples’ day–to–day lives. Collaborative partners include three Detroit Public Schools Community District schools: Durfee, Thurgood Marshall, and Central

Brilliant Detroit  $175,000
To build a partnership between Brilliant Detroit, Center for Success Detroit, Detroit Public Schools Community District, and Grand Valley State University–authorized schools to provide literacy interventions for children in grades pre K–3

Center for Success Network  $80,000
To provide literacy interventions for 100 students in grades 1–4 in their homes and at Summer Fun Centers through a partnership between the City of Detroit Parks and Recreation Department and Detroit Public Schools Community District

Chalkbeat  $150,000
To support the launch of a Detroit bureau of Chalkbeat, a nonprofit education news organization focused on unbiased, quality education reporting

Community Initiatives, as fiduciary for Attendance Works  $300,000
Continued support to increase student attendance across Detroit schools by adopting evidence–informed practices, introducing the Attendance Works model to seven charter schools, and providing all 106 Detroit Public Schools Community District schools with professional development—with deep support to a cohort of 29 schools

Detroit Children’s Fund  $250,000
Continued operating support to advance DCF’s work to expand successful schools, greatly improve lower performing schools, and grow the base of talented educators in Detroit

Detroit Public Schools Foundation  $101,000
To support Detroit Public Schools Community District to expand the AmeriCorps Attendance Coach model to 23 schools, helping to cultivate a school–going culture and climate by recruiting volunteer mentors, facilitating student service learning projects, organizing schoolwide incentive programs to support attendance, and creating school–specific resource directories to support student and family needs

Development Centers, Inc., as fiduciary for Developing K.I.D.S.  $80,000
To offer literacy interventions for 100 students in grades 1–4 at three City of Detroit Summer Fun Centers and to participate in a learning cohort alongside other youth–serving literacy interventions
## Education Trust, Inc.  $250,000
General operating support for Education Trust Midwest, a local operation of a national education policy and advocacy organization focused on advancing excellence and equity in education.

## Equity Education $300,000
To strengthen financial and operational stability and invest in educator professional development and student supports.

## Hope Network  $250,000
To expand the Michigan Education Corps in−school literacy intervention program to 600 Detroit Public Schools Community District K−3 students.

## Michigan State University  $50,000
To support the Urban Immersion Fellowship operated by MSU's College of Education, a seven−week summer program that places pre−service teacher candidates in Detroit schools and literacy−focused nonprofits.

## New Detroit, Inc.  $97,500
To maintain the data, research, and communications resources of Excellent School Detroit during its transition.

## Soar Detroit $90,000
To offer literacy interventions for 100 students in grades 1−4 at City of Detroit's Summer Fun Centers and to participate in a learning cohort alongside other youth−serving literacy interventions.

## Soar Detroit  $175,000
To strengthen an existing collaboration between Soar Detroit and Detroit Public School Community District, enablin−school literacy interventions for 150 students in grades 1−3 at three Detroit schools and summer literacy support for 100 students over a six−week period at Summer Fun Centers.

## StandardsWork, Inc.  $650,000
To enable an innovative partnership between StandardsWork, Detroit Public Schools Community District, Student Achievement Partners, and Teaching Lab to strengthen implementation of DPSCD's newly adopted literacy curriculum for grades K−8.

## Student Advocacy Center  $150,000
To support additional staff for the Student Advocacy Center to more intensively serve Detroit students who have been suspended or expelled from school and to expand the youth−led education organizing model at Youth Action Michigan at Covenant House Academies−Southwest Campus.

## Teach for America, Inc.  $250,000
General operating support for a restart and strengthening of Teach for America−Detroit over 18 months.

## Urban Neighborhood Initiatives, Inc.  $200,000
To continue a collaborative, evidence−based model of school and community partnerships aimed at decreasing chronic absence rates in three middle schools in southwest Detroit in which school attendance teams use afterschool programming as a schoolwide attendance strategy, parents are engaged in attendance conversations, and a 9th Grade Counts curriculum is implemented in spring/summer 2019, along with a six−week paid summer apprenticeship and bridge program for graduated eighth graders.

## Wayne State University  $198,500
To produce rigorous, actionable research and data on target issues facing Detroit schools and to conduct an evaluation of programmatic efforts to reduce chronic absenteeism.

## Wellspring  $80,000
To expand summer literacy opportunities for 100 students and to participate in a learning cohort alongside other youth−serving literacy interventions.
**Art Creates Us, Inc. (dba) ProjectArt** $55,000
To expand programming in each Detroit school district by offering programs at the Edison Library Branch in Cody Rouge and to further its enterprise application

**Boys & Girls Club of Southeastern Michigan** $100,000
To support a collaboration with Bow Elementary and its surrounding community to provide high-quality youth development programs and opportunities to 150 underserved youth

**Coalition On Temporary Shelter** $100,000
To launch Art+LifeChange, a new collaborative project using art and social–emotional engagement to help low-income, homeless, and/or recently homeless youth develop and strengthen their executive functioning skills including working memory, cognitive flexibility, and inhibitory control

**Detroit Horse Power** $45,000
To scale afterschool programming piloted during the 2017–2018 school year and further validate that the social–emotional skills the program fosters are transferred into young peoples’ day-to-day lives. Collaborative partners include three Detroit Public Schools Community District schools: Durfee, Thurgood Marshall, and Central

**Detroit Police Athletic League, Inc.** $800,000
Organizational and capacity-building support for Detroit PAL’s “Kids at the Corner” campaign, revitalizing the corner of Michigan and Trumbull by building a sports stadium for kids and families in Detroit

**Excellent Schools Detroit, as fiduciary for Community Education Commission** $450,000
To support the launch of a citywide Community Education Commission to serve multiple critical functions that enable parent–school involvement and facilitate collaboration across district and charter schools, including a pilot transportation and afterschool programming bus loop

**LaFrance Associates, LLC** $141,000
To support a research partnership with Learning for Action to conduct a multi–method evaluation of the Foundation’s Call for Collaboration, a portfolio of investments focused on connecting and strengthening Detroit’s afterschool and summer learning ecosystem

**Racquet Up Detroit** $50,000
To deepen successful partnerships with three schools in northwest Detroit and establish new partnerships with schools on the GOAL Line, serving more students, maximizing student retention, and maximizing student attendance

**Wayne State University** $200,000
To expand nutrition and physical activity programming from three to seven Detroit Housing Commission sites, serving a total of 2,500 youth
Bend the Arc—A Jewish Partnership for Justice, as fiduciary for Funders Collaborative for Youth Organizing $75,000
To support the Funders Collaborative for Youth Organizing to work with The Skillman Foundation and local youth–organizing groups to assess the current youth–organizing landscape and the needs of organizations while also developing a set of shared recommendations to strengthen the field. Based on those findings, a capacity building project for local youth organizing groups will be implemented.

Big Brothers Big Sisters of Metropolitan Detroit $100,000
To support BBBS and its partners to expand one-to-one mentoring services to 80 youth across three schools in Cody Rouge.

Black Family Development, Inc. $250,000
To launch the R.E.A.L—Restorative, Engaged, Aspiring, Leading—Brothers Initiative, a comprehensive collaborative partnership to support needs and advance opportunities for young boys and men of color.

Campaign for Black Male Achievement, Inc. $400,000
Continued support to improve outcomes for Black and brown boys through the MBK Detroit Innovation Challenge, in partnership with the Foundation, and the High School Excellence Framework, a partnership with Detroit Public School Community District.

Cities for Financial Empowerment Fund $200,000
To expand the integration of financial literacy education and banking access strategies beyond Grow Detroit Young’s Talent summer program to year-round youth employment programs through collaboration between the City of Detroit, youth employment programs, and banking institutions interventions.

CitizenDetroit $150,000
To support young adult (ages 17-24) programming around the 2018 and 2020 elections and develop a 21st Century Detroit Citizens’ Manual.

Community Development Advocates of Detroit $125,000
To build partner capacity to let youth lead by developing a youth engagement program that promotes civic participation and cultivates leadership opportunities for youth in community development.

Connect Detroit $150,000
To support the expansion of a highly successful hospital-based prevention and intervention program that places intervention specialists in emergency rooms to work with young victims of violent crime, providing them with resources and deterring retaliation.

Detroit Crime Commission $50,000
To support New Beginnings, a comprehensive citywide crime prevention strategy that uses a variety of strategic safety components including community intelligence and threat assessment, gang intervention, nuisance abatement, criminal investigations, analytic support, and case management to help youth safely disconnect from gang lifestyles.

Detroit Employment Solutions Corporation $500,000
Continued support to implement Grow Detroit’s Young Talent, a work readiness and summer youth employment initiative, with a focus on quality of participant experience.

Detroit Food & Entrepreneurship Academy $200,000
To offer first-employment opportunities, leadership development, and career pathways in food entrepreneurship to over 400 Detroit youth in grades 4-12 at 18 sites across Detroit in partnership with Detroit schools, FoodLab Detroit, and the University of Michigan Health Equity Scholars program.

Bend the Arc—A Jewish Partnership for Justice, as fiduciary for Funders Collaborative for Youth Organizing $75,000
To support the Funders Collaborative for Youth Organizing to work with The Skillman Foundation and local youth–organizing groups to assess the current youth–organizing landscape and the needs of organizations while also developing a set of shared recommendations to strengthen the field. Based on those findings, a capacity building project for local youth organizing groups will be implemented.
Detroit Hispanic Development Corporation\textsuperscript{c} $135,000
To support DHDC and key partners to expand STEAM programming, currently offered to high school youth, to 80 additional youth in grades 4–8.

Detroit Public Safety Foundation $150,000
Support for a new prevention component to Detroit Youth Violence Prevention Initiatives’ Ceasefire platform “Drive to Thrive,” designed to reduce the number of young people that have contact with law enforcement and the criminal justice system.

Detroit Public Schools Foundation $200,000
Support for the launch of the Detroit Public Schools Community District Workforce Partnership Office to assess current workforce partnership efforts and design a go-forward strategy for the district.

Give Merit, Inc.\textsuperscript{c} $100,000
To strengthen the FATE college and career pathways program with Jalen Rose Academy, providing academic enrichment, mentoring, and career development to students.

Goodwill Industries of Greater Detroit $100,000
To provide entrepreneurship training to former gang members who are preparing for re-entry into society.

Grace in Action Collectives\textsuperscript{c} $100,000
To provide work experience and management opportunities in the organization’s cooperatives to youth in southwest Detroit.

InsideOut Literary Arts Project\textsuperscript{c} $140,000
To provide 30-sessions of arts and leadership for 120 students in grades 8–12 at 10 sites across Detroit, in collaboration with The Neutral Zone and Detroit Creativity Project, to help youth voice their perspectives through written and spoken word.

International Institute For Restorative Practices $310,000
To support phase two of IIRP’s Toward a Restorative City model, helping agencies improve the social and academic outcomes of school-aged children by utilizing restorative practices.

Life Remodeled, as fiduciary for The Lawn Academy\textsuperscript{c} $75,000
To engage 100 Detroit youth in leadership training, mentoring, college immersion programming, and community service projects by assisting elderly, veterans, and disabled neighbors with lawn care and snow removal services at no charge.

Michigan College Access Network, as fiduciary for Detroit College Access Network $80,000
To advance a citywide collaborative effort to increase postsecondary readiness, access, success, and completion.

Michigan Future, Inc. $75,000
To support and connect efforts across youth-serving organizations including schools, youth employment, and youth development organizations to impart youth with critical skills for college and career.

Midnight Golf Program\textsuperscript{c} $200,000
To expand access to college and other postsecondary options to 500 Detroit youth not currently enrolled in the Midnight Golf Program.

Metropolitan Organizing Strategy Enabling Strength $35,000
To pilot a civil citation model as an alternative to juvenile arrest and arraignment in Detroit, with the potential for replication in other Michigan communities.
New Detroit, Inc., as fiduciary for Atlantic Impact
$150,000
To support the Our Town skilled trades program for Detroit high school students, through partnership between Atlantic Impact, Detroit Training Center, and the United Way for Southeastern Michigan interventions

New Venture Fund $50,000
To support direct grantmaking to community-based organizations and groups that are working to eliminate harsh and inequitable school discipline policies and practices, upholding the right to education for all youth

Prevention Network $650,000
To expand the Community Connections Small Grants Program—a grassroots leadership development and neighborhood investment program—beyond the six Skillman Good Neighborhoods to citywide by partnering with identified schools and organizations across Detroit

Regents of the University of Michigan $200,000
To explore outcomes for youth who participate in the Grow Detroit’s Young Talent summer youth employment program

Regents of the University of Michigan $175,000
Continued support to expand the nationally recognized AmeriCorps Public Allies program through the development of resident leaders with a focus on opportunity youth—17–24 year olds who are neither in school or working—and to build the capacity of agencies serving children and families in Detroit

Strategies for Youth, Inc. $50,000
To provide training for law enforcement officers and members of the judiciary in Detroit and Wayne County to develop a trauma-informed and equitable approach to policing

United Way for Southeastern Michigan $400,000
To strengthen and scale college and career pathways in Detroit and build schools’ capacity to partner with corporate and community organizations

Urban Alliance Foundation $180,000
To launch Urban Alliance’s work in Detroit with its High School Internship Program, a year-long paid internship that includes mentorship, case management, professional skills training, and connection to a nationwide alumni network

Urban Justice Center $150,000
To provide traditional community legal services to youth as well as legal empowerment and civic engagement tools for residents

Wayne State University $400,000
To support WSU’s Center for Urban Studies and its combined implementation of AmeriCorps Urban Safety Initiative and Youth Compstat Table—the first Compstat Table in the nation led by youth and focused on crimes by and against youth—to lead convening and implementation of a multisector safety strategy focusing on analysis, prevention, and diversion for Detroit youth

Wayne State University Research and Technology Park in the City of Detroit $200,000
To provide technical assistance and support for the 2018 MBK Detroit Innovation Challenge convenings as well as programmatic and operational support for Atlantic Impact and JOURNi
Community Development Advocates of Detroit
$100,000
To support the development and launch of Detroit Neighborhood Residents First Funders Collaborative (Residents First), modeled after the Foundation’s Good Neighborhoods Initiative, to support the capacity of residents—especially youth—and neighborhood-focused organizations to strengthen leadership skills, expand civic infrastructure, and develop effective competencies to guide the future of their neighborhoods.

Center for Effective Philanthropy $25,000
To implement a Grant Partner Perception Survey to provide critical information for the Foundation’s results-focused learning, continuous improvement, and strategic decision making.

Coalition On Temporary Shelter $40,000
General operating support

Cody Rouge Community Action Alliance $200,000
To strengthen organizational capacity and enable CRCAA to continue its community engagement and implementation efforts within the Cody Rouge Initiative.

Crossroads of Michigan $40,000
General operating support

Data Driven Detroit, L3C $125,000
Continued support for independent regional data center Data Driven Detroit to collect, analyze, and disseminate information to support evidence-based planning, program design, and policy decisions.

Detroit Parent Network $250,000
To strengthen operations and establish a Parent Leadership Academy to help train and mobilize parents citywide to advance an agenda that supports improved conditions for Detroit children.

Detroit Parent Network $150,000
General operating support for six months as DPN strengthens its focus, design, and parent engagement strategies.

Forgotten Harvest $40,000
General operating support

Foundation for Detroit’s Future $175,000
Continued support to provide funding for the City of Detroit’s general, police, and fire retiree pensions as a part of the Plan of Adjustment for Detroit’s Grand Bargain.

Gleaners Community Food Bank $40,000
General operating support

Greenlight Fund, Inc. $100,000
To support the launch of a Greenlight Fund platform in Detroit to bring best-in-class national nonprofits to fill local service gaps.

Invest Detroit Foundation $100,000
To support the development of a child-focused neighborhood plan for the Warrendale/Cody Rouge neighborhood, setting a framework for significant future investment from public, private, and city funding.

Kaboom Inc. $200,000
To support safe spaces that promote kids’ development through play in two Detroit neighborhoods, Cody Rouge and Palmer Park, by engaging residents in the design and creation of the playgrounds and play spaces.

Media & Policy Center Foundation of California $25,000
To support the creation of a documentary mini-series based on Robert Putnam’s book Our Kids: The American Dream in Crisis, and facilitate a youth-authored blog series in Detroit.

Enabling Communities
<table>
<thead>
<tr>
<th><strong>Organization</strong></th>
<th><strong>Amount</strong></th>
<th><strong>Grant Description</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Michigan League for Public Policy</td>
<td>$105,000</td>
<td>To support the activities of the 2019 Kids Count in Michigan project, providing timely information on the well-being of children in Detroit and across the state.</td>
</tr>
<tr>
<td>Michigan Nonprofit Association</td>
<td>$100,000</td>
<td>To support Detroit outreach, with a focus on youth and historically under-counted communities, for the Michigan Nonprofits Count campaign to mobilize nonprofits across the state to encourage participation in the 2020 Census.</td>
</tr>
<tr>
<td>Michigan Thanksgiving Parade Foundation</td>
<td>$85,000</td>
<td>Support for the annual Skillman Foundation Float Design Contest, bringing the artwork of a Detroit youth to the national stage as a larger-than-life float in America’s Thanksgiving Day Parade.</td>
</tr>
<tr>
<td>Michigan’s Children</td>
<td>$125,000</td>
<td>To support general operations as well as the development and dissemination of a “Children’s Playbook,” advancing policies and funding to improve the well-being of Michigan’s most challenged children.</td>
</tr>
<tr>
<td>The Heat and Warmth Fund</td>
<td>$40,000</td>
<td>General operating support.</td>
</tr>
<tr>
<td>826 Michigan</td>
<td>$90,000</td>
<td>To engage a minimum of 100 students in grades K–4 in the implementation of the “Words on the Street” summer program, stimulating literacy improvement and reading comprehension through experiential learning that connects the participants’ life experiences to the history of Detroit.</td>
</tr>
<tr>
<td>Access</td>
<td>$100,000</td>
<td>To provide literacy and leadership supports for youth and families in Southwest Detroit, Cody Rouge, and Chadsey Condon.</td>
</tr>
<tr>
<td>Allied Media</td>
<td>$125,000</td>
<td>To advance youth and teacher leadership and empowerment in Detroit through two bodies of work led by People in Education: The RIDA Institute, a teacher training institute, and an Artist-in-Residence program that deepens youth-led learning.</td>
</tr>
</tbody>
</table>

* Awardee of The Skillman Foundation’s 2018 Call for Collaboration, an open Request for Proposals for organizations working in partnership to provide afterschool and summer programming for Detroit children and youth.  
* The Foundation’s giving included a small portfolio of “Legacy Grants” awarded to basic needs organizations that serve Detroit children.
Beyond Basics Community Support $90,000
To offer literacy interventions for 100 students in grades 1-4 at three Summer Fun Centers and to participate in a learning cohort alongside other youth-serving literacy interventions

Brightmoor Alliance, Inc. $200,000
Continued support of the Every School Day Counts Detroit efforts, including implementation of a citywide messaging campaign targeting teenagers and parents/caregivers to increase awareness and understanding of chronic absence and its effects on student outcomes

Brilliant Detroit $200,000
Continued operating support for 313Reads!, Detroit’s Campaign for Grade Level Reading

Business Leaders of Michigan $50,000
To support a K-12 cost efficiency study, as part of the Launch Michigan collaboration

Center for Success Network $175,000
To continue a partnership between Center for Success Detroit and Brilliant Detroit to expand high-quality literacy supports to K–4 students across Detroit. During the 2019–20 school year and summer of 2020, Center for Success will support 175 students to accelerate their paths to proficiency at five Brilliant Detroit houses and a City of Detroit Summer Fun Center

Central Detroit Christian Community Development Corporation $90,000
To engage a minimum of 100 K–4 students in the pilot implementation of “Kids Read” through a volunteer driven, 1-on-1 model of engagement and to participate in a learning cohort alongside other youth-serving literacy interventions

City Year $200,000
To continue and expand programming in Detroit Public Schools Community District schools, increasing student literacy and chronic absence rates

Community Initiatives $250,000
Continued support to increase student attendance across Detroit schools by adopting evidence-informed practices. Attendance Works will provide all Detroit Public Schools Community District schools with broad training, with 27 receiving a second year of targeted coaching; and 20 charter schools will receive both broad and intensive trainings

Council of Michigan Foundations $200,000
To support start-up operations of Launch Michigan, a partnership of business, education, labor, philanthropy, and civic leaders committed to developing a shared vision and recommended actions to improve education for all Michigan students

Detroit Achievement Academy Foundation $350,000
A Program-Related Investment to provide gap funding for the purchase and rehabilitation of a building to be used by Detroit Prep, a K–5 nonprofit charter school

Detroit Children's Fund $500,000
Continued operating support to advance DCF’s work to expand successful schools, greatly improve lower performing schools, and grow the base of talented educators in Detroit

Development Centers, Inc., as fiduciary for Developing K.I.D.S. $160,000
To expand individualized trauma-informed programming to 100 students in grades K–8 in partnership with Detroit Public Schools Community District through school attendance teams at four locations to provide student–centered, barrier-reducing resources to students at risk of becoming chronically absent

Development Centers, Inc., as fiduciary for Developing K.I.D.S. $90,000
To offer literacy interventions for 100 students in grades 1–4 at three City of Detroit Summer Fun Centers and to participate in a learning cohort alongside other youth-serving literacy interventions

Detroit Public Schools Community District $220,000
To establish School Advisory Councils districtwide
**Education Trust, Inc.** $250,000
Continued support for the Michigan Education Corps, providing individualized in-school literary support to 450 Detroit Public Schools Community District K–3 students.

**Hope Network** $150,000
Continued support for the Michigan Education Corps, providing individualized in-school literary support to 450 Detroit Public Schools Community District K–3 students.

**Inner Explorer, Inc.** $80,000
To expand the knowledge and practices of mindfulness to 10 schools and youth-serving organizations, building on Detroit Public Schools Community District’s adoption of mindfulness in grades K–8.

**International Institute For Restorative Practices** $200,000
To intensify climate and culture supports for the Detroit Public Schools Community District and Every School Day Counts Detroit community initiative.

**Michigan State University** $50,000
Continued support for the Urban Immersion Fellowship operated by MSU's College of Education, a seven-week summer program that places pre-service teacher candidates in Detroit schools and literacy-focused nonprofits.

**New Teacher Center** $175,000
To support a new partnership between New Teacher Center and the Detroit Public Schools Community District, establishing the district’s first formal new teacher mentoring program.

**Regents of the University of Michigan** $50,000
To support the University of Michigan Poverty Solutions Center to conduct deeper analysis on the magnitude of child homelessness in Detroit and to convene and provide technical assistance to key system stakeholders and policymakers.

**Soar Detroit** $175,000
To provide individualized literacy supports to 200 second grade students at three Detroit Public School Community District schools—recruiting 60 high school seniors to serve as reading mentors—and literacy supports for 40 children at a Summer Fun Center site.

**Student Advocacy Center** $150,000
Continued support to advocate for students who have faced harsh school discipline in Detroit and to provide Detroit parents, teachers, and school staff with best practices in restorative discipline.

**Teach for America, Inc.** $125,000
Continued general operating support.

**Tech Town, as fiduciary for Book Nook** $150,000
To provide small-group literacy interventions to 350 partially proficient students in grades K–5.

**The Yunion** $150,000
To expand individualized trauma-informed programming to 100 students in grades 6–12 in partnership with the Detroit Public Schools Community District.

**Urban Neighborhood Initiatives, Inc.** $175,000
Continued support to implement 9th Grade Counts, a school/community partnership that provides barrier-reducing supports—including afterschool programs—to middle school students at three schools.

**Wayne State University** $200,000
Continued support to produce rigorous, actionable research and data on target issues facing Detroit schools and to conduct an evaluation of programmatic efforts to reduce chronic absenteeism.

**Wellspring** $175,000
To expand high quality literacy interventions to 200 youth in partnership with the City’s Summer Fun Centers, Old Redford Academy, and early learning centers.
Boys & Girls Club of Southeastern Michigan
$100,000
Continued support for a collaboration with Bow Elementary and its surrounding community to provide high-quality youth development programs and opportunities to 150 underserved youth

Coalition On Temporary Shelter
$100,000
Support for Art-LifeChange, a collaborative project using art and social-emotional engagement to help low-income, homeless, and/or recently homeless youth develop and strengthen their executive functioning skills including working memory, cognitive flexibility, and inhibitory control

Detroit Horse Power
$50,000
Continued support for afterschool programming that supports social-emotional skill development through a new partnership with the Detroit Police Department's Mounted Division

Excellent Schools Detroit, as fiduciary for Community Education Commission
$400,000
Continued support for the Community Education Commission to serve multiple critical functions that enable parent-school involvement and facilitate collaboration across district and charter schools, including a pilot transportation and afterschool programming bus loop

Forum for Youth Investment, as fiduciary for Youth Development Resource Center
$325,000
To build capacity and increase program quality for Call for Collaboration organizations and provide technical expertise to city, school, and community leaders to strengthen efforts to build a connected citywide youth development system that expands access, engagement, and impact for Detroit youth

LaFrance Associates, LLC
$109,000
Continued support for a research partnership with Learning for Action to conduct a multi-method evaluation of the Foundation’s Call for Collaboration, a portfolio of investments focused on connecting and strengthening Detroit’s afterschool and summer learning ecosystem

Learn Fresh Education Co.
$100,000
To support staffing to expand partnerships between NBA Math Hoops, Detroit schools, and the City’s Parks and Recreation Department, leveraging sports and entertainment to provide STEM education tied to Common Core State Standards and 21st Century learning skills

Racquet Up Detroit
$50,000
Continued support to provide high-quality afterschool programming to students in grades 5-12 in partnership with the City’s Parks and Recreation Department and Community Education Commission’s GOAL Line

United Way for Southeastern Michigan, as fiduciary for Afterschool Awareness and Education Initiative
$750,000
To support a broad public awareness and education initiative being led by the United Way of Southeastern Michigan that will develop community understanding of the value and impact of afterschool programming

Wayne State University
$200,000
Continued support to expand nutrition and physical activity programming from three to seven Detroit Housing Commission sites, serving a total of 2,500 youth

Wayne County Community College District
$200,000
To support WCCCD and five Detroit charter schools to implement Kids’ College, a STEAM-based afterschool and summer program for 250 students in grades K-8
**American Lightweight Materials Manufacturing Innovation Institute**  $75,000

To provide Detroit youth with exposure to diverse career pathways in the advanced manufacturing sector to strengthen their academics, ignite interest in STEM fields, and provide them with hands-on training at the LIFT Learning Lab.

**Atlantic Impact**  $150,000

Continued support for programming that provides career exposure and certification opportunities in skilled trade careers for Detroit youth, especially incoming high school seniors who do not have a post-graduation plan.

**Big Brothers Big Sisters of Metropolitan Detroit**  $100,000

Continued support to BBBS and its partners to provide 1-on-1 mentoring services to 80 youth across three schools in Cody Rouge.

**Campaign for Black Male Achievement, Inc.**  $475,000

Continued support to improve outcomes for Black and brown boys through the MBK Detroit Innovation Challenge, in partnership with the Foundation, and the High School Excellence Framework, in partnership with Detroit Public School Community District.

**Cities for Financial Empowerment Fund**  $200,000

Continued support to expand the integration of financial literacy education and banking access strategies beyond Grow Detroit’s Young Talent’s summer program to year-round youth employment programs through collaboration between the City of Detroit, youth employment programs, and banking institutions.

**College for Creative Studies**  $230,000

To support the Saturday Arts Academy for 200 middle school youth across Detroit, connecting creative students to an educational pathway in the arts.

**Detroit Crime Commission**  $50,000

Continued support for New Beginnings, a comprehensive citywide crime prevention strategy that uses a variety of strategic safety components including community intelligence and threat assessment, gang intervention, nuisance abatement, criminal investigations, analytic support, and case management to help youth safely disconnect from gang lifestyles.

**Detroit Employment Solutions Corporation**  $250,000

Continued support to implement Grow Detroit’s Young Talent, a work readiness and summer youth employment initiative, with a focus on quality of participant experience.

**Detroit Food & Entrepreneurship Academy**  $200,000

Continued support to offer first-employment opportunities, leadership development, and career pathways in food entrepreneurship to over 400 Detroit youth in grades 4–12.

**Detroit Hispanic Development Corporation**  $135,000

Continued support for DHDC and its partners to expand STEAM programming, currently offered to high school youth, to 80 additional youth in grades 4–8.

**Atlantic Impact**  $150,000

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**Detroit Hispanic Development Corporation**  $135,000

Continued support for DHDC and its partners to expand STEAM programming, currently offered to high school youth, to 80 additional youth in grades 4–8.
**Detroit Public Schools Foundation**  $85,000
To support a staff position within the Detroit Public School Community District that will provide dedicated support to the Cody Rouge Initiative Partnership

**Detroit Public Schools Foundation**  $100,000
Continued support for the Detroit Public Schools Community District Workforce Partnership Office to increase college and career readiness for students through expanded, strengthened, and connected career pathway education opportunities

**El Lasso (Michigan Hispanic Collaborative)**  $100,000
To strengthen college-going culture and supports for students in southwest Detroit through deep partnerships with Cesar Chavez and Western International High Schools and the surrounding community

**Give Merit, Inc.**  $100,000
Continued support to strengthen the FATE college and career pathways program with Jalen Rose Leadership Academy, providing academic enrichment, mentoring, and career development to students

**Grace in Action Collectives**  $100,000
Continued support to provide work experience and management opportunities in the organization’s cooperatives to youth in southwest Detroit

**InsideOut Literary Arts Project**  $135,000
Continued support to provide 30-sessions of arts and leadership for 120 students in grades 8–12 at 10 sites across Detroit, in collaboration with The Neutral Zone and Detroit Creativity Project, to help youth voice their perspectives through written and spoken word

**Life Remodeled, as fiduciary for The Lawn Academy**  $75,000
Continued support to engage 100 Detroit youth in leadership training, mentoring, college immersion programming, and community service projects by assisting elderly, veterans, and disabled neighbors with lawn care and snow removal services at no charge

**Metro Solutions Inc.**  $200,000
To provide project management leadership and coordinated support for the Cody Rouge Initiative

**Metro Solutions Inc., as fiduciary for Detroit Life is Valuable Every Day**  $150,000
To expand hospital-based prevention and intervention programming. The program has been highly successful and places violence intervention specialists in the emergency room to work directly with young victims of violent crime. The goal of Detroit Life is Valuable Everyday (DLIVE) is to help prevent acts of retaliatory violence in Detroit

**Michigan College Access Network, as fiduciary for Detroit College Access Network**  $150,000
Continued support to advance a citywide collaborative effort to increase postsecondary readiness, access, success, and completion

**Michigan College Access Network, as fiduciary for Detroit College Access Network**  $150,000
To launch innovative programs in schools that empowers counselors to drive a college-going culture in their schools, learn together as a cohort, and allow DCAN to iterate programs that can be scaled; and accelerate connections between workforce and college access efforts in Detroit
Michigan Council on Crime and Delinquency  $60,000
General operating support

Michigan Educational Excellence Foundation  $280,000
To manage the Detroit Promise scholarship program and enable the design and pilot implementation of an effort to engage youth before their senior year

Michigan Future, Inc.  $75,000
To connect efforts across schools, youth employment, and afterschool program providers, lifting up the most critical skills for college and career

Regents of the University of Michigan  $100,000
To continue rigorous analyses of the outcomes for young people who participate in the Grow Detroit’s Young Talent summer youth employment program

Regents of the University of Michigan  $150,000
Continued support to expand the nationally recognized AmeriCorps Public Allies program through the development of resident leaders with a focus on opportunity youth—17–24 year olds who are neither in school or working—and to build the capacity of agencies serving children and families in Detroit

Rockefeller Philanthropy Advisors, Inc., as fiduciary for Executives Alliance  $120,000
Continued general operational support to the Executives Alliance to invest in young men of color and advocate for effective public policy and systems change

SER Metro Detroit  $75,000
To engage an employment retention specialist to provide coaching and resource connections for under-resourced youth as well as to inform youth workforce system stakeholders, including employers, how to better provide young people with the supports they need to secure and retain employment

United Negro College Fund, Inc.  $40,000
General operating support

United Way for Southeastern Michigan  $200,000
Continued support to strengthen and scale college and career pathways in Detroit and build schools’ capacity to partner with corporate and community organizations

Urban Justice Center  $150,000
Continued support to provide traditional community legal services to youth as well as legal empowerment and civic engagement tools for residents

Wayne State University  $200,000
Continued support for WSU’s Center for Urban Studies and its combined implementation of AmeriCorps Urban Safety Initiative and Youth Compstat Table—the first Compstat Table in the nation led by youth and focused on crimes by and against youth—to lead convening and implementation of a multisector safety strategy focusing on analysis, prevention, and diversion for Detroit youth
BMe Networks $250,000
To launch the Skillman BMe Vanguard Fellowship, training and connecting local leaders to champion youth and advance a narrative about the roles long-time Detroiters and young people have played in sustaining the city and building toward its future

Center for Effective Philanthropy $23,981
Continued support to implement a Grant Partner Perception Survey to provide critical information for the Foundation’s results-focused learning, continuous improvement, and strategic decision making

Community Foundation for Southeast Michigan $250,000
To contribute to the creation of a $1 million endowment to support the Detroit Youth Choir, providing training in vocal performance arts, mentorship, and social skills

Coalition On Temporary Shelter $35,000
General operating support

Council of Michigan Foundations $295,000
Fellowship support for three early-career professionals to learn and contribute to the fields of philanthropic communications, program strategy, and evaluation

Council of Michigan Foundations $75,000
To support CMF’s leadership of statewide philanthropy on critical statewide policy issues through the Office of the Foundation Liaison and initiatives like Launch Michigan

Crossroads of Michigan $35,000
General operating support

Data Driven Detroit, L3C $125,000
Continued support for independent regional data center Data Driven Detroit to collect, analyze, and disseminate information to support evidence-based planning, program design, and policy decisions

Detroit Parent Network $75,000
Continued general operating support

Forgotten Harvest $35,000
General operating support

Foundation for Detroit’s Future $175,000
Continued support to provide funding for the City of Detroit’s general, police, and fire retiree pensions as a part of the Plan of Adjustment for Detroit’s Grand Bargain

Gleaners Community Food Bank $35,000
General operating support

Greenlight Fund Inc. $100,000
Continued support for the Greenlight Fund platform in Detroit to bring best-in-class national nonprofits to fill local service gaps
**Invest Detroit Foundation** $400,000
Continued support for the development of a child-focused neighborhood plan for the Warrendale/Cody Rouge neighborhood, setting a framework for significant future investment from public, private, and city funding.

**Michigan League for Public Policy** $105,000
To support the activities of the 2019 Kids Count in Michigan project, providing timely information on the well-being of children in Detroit and across the state.

**Michigan Nonprofit Association** $100,000
Continued support for Detroit outreach, with a focus on youth and historically under-counted communities, for the Michigan Nonprofits Count campaign to mobilize nonprofits across the state to encourage participation in the 2020 Census.

**Michigan Public Health Institute** $425,000
To manage a team of local and national evaluators that will execute the strategic evaluation and learning plan to advance the goals of the Opportunity Agenda for Detroit Children and inform the affiliated grant and civic partners.

**Michigan Thanksgiving Parade Foundation**<sup>1</sup> $85,000
Support for the annual Skillman Foundation Float Design Contest, bringing the artwork of a Detroit youth to the national stage as a larger-than-life float in America’s Thanksgiving Day Parade.

**Michigan's Children** $125,000
Continued support for general operations as well as the dissemination of a “Children’s Playbook,” advancing policies and funding to improve the well-being of Michigan’s most challenged children.

**New Detroit, Inc.** $150,000
General operating support to launch its new strategic plan.

**Tides Foundation, as fiduciary for the NAACP Detroit Branch** $100,000
To provide youth leadership development and academic scholarships, entrepreneurship training, opportunities for women– and minority–owned businesses and support for the needs of low– and moderate–income families.

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<sup>1</sup> Awardee of The Skillman Foundation’s Call for Collaboration, an open Request for Proposals for organizations working in partnership to provide afterschool and summer programming for Detroit children and youth. A portion of Call for Collaboration grants paid in 2019 represent multi–year commitments awarded in 2018.  

<sup>2</sup> The Foundation’s giving included a small portfolio of “Legacy Grants” awarded to basic needs organizations that serve Detroit children.
### Statement of Financial Position

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>12,159</td>
<td>13,834</td>
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<tr>
<td>Investments, at fair value</td>
<td>468,385</td>
<td>417,833</td>
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<tr>
<td>Other, including accrued interest and dividends</td>
<td>2,222</td>
<td>1,021</td>
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<tr>
<td>Fixed assets, net</td>
<td>212</td>
<td>303</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>482,978</strong></td>
<td><strong>432,991</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES &amp; NET ASSETS</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants payable</td>
<td>5,183</td>
<td>8,462</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>2,919</td>
<td>1,876</td>
</tr>
<tr>
<td>Net assets, without donor restriction</td>
<td>474,876</td>
<td>422,653</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>482,978</strong></td>
<td><strong>432,991</strong></td>
</tr>
</tbody>
</table>

### Statement of Activities & Changes in Net Assets

<table>
<thead>
<tr>
<th>INCOME (LOSS)</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net realized and unrealized gains (losses) on investments</td>
<td>72,718</td>
<td>-18,554</td>
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<tr>
<td>Interest, dividend and other income</td>
<td>721</td>
<td>504</td>
</tr>
<tr>
<td>Investment management fees</td>
<td>-2,657</td>
<td>-2,338</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>70,782</strong></td>
<td><strong>-20,388</strong></td>
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</table>

<table>
<thead>
<tr>
<th>GRANTS AND EXPENSES</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants expense</td>
<td>12,847</td>
<td>21,893</td>
</tr>
<tr>
<td>Program services</td>
<td>2,478</td>
<td>2,774</td>
</tr>
<tr>
<td>Administrative</td>
<td>3,115</td>
<td>3,516</td>
</tr>
<tr>
<td>Federal excise and other taxes</td>
<td>119</td>
<td>1,341</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>18,559</strong></td>
<td><strong>29,524</strong></td>
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</table>

<table>
<thead>
<tr>
<th>CHANGE IN NET ASSETS</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase (decrease) in net assets without donor restrictions</td>
<td>52,223</td>
<td>-49,911</td>
</tr>
<tr>
<td>Net assets, beginning of year</td>
<td>422,653</td>
<td>472,564</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>474,876</strong></td>
<td><strong>422,653</strong></td>
</tr>
</tbody>
</table>

All numbers shown in thousands.
How to Apply for Grant Funding

The Skillman Foundation provides grant funding and other supports to organizations that support Detroit youth in achieving their highest aspirations through K–12 public education, afterschool learning opportunities, and pathways to college and career. Learn more about our grantmaking on pages 49–59 of this publication or at skillman.org.

Grant partners must:

- Be a nonprofit 501(c)(3) tax-exempt organization and provide your tax ID (EIN) number or be a government or public agency (city, county, state, public school district)
- Be a publicly supported charity as defined in Section 509(a) of the Internal Revenue Code
- Have total revenues of at least $100,000 for your preceding fiscal year and be able to provide a copy of a current financial audit conducted by an independent certified public accountant
- In policy and practice, offer opportunity and service to all, regardless of age, race, creed, gender, religion, disability, sexual orientation and ethnicity

Getting Started

Grant seekers can begin by contacting a member of the program team. Program officers and the issue areas they work on can be found on our website at skillman.org. Grant submissions begin with a pre-application, which will be reviewed within 15 business days. Where appropriate, staff will request the grant seeker submit a more lengthy application for further consideration.

The Skillman Foundation reviews grant requests throughout the year. Grant approvals take place at Foundation board meetings in March, June, September, and December. Generally, the process takes 2–3 months from inquiry to approval.
Our Founder

Rose Pilhashy Skillman was born in Ohio in 1887, the daughter of a cattle rancher. In 1907, she married Robert Skillman, who became one of the early pioneers in the growth of the Minnesota Mining and Manufacturing Company (3M). Though the Skillman’s did not have children of their own, Rose was committed to the well-being of children. She incorporated The Skillman Foundation in December 1960 and remained a trustee until her passing in 1983.

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Ketrice Howard, Program Assistant
Jaime Schubring, Accounting & Technology Associate
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Ashley Marie Aidenbaum, Program Officer
Lindsey Barrett, Program & Impact Fellow
Matthew Hoerauf, Associate Program Officer
Carmen Kennedy-Rogers, Senior Program Officer
Kumar Raj, Senior Program Officer
Ashlee Schmidt, Program Officer for Strategic Alignment & Execution
Terry Whitfield, Program Officer
**Kids First**

*First place goes to Detroit kids, always.*

**Value** the perspectives and insights of all Detroit children and youth

**Take on** what we believe will have the most transformational impact for Detroit kids, no matter how big the challenge

**Position** Detroit youth as the authors of their future so they may envision and achieve what they deem to be success

---

**Equity Focused**

*We are equity focused, diversity driven, and inclusion minded.*

**Embrace** diversity and authentic inclusion in all areas of our work as a prerequisite for positive social change

**Understand** that we work in a context defined by inequities that are as present as the air we breath

**Confront** the drivers of inequality and redesign systems with those who have been historically marginalized

**Create** a community where all Detroiter – especially youth – are valued, heard and mobilized in the service of opportunity and prosperity for all

---

**Trusted Partner**

*Kids are the mission; partnerships are the way.*

**Work** collaboratively, developing and implementing solutions in partnership with others

**Develop** strong relationships, cultivating mutual trust and respect by acting with integrity and communicating with consistency

**Convene and participate** in cross-sector tables, using our influence to ensure those closest to the issue are seated alongside us

---

**Our Values**
**World Wise, Detroit Smart**

We combine innovative and best-practice content knowledge with deep understanding of the Detroit context to make the biggest impact for kids.

**Learn** from successes and failures as well as from the experiences and insights of others, near and far

**Use** data whenever possible to inform and monitor

**Reflect and seek** feedback on our strategies, actions, and impact

---

**Greater Than Grants**

We cultivate and deploy resources—beyond grants—in service of Detroit kids.

**Deploy** all forms of capital—financial, reputational, and relational—thoughtfully, ethically, and equitably

**Use** civic leadership to raise awareness and advocacy around critical issues facing Detroit youth

**Convene** across a chasm of stakeholders to bring a diversity of thought, resources, and sectors to the table

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Values Mural by Jesse Kassel