

the Rose

The Skillman Foundation | Winter 2016



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An equitable Detroit

By Tonya Allen

President & CEO, The Skillman Foundation

Detroit is at a crossroads. Depending on where you stand in the city, your opportunities might seem endless or appear to be shrinking. The city's downtown and midtown core are thriving, but few signs of improvement have reached our poorer neighborhoods. Residents – youth included – are largely disconnected from the city's growing economy. They do not feel ownership or connection to these new developments. Brutal realities continue to exist, generational poverty is entrenched; families are culturally and structurally detached from work and the economy.

There is much talk of “two Detroits”: the new, emerging Detroit, and the legacy Detroit. But there is a third Detroit – the city's youth. Our youth have no memory of the past, and they are not connected to the possibilities of the future. Eighty percent of Detroit children live in concentrated poverty, growing up in a community where at least 40 percent of the population lives below the poverty line. Even if a child's household is financially stable, if they live in an area of concentrated poverty, they are likely to struggle anyway. Systems are overwhelmed, and the outcomes for the majority of our kids fall significantly short of their potential.

The disadvantages for children growing up poor in America are mounting; we are seeing the opportunity gap widen for youth in every city, county and state in America. As Detroit rebuilds its economy and communities, we have the chance to do so in a way that benefits our children. Detroit's recovery will be made complete, or will be broken by, the outcomes of its youth. We must provide our children with opportunities to thrive in school, work and life, and prepare them to be leaders in their community. Our challenge is to make sure the third Detroit is acknowledged and included. When all three Detroits

are brought together, that's where we will find our power as a community to grow and revive. The three Detroits need to fuse into one Detroit: Our Detroit. Our Detroit is about understanding that we have a shared fate. Our Detroit is a place where everyone has access to prosperity. It requires us to address the growing divide in our city and be purposeful about dialogue, invitations, decisions, and decision makers. Our Detroit is our responsibility today and our legacy for tomorrow.

A community of leaders

In 2016, the Good Neighborhoods Initiative -- our 10-year, \$100-million commitment to children in six Detroit neighborhoods -- drew to a close. Among the many learnings that we will carry forward into our work ahead is our strengthened ability to equip the community for civic leadership. This means hearing and championing diverse voices; lifting up leaders of our communities so that their knowledge and perspective is included in conversations at the city, state and national level. It includes preparing our youth for civic leadership as well, so that they may contribute to and lead Detroit's comeback.

The most powerful example of this to come out of the Good Neighborhoods work was the Coalition for the Future of Detroit Schoolchildren, in which we actively worked alongside the most unlikely bedfellows you could find – people representing a diverse array of political, educational and business viewpoints – and brought forth a civic solution, built in collaboration and consensus.

Detroit is primed for intentional and courageous leadership that honors and elevates our residents and youth. We must ensure our city's recovery is equitable; that our children are prepared for and connected to economic opportunities, and are capable of contributing to and leading the positive change they want for their community.



Coming together to improve Detroit schools

By Natalie Fotias
Communications Officer, The Skillman Foundation

Omari arranges paper and a pencil on his desk. His teacher steps in front of the room of 40 first graders. To quell his eagerness to get the day underway, the young student sits on his hands. The teacher asks for a volunteer to write the day's sight reading words - think, know and learn - on the board. Omari's hand springs up, along with two dozen others. Any onlooker couldn't help but smile to see the children's enthusiasm for learning. But by the time this class of 40 kids reach high school, seven will drop out¹ and only 12 will go on to earn a college degree.² These are the facts in Detroit, a city at a tipping point.

While the city faces a unique opportunity to rise, many of its citizens remain held back by the traps of poverty – unmet basic needs, unhealthy environments, lack of transportation/ access to school and work, and inadequate education. The city is experiencing an economic resurgence, but the majority of residents aren't being connected to the opportunities this brings.

Failing to educate kids

Despite pockets of excellence, academic achievement in the city is abysmal. Since 2009, Detroit public schools have consistently scored the lowest among big city districts in the National Assessment of Educational Progress. On the whole, charters have not provided ➡

¹ Source: Michigan League for Public Policy, 2014 data ² Source: National KIDS COUNT report, 2014 data



**“Parents in Detroit feel trapped,
like we have no good options.”**

Arlyssa Heard, Detroit parent and Coalition committee member

**“We will either pay on the front end by supporting
education and the future of our children, or we will
pay dearly on the back end, leading to the destruction
and the incarceration for our children.”**

Rev. Wendell Anthony, Fellowship Chapel, president
of the Detroit branch of the NAACP, and co-chair of the
Coalition for the Future of Detroit Schoolchildren

Percentage at or above basic ability in 4th grade reading

All U.S. 4th grade students



All U.S. 4th grade students who qualify for free or reduced-fee lunches*



4th grade students in **Detroit**

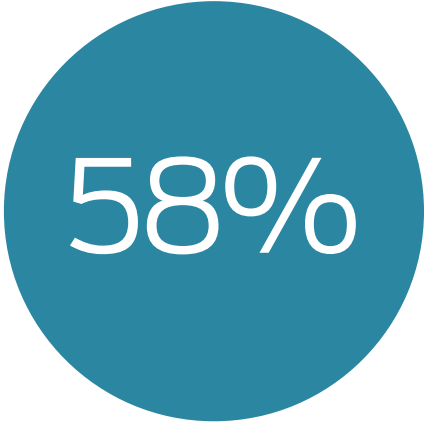


Percentage at or above basic ability in 8th grade math

All U.S. 4th grade students



All U.S. 4th grade students who qualify for free or reduced-fee lunches*



4th grade students in **Detroit**



2015 National Assessment of Education Progress (NAEP) test results *The NAEP's basic achievement level denotes a partial mastery of prerequisite knowledge and skills for the given grade level; the basic level of what students should know and be able to do. ** To qualify for the reduced-fee lunch program, a household must be at or below 185% of the poverty level (earning less than \$45,000 annually for a family of four).



Coalition for the Future of Detroit Schoolchildren co-chairs release Choice Is Ours report. March 30, 2015

significantly better outcomes. In Detroit’s vast school-choice system of more than 50 school operators, governed by 14 different authorizers, accountability has been hard to come by.

In an effort to begin to repair Detroit’s broken education system, Skillman Foundation President & CEO Tonya Allen served amongst a diverse cross-section of 36 leaders representing Detroit’s education, civic, business, philanthropic, religious and community sectors in December of 2014, forming as the Coalition for the Future of Detroit Schoolchildren. Though Coalition members were unlikely allies, they rose above politics and personal interests to put children first.

The Coalition met with parents, teachers and content-area experts to come up with a comprehensive set of recommendations that would make quality schools the new norm for Detroit families. Its plan was published on March 30, 2015 in a report entitled “The Choice Is Ours.” Over the next year, the Coalition persistently pushed for the Michigan legislature to take up its policy recommendations. In June 2016, Detroit schools legislation was finally passed. While much headway was made, the bills fell short of the reforms envisioned by the Coalition -- namely the creation of a Detroit Education Commission to oversee accountability and coordination across the education landscape. ➡

Key problems and solutions identified by the Coalition, and where things stand after 2016 legislation

Key problems	Proposed solutions	Where schools stand post-legislation
Funds not reaching the classroom <ul style="list-style-type: none"> -- 1,100 per student allocated to debt repayment -- Many schools are left under-resourced, without enough teachers, desks, books, or funds for building maintenance 	State payoff of DPS debt (largely rung up under state oversight of DPS) Establish a Detroit Education Commission	State assumed DPS debt <ul style="list-style-type: none"> -- Less start-up funding provided for new Detroit Community School system than is projected to be needed
Lack of coordination & accountability <ul style="list-style-type: none"> -- 14 entities can open and close schools in Detroit -- 164 schools have opened or closed in the last 7 years (80 percent of all schools in Detroit) -- No coordination of school siting led to significant capacity and transportation inequities -- No academic standards and lack of performance-driven accountability No local control <ul style="list-style-type: none"> -- EAA control of DPS's lowest performing schools has not improved academic results 	<i>Establish a Detroit Education Commission</i> A nonbiased and transparent body that will coordinate and rationalize citywide education functions, incorporating neighborhood-level input Return governance of DPS to an elected school board Return management of EAA schools to the public school system	An <i>advisory</i> council will highlight where schools are needed and consider a citywide transportation system Schools that fail to meet academic performance standards for three consecutive years are to close New charter schools must be accredited by a nationally recognized accreditation body Detroiters elected a new school board; members take office in January The EEA will be dissolved and its schools will be folded back to DPS after the 2016-2017 school year
Poor academic outcomes & lack of quality choice <ul style="list-style-type: none"> -- DPS students finish last among big-city districts in the percentage achieving basic proficiency on the NEAP exam -- Detroit students score, on average, five points below the ACT minimum "college ready" score -- There are examples of successful charters, but on the whole, charters have failed to do better by kids. Half achieve below DPS's proficiency 	Give all schools freedom over programs, scheduling, hiring and budgets Create a citywide educator strategy to recruit, develop, compensate & retain high-quality teachers Establish a Detroit Education Commission	Closure of poorest performing schools after three years of failure Despite Coalition opposition, the legislation allows for uncertified teachers, institutes merit pay and creates tighter rules around striking



The road to excellence

The Coalition rallied families, teachers, business leaders and lawmakers to push diligently for legislation that would stabilize Detroit schools and put control of the district back into local hands. While much was accomplished, essential reforms, like a Detroit Education Commission, must continue to be pursued. Legislative activity is just a step on the long road to excellence for Detroit schools. The momentum to improve education in Detroit must be translated into action on the ground – and must be led by Detroiters. Students like Omari deserve to have their excitement for learning nurtured by high-quality educational experiences, preparing them for college and rewarding careers.

The Coalition will continue to illuminate challenges and inadequacies, recommend solutions, and rally community members and stakeholders to improve education for all Detroit children.

Learn more about the Coalition for the Future of Detroit Schoolchildren at <http://choiceisoursdetroit.tumblr.com>

Launching Detroit's next leaders

By Natalie Fotias
Communications Officer, The Skillman Foundation

Potential + Opportunity

The first of these is something we are all born with. The second is not.

And that's a shame, not only for the individual, but for society at-large. On the whole, young men of color lack opportunity. From access to quality schools, to out-of-school development programs, to internships and jobs. Black and brown boys' expectations of living healthy, productive and prosperous lives are often tragically low.

The odds are stacked against men of color, and the results are staggering:

- + Graduation rates for black and Hispanic students fall below those of white students by 16 percent and 12 percent, respectively.
- + Only 12 percent of Hispanic men and 21 percent of black men obtain a college degree by their late 20s, compared to nearly 40 percent of white men.
- + Black and Hispanic prisoners account for over 60 percent of total prison population, far greater than their share of the total U.S. population.
- + The unemployment rate for black males is double that of all males (15 percent vs. 8 percent).

The Skillman Foundation joined with the City of Detroit Mayor's Office, and more than 100 other civic, social and corporate leaders, to develop and execute a "cradle to college-and-career" strategy that would help ensure Detroit's black and Hispanic youth reach their ➡





“I’m tired of people always thinking that Detroit’s youth are all negative; all gangbangers and dope dealers. I wanna help bring out the good, even if people can’t see it in them.” Robert, 18



“When I walk into school with a tie on, people ask, ‘Do you have a court date?’ ‘What, somebody’s funeral later on?’

It’s like, I hear that more than, ‘Do you have an interview today?’” Danzel, 17

full potential. This work was further aligned in 2014, when then-President Barack Obama launched the My Brother's Keeper initiative to close opportunity gaps for boys and men of color.

Detroit ranks highest in efforts to reduce disparities for boys and men of color.

View the Campaign for Black Male Achievement's report The Promise of Place at www.skillman.org/PromiseOfPlace

Plotting to expand Detroit's My Brother's Keeper (MBK) work into a communitywide support network, the Skillman Foundation and Campaign for Black Male Achievement launched the MBK Detroit Innovation Challenge, a program that called upon community members at-large to take part in improving life outcomes for boys and young men of color. The Innovation Challenge invested \$500,000 in ideas to support youth and provide teams with training and support services to bring their ideas to life. Unlike typical grant funding, Innovation Challenge awardees were not required to be established nonprofits. They did, however, have to have at least two young men of color on their team.

"The Challenge presented a level playing field for every idea out there", said David McGhee, Skillman Foundation program director. "We heard ideas from experienced as well as new leaders -- and we need every single one of them. Young men of color are living in a time when they lack hope. It will take all of us to turn that around."

Nearly 500 ideas were submitted to the Innovation Challenge this March. Of those, 110 were selected to advance to the next round, providing a more thorough plan for implementation. From here, 20 teams were chosen to prototype their ideas, with the support of \$5,000 each and a slew of training opportunities. Teams shared the results of their prototypes with a panel of judges. Six teams were selected to receive grants of up to \$50,000 to fully bring their ideas to life. In addition to funding, finalists also received training workshops and pro-bono services, such as legal, marketing, and graphic design support. Projects will be showcased to the public at a capstone event in the spring of 2017.

"Young men from the city have been a part of the entire Challenge process from design to evaluation", said Kumar Raj, Skillman Foundation program officer responsible for designing the program. "Making sure that young people are meaningfully engaged in decision making and are empowered to problem solve is imperative to the success of Detroit."

View the awardees of the MBK Detroit Innovation Challenge at www.skillman.org/MBKDetroit.



Five goals of MBK Detroit

- All boys of color are ready for school.**
- All boys of color are engaged and progressing in school.**
- All young men of color are prepared for career success.**
- All men of color are participating in the new economy.**
- All boys of color are supported in our community.**

What all kids need

A community of caring adults

By David R. McGhee
Program Director, The Skillman Foundation

“Children in Detroit are forced to be alone, and from that either become something or nothing,” said Angelina, a bright young woman who explained that she learned many life lessons on her own, and by glean-ing advice from friends who had strong sup-port networks. Growing up in poverty can be a very isolating experience. Survival replaces growth. Fear replaces hope.

The majority of Detroit kids - 56 percent - live in households that struggle to make ends meet. This puts limits on every type of resource imaginable: food, clothing, heat, water, consistent housing, transportation, access to quality schools and out-of-school programming... and the presence of adults.

It’s not because impoverished parents care less, but largely because they have less time and resources to give to their children. Parents who are struggling to make ends meet are likely to spend more time out of the home because of the need to work mul-tiple jobs and/or working after-school and

late-night shifts, as well as having to rely on a patchwork public transportation system. Adding to the intensity of this challenge, nearly three out of four children in Detroit live in a single-parent household.

When resources are scarce at home, the oldest children are often tasked with taking on responsibilities that limit their own growth -- becoming caretakers for younger siblings or taking on after-school jobs to help support the family. In a recent survey by the Institute for Research and Reform in Education, less than half of Detroit children reported having at least three adults they felt they could depend on.

Caring adults in the community

Although parents may be the most impor-tant adults for children as they grow up, caring community members can also offer crucial resources. Teachers, tutors, coaches, mentors and neighbors can all play major roles in a child’s life as caring adults – and their impact can be substantial. A study by MENTOR: The National Mentoring Partner-ship showed that young people with mentors (formal or informal) were far more likely to

stay in school, enroll in college, become active in sports, become leaders and gen-erally pursue higher goals than those who lacked mentoring relationships in their lives.

There are many outstanding teachers and educators in Detroit who are dedicated to supporting students, but the charge can be overwhelming, as conditions in high-poverty schools create significant stress. This leads to high teacher turnover, which disrupts relationships students may have formed and often reduces their willingness to open up

to new faculty members. Outside of school, youth development programs build on a child’s learning and provide opportunities for youth to connect with adults who can help them navigate life. Examples of youth development programs are after-school and summer learning programs, mentorships and sports teams.

Youth development programs provide positive interactions with caring adults, and better equip kids to succeed in school, work and life. ➡





Important to relationship building and learning is the safe environment that youth development programs establish. These sites become safe havens – places that both kids and families can trust. Unfortunately, unlike many other major cities in the U.S., Detroit does not have a well-supported youth development system. The Skillman Foundation is committed to cultivating youth development opportunities and creating a path for a citywide system.

Our Youth Development Fund

This summer, we held a call for proposals to receive funding through our Youth Development Fund. A team of evaluators assembled to read the submissions; we could feel the passion they had for making

a real impact on the lives of our youth. We were astonished by the number of individuals who shared their vision for Detroit children with us, and are grateful to know that there are so many quality organizations from which children and families can benefit.

Narrowing down the applications was a challenge, but we couldn't be more excited about the work we're able to support.

Twenty-one organizations were selected to receive a total of \$1.6 million. Each program will provide development and mentorship opportunities for the city youth to learn critical skills, readying them for college, career and life.

21 organizations changing the lives of Detroit youth

Descriptions are limited to programming funded by our Youth Development Fund. For a complete list of services, visit the organization's website.

Art Creates Us Inc / ProjectArt

Partners with local libraries to offer after-school visual art classes. projectart.org

Big Brothers Big Sisters of Metropolitan Detroit

Connects students with fragile support networks to caring adults at a critical time in their development. bbbsdetroit.org

Boys & Girls Clubs of Southeastern Michigan

Helps youth build positive relationships with adult mentors to promote academic success, good character and a healthy lifestyle. bgcsm.org

Central Detroit Christian Community Development Corporation

Trains youth in workforce readiness and helps connect them with jobs upon completion of the program. centraldetroitchristian.org

Clark Park Coalition

Provides positive youth development opportunities and expands student literacy for middle and high school students in southwest Detroit. clarkparkdetroit.com



College for Creative Studies

Gives high school students the chance to build their art skills and explore creative careers, an important factor in keeping youth engaged in school. collegeforcreativestudies.edu

Detroit Food Academy

Exposes youth to opportunities in the local food industry by way of an experiential culinary arts and entrepreneurship program. detroitfoodacademy.com

Development Centers Inc.

Offers workshops on peer relations, conflict resolution, academic enrichment, leadership, life skills, trauma support, and college and career readiness. develctrs.org

InsideOut Literary Arts Project

Improves literacy skills through its extra-curricular Youth Writing Centers to help students graduate high school and enter the college or career of their choice. insideoutdetroit.org

Learn Fresh Education Co.

Uses NBA Math Hoops, a basketball board game, to supplement math curriculum, improving grade-level achievement and building interest in STEM subjects. Locally supported by the Detroit Pistons. www.learnfresh.org

Living Arts

Introduces youth to a variety of performing and visual arts experiences by offering in-school, after-school and summer arts experiences. Designed to help develop leadership, artistic and academic skills, while engaging families and other adults in the community to better support the youth. www.livingartsdetroit.org

Matrix Human Services

Draws large numbers of boys and young men of color, including out-of-school youth, through the Midnight Basketball, Boxing, and Technology programs. The program will be expanded to include academic enrichment using drone and three-dimensional printing technologies to spark youth interest in pursuing college degrees and careers in STEM-related fields. matrixhumanservices.org

Matrix Theatre Company Inc.

Offers hands-on theatrical projects guided by professional artists to help youth across Detroit to build literacy and interpersonal skills, helping youth to stay in school and advance to college. matrixtheatre.org

Midnight Golf Program

Uses the game of golf to promote and maintain academic achievement and college preparation. midnightgolf.org

Mosaic Youth Theatre of Detroit

Provides a high-quality performing arts education to help young people maximize their potential. Helps youth develop life and literacy skills, including reading fluency, speed and accuracy. mosaicdetroit.org

Neighborhood Service Organization

Provides opportunities, support and resources in the areas of education, leadership development, violence prevention, life skills and mentoring through a multifaceted youth program. nso-mi.org

People's Community Services of Metropolitan Detroit

Offers youth development programming during non-school hours. Services include tutoring, college visits, mentorship, team-based work, and restorative justice circles. pecose.org

Playworks Education Energized

Introduces more than 1,800 Detroit elementary students to a successful play-based curriculum program. playworks.org

Southwest Detroit Business Association Inc.

Offers performing arts programming in Detroit public schools. southwestdetroit.com

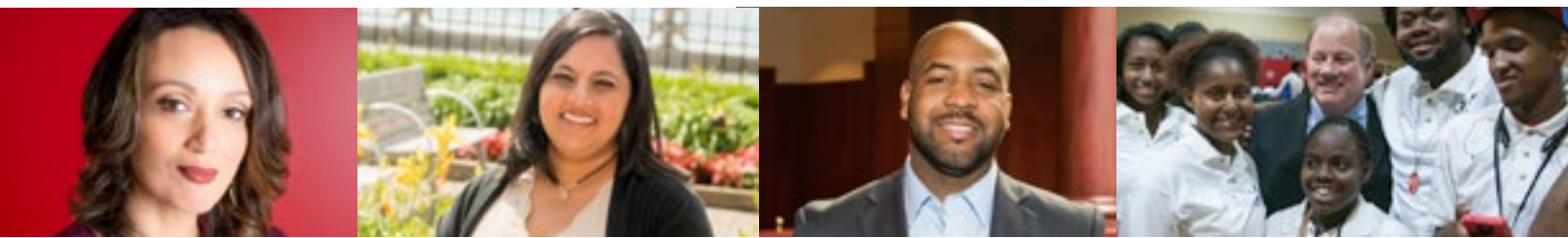
Wellspring

Offers the highly-effective Kumon program to low-income families, providing high-quality math and reading curriculum, as well as extra-curricular and college preparatory activities. facebook.com/WellspringDetroit

YMCA of Metropolitan Detroit

Exposes students to the core democratic values of justice, equality, diversity and truth. Introduces youth to peers from around the state, and encourages them to become engaged in local, state, national and international concerns. ymcadetroit.org

foundation news



Tonya Allen celebrated as influential leader

Skillman Foundation President & CEO Tonya Allen received several recognitions over the past year, including:

- Detroit News Michigania* of the Year, 2015
- Crain's Detroit Business Newsmaker* of the Year, 2015
- Chronicle of Philanthropy*, Five Nonprofit Innovators to Watch, 2015
- Crain's Detroit Business* Most Influential Women, 2016
- University of Michigan* Detroiter Hall of Fame, 2016
- WJR Women Who Lead*, 2016
- Oakland University Board of Trustees*, 2016-2024

Punita Thurman appointed executive director of DCF, received 2016 PLACES Fellowship

Punita Thurman, who leads the Foundation's education portfolio, was promoted to program director and appointed as executive director of the Detroit Children's Fund, an affiliate charitable organization of the Skillman Foundation. Punita also recently received the honor of being named a 2016 PLACES Fellow. The fellowship strengthens leaders' efforts to better integrate education systems in land and city planning.

Learning from the Good Neighborhoods Initiative

In 2006, the Skillman Foundation launched our Good Neighborhoods Initiative, a 10-year, \$100-million commitment to children in six Detroit neighborhoods. Few foundations have made such long-term place-based investments or have operated in such close connection to neighborhood residents and municipal leadership. An intensive look at the outcomes and learnings from the Good Neighborhoods Initiative will be available on the Foundation's website as they are completed. www.skillman.org/GNI

David R. McGhee selected as a Next City Vanguard

David R. McGhee, Skillman Foundation program director, was selected as a 2016 Next City Vanguard. The group of 45 urban innovators, aged 40 and younger, were recognized for their work in making equitable change in cities and brought together to share and launch new ideas. David was also chosen to take part in the 2016 American Express Leadership Academy Alumni Summit, a gathering of the nation's emerging nonprofit and philanthropic leaders.

Grow Detroit's Young Talent

This summer, more than 8,000 young Detroiters had summer experiences in 2016, thanks to Grow Detroit's Young Talent. The program prepares youth for work in the city's new economy and introduces employers to the next generation of the local workforce. The Skillman Foundation is proud to support the program's infrastructure, helping it sustain and grow year after year. www.GDYT.org

Helping Flint Recover and Rise

Ten foundations pledged a collective \$125 million to help the city of Flint recover and rise from its water crisis. The Skillman Foundation committed \$500,000 in 2016, with the potential for an additional \$1.5 million over the next three years, to support civic capacity and childhood health, nutrition and literacy.

our commitment to partners

Setting a path is important, but choosing who to walk with is of greatest significance.

I'm grateful to walk alongside so many who strive to make Detroit a better place for children to learn and grow, particularly our grant partners who work day-in and day-out to strengthen our neighborhoods, our schools and our children.

Out of deep respect for our partners, and a fervent pledge to do our absolute best to serve Detroit youth, the Skillman Foundation holds itself to a set of practices that we feel essential to forming strong partnerships.

Our commitment to our partners:

- + We will be communicative.
- + We keep partners informed of news and changes that impact our shared work through meetings, events, online platforms and emails. We will respond phone and email inquiries swiftly.
- + We will know your work.
- + It's important to us to have a deep understanding of our partners' full work scope -- not just the programs we fund. This allows us to be a better support in many ways.
- + We will seek your input and ideas.
- + We engage and listen to our partners and the larger community. Open dialogue allows us all to best understand challenges and identify solutions.

We will connect you.

Funding is just one way we can support you. We want to connect you to information and resources, including other potential funders. We will also help connect you with others by publically championing your work.

The quality of our relationship determines how far our path will lead us.

With gratitude and respect,
Tonya Allen



Detroit Children's Fund

Advancing ideas that work

By Punita Thurman

Executive Director, Detroit Children's Fund
Program Director, The Skillman Foundation

Detroit has turned a corner and is once again becoming a place of opportunity.

But this momentum will be halted if the city does not dramatically improve education and expand growth opportunities for children.

Only one in four of the city's fourth-grade students are reading at a basic level; one in 15 read at actual grade level.* And of those students who graduate from high school, only 12 percent go on to earn a college degree.

This doesn't have to be Detroit's reality -- and certainly not its future.

The Skillman Foundation has long been committed to helping Detroit children prepare for college, career and life, and continually seeks partners who are interested in doing the same. This kindled the question: how can we engage individuals who want to contribute to this mission? From here, the Detroit's Children's Fund (DCF) was born. An affiliate charitable organization of the Skillman Foundation, Detroit Children's Fund draws from the Foundation's deep knowledge of the people and programs helping Detroit kids succeed both inside and outside of the classroom. DCF carefully vets organizations, provides funding and resources to those with the highest potential, and evaluates the outcomes. Donors can give time, talent or treasure, knowing that their investments will be managed for maximum social return.

Detroit Children's Fund is led by a board of bold civic leaders who believe that the most critical investment needed to secure a bright future for Detroit is an investment in its children. We hope you'll join us.

Learn more at DetroitChildrensFund.org

*Source: National Assessment of Educational Progress

What's Right? What's Real?

Figuring out life with little guidance

Written by a Detroit youth

There was a moment when I was close to death and I first realized it wasn't a game.

Everything I tried before that, I thought it was all just a game. And everything I learned, I had to learn on my own. There wasn't people telling me how I should be. I'd always get in fights because I was mad about all the stuff I was dealing with. I'd fight people almost to the death. One day I counted the scars on my hands and there were too many; I didn't want to fight anymore.

Things changed for me when I found Allan. He told me what was right and what was wrong. He was the first person I had to tell me. I met him when I was getting into a fight my 9th grade year. Our gang got into a fight at school with another gang. Allan stopped the school from kicking us out and put us all in a room. He said, "The real gang is dignity. Join that gang or you're going to jail. Now shake hands or get in these handcuffs."

We stared at each other for an hour and finally shook hands. A month later we were all friends and still are to this day.

Allan was real. He took me to his old neighborhood, showed me he had the same childhood I had. He said this life isn't what you want.

As children growing up, we don't know what's right and wrong. We just see everyone doing it and think it's the thing to do. Allan took the time to tell me I don't have to be a certain way. I knew I didn't want to be that way, but I didn't know anything else was possible until he told me.



grants summary

2014

Total number of grants awarded: 388

Grants awarded: \$19,317,634

2015

Total number of grants awarded: 425

Grants awarded: \$17,498,8879

Community Connection Small Grants*

2014: 79 grants awarded, totaling \$261,218

2015: 81 grants awarded, totaling \$257,322

* The Foundation awards grants to nonprofit organizations with federal tax-exempt status and revenues greater than \$100,000. Through the Community Connections small grants program, the Foundation can provide opportunities beyond these limitations to small organizations and residents working in our six neighborhoods. To make this possible, we have partnered with Prevention Network, an organization that has managed a statewide small grants program for more than 25 years.

financials

Statements of Financial Position

ASSETS	2015	2014
Cash and cash equivalents	23,298	24,045
Investments, at fair value	415,597	432,274
Other, including accrued interest and dividends	3,473	18,723
Total assets	442,368	475,042
LIABILITIES AND UNRESTRICTED NET ASSETS		
Grants payable	4,599	2,469
Accounts payable and accrued liabilities	1,575	3,093
Unrestricted net assets	436,194	469,480
Total liabilities + unrestricted net assets	442,368	475,042

Statements of income, expenses, and changes in unrestricted net assets

INCOME		
Interest	278	789
Dividends, other A38	260	781
Investment management fees	(2,820)	(1,821)
Total income	(2,282)	(251)

EXPENSES		
Grants paid	19,543	18,953
Grant-related expenses	435	344
Administrative expenses	5,457	5,452
Federal excise and other taxes	(599)	1,364
Total expense	24,836	26,113

Grants and expenses in excess of income	(27,118)	(26,364)
Realized gain on investments	29,694	52,225
Change in unrealized market appreciation	(35,862)	(21,846)
Change in unrestricted net assets	(33,286)	4,015
Unrestricted net assets, beginning of year	469,480	465,465
Unrestricted net assets, end of year	436,194	469,480

* All numbers shown in thousands.



How to apply for a Skillman grant

Skillman Foundation grantseekers and grant partners must:

Be a nonprofit 501(c)(3) tax-exempt organization or 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, and; In policy and practice, offer opportunity and service to all, regardless of age, race, creed, gender, religion, disability, sexual orientation and ethnicity.

What We Fund

The Foundation has annual grant budgets of \$15-18 million. Our funding supports quality education and economic opportunities for Detroit children, and equitable civic action that champions our city's youth.

Our Mission

A voice for children since 1960, the Skillman Foundation works to ensure that all Detroit children are prepared for and connected to excellent educational and economic opportunities.

Learn more at www.skillman.org



Rose Skillman

Our founder

Rose Skillman, has been gone for more than thirty years, but her unwavering advocacy for children lives on through the Skillman Foundation's work and leadership in Detroit.

For nearly a decade, that strong leadership came from Carol Goss, who steered the Foundation's place-based work, the Good Neighborhoods Initiative. It continues through Tonya Allen, who became the Foundation's sixth president on Jan. 1, 2014. Other former presidents of the Foundation include Leonard Smith, William Beckham, Kari Schlachtenhaufen and Rose Skillman herself.

Rose and her husband, Robert Skillman, both born in Ohio, were married in Cincinnati in 1907. One of the early pioneers in the growth of the Minnesota Mining and Manufacturing Company, Robert served as the company's sales representative for the eastern half of the country, developed 3M's foreign sales in England and Europe, and became the company's vice president and director. Following several initial years of struggle, the company flourished as continuous advances in technology led to the inventions of waterproof sandpaper, masking tape and Scotch tape.

After a long career at 3M, Robert retired and moved with Rose to Bloomfield Hills and Winter Park, Fla. In Bloomfield Hills, the Skill-

mans purchased Fairfield Farms, which they transformed into a replica of a white-fenced Kentucky farm. 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 Northend Woodward 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 and 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 her death.

The Skillman Foundation staff and trustees are committed to honoring Rose Skillman's care for children, and to leverage our grantmaking and broader influence to improve the lives of kids in Detroit.

our staff & trustees

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