



SteelcaseFoundation



Remove obstacles
Foster justice
2017 ANNUAL REPORT

ADDRESSING THE ROOT CAUSES OF INEQUITY

There are metaphors familiar in social justice circles that use images of people striving to climb over hurdles, see over a fence, or reach for an apple on a tree to illustrate how equality (or sameness) doesn't necessarily produce equity (or fairness).

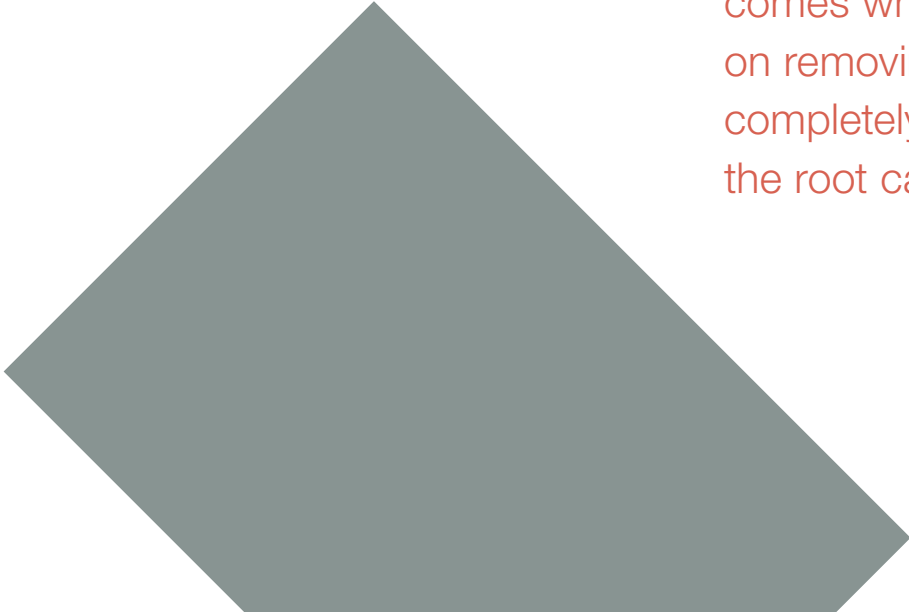
Increasingly, a further image is included to illustrate what happens when we remove the hurdle entirely, rather than helping people scale it better.

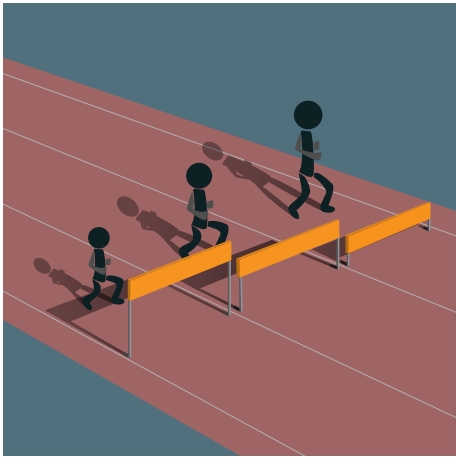
It's a great reminder that while we need to foster the conditions that ensure all people have fair access to success, lasting change comes when we focus on removing barriers completely—addressing the root causes of inequity.

This year's annual report speaks to our efforts to do just that: to focus on giving that changes the conditions that create inequity in the first place—in our schools, our homes, and our communities. And to invest in sustainable change that fosters a more just society for everyone.

Kate Wolters
Chair, Steelcase Foundation

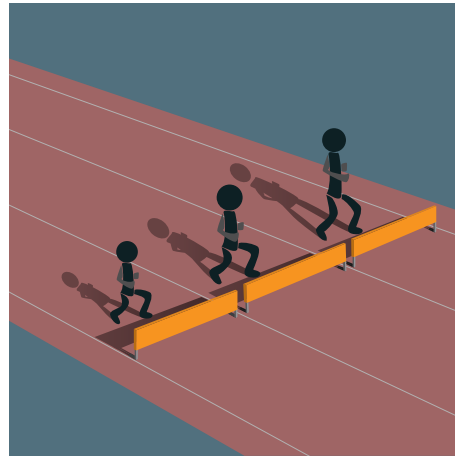
Julie Ridenour
President, Steelcase Foundation



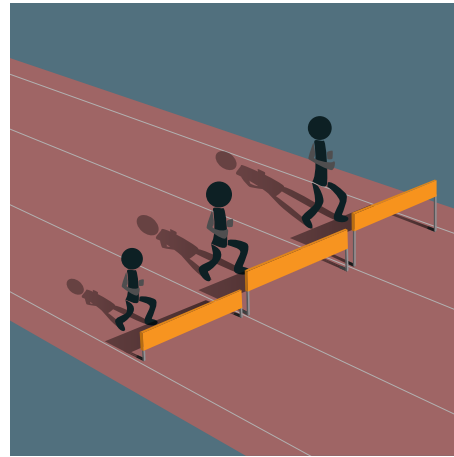


INEQUALITY

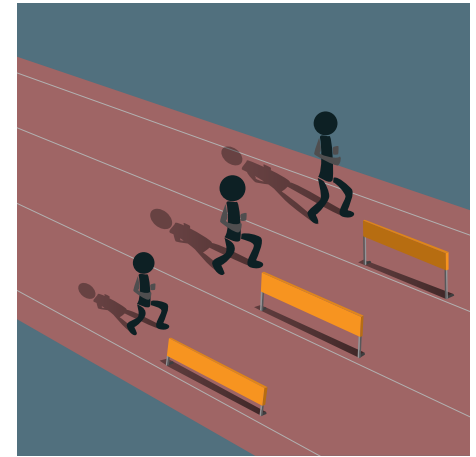
People face obstacles that make for an uneven journey through life.



Achieving **EQUALITY** means...
Treating all people identically (equally), despite their individual differences.



Achieving **EQUITY** means...
Reducing obstacles based on individual differences, so that all people are treated fairly (equitably).



Achieving **LIBERATION** means...
Removing obstacles completely by addressing the root causes of inequity.

ADDRESSING ROOT CAUSES THROUGH PROJECTS IN HUMAN SERVICE

Center for Disaster Philanthropy

Mexican Earthquake Disaster Relief

\$25,000

...to support recovery efforts following the 7.1 magnitude earthquake that struck Mexico in September 2017.

City of Grand Rapids

Eviction Prevention 3-Year Pilot

\$50,000 (*\$100,000 future*)

...to support this pilot program that helps tenants and landlords resolve eviction while avoiding formal judgment—offering a “win-win” resolution that both protects the tenant’s credit rating and pays the landlord. The program is similar to a smaller operation at the 62B District Court in Kentwood, which was modeled after a Kalamazoo County program.

Grand Rapids Urban League, Inc.

Shelter Diversion Pilot

\$50,000

...to support a program designed to help families seeking emergency shelter maintain their current housing or identify alternative safe housing without entering the emergency shelter system. The Urban League served as the fiduciary in a partnership of 11 local organizations to develop this program that has been shown in other communities to successfully preserve housing for up to 30 percent of families seeking emergency shelter.

Heart of West Michigan United Way

2017 Campaign

\$450,000

...to provide grants through United Way’s Community Investment Fund (\$400,000), and build donor, volunteer, and community engagement (\$50,000).

United Way of Athens and Limestone County

2017 Campaign

\$46,200

...to support the United Way’s work in Athens, Alabama and surrounding communities.

United Way of Greater High Point, Inc.

2017 Campaign

\$880

...to support the United Way’s work in greater High Point, North Carolina.

Athens-Limestone Children’s Advocacy Center

Closing the Circle with Therapy

\$41,535

...to provide 12 hours of weekly therapy to children and teens free of charge to address the trauma and abuse they’ve experienced. With limited therapy resources in the area, this grant ensures children and teens receive steady support throughout the healing and closure process.

Children's Advocacy Center of Kent County

MORE Must Be Done
Capital Campaign

\$84,167 (\$88,333 future)

...to fund the center's efforts to expand and renovate space, doubling their current size to better meet the demand for services among children ages 3-18, increasing their capacity to serve victims of suspected abuse, and providing facilities that ensure the dignity and respect of their clients. The Community Awareness project received \$40,000 for one year to inform adults of the signs of abuse and help them become empowered advocates in preventing child abuse from happening in the first place.

Disability Advocates of Kent County

Organizing a Common
Disability Agenda

\$75,000

...to establish a clear, focused public policy agenda to guide actions of people with disabilities and their allies, to recruit and support constituencies working on these goals, and to provide needed training and mentoring on community organizing, leadership development, and other skills needed to create necessary change.

West Michigan Refugee Education & Cultural Center Hands Connected Multicultural Center and Provider Network

\$30,000 (\$70,000 future)

...to provide high quality, culturally appropriate childcare that is critical to the economic stability of newly arrived refugee families and ensures children are on track developmentally and ready for kindergarten. Funding supports the creation of two early childhood learning classrooms at the center, as well as professional development for a network of at-home providers in the refugee community.



INEQUITY

25,000 children of refugee families in greater Grand Rapids lack early childhood learning opportunities that would prepare them for kindergarten in a way that's culturally and linguistically responsive to their needs.



A refugee-led and staffed early care and education system that builds community, provides employment, and prepares kids for school, while honoring the home cultures of refugee families.

West Michigan Refugee Education & Cultural Center **Hands Connected Multicultural Center and Provider Network**

You might think the struggles of refugee families are over once they find a safe home in West Michigan. Unfortunately, that's not the case.

West Michigan isn't exactly a hot spot for multilingualism. Or multiculturalism, either. And when you don't speak English or understand the local culture, finding a job, helping your kids with schoolwork, or leaving your young ones with strangers can be completely overwhelming, often impossible without help.

The Refugee Education Center helps families who have fled persecution and war-torn regions—in places like Burma, Bhutan, Iraq, Iran, Afghanistan, Somalia, Sudan, Burundi, the Democratic Republic of Congo, and others—to establish community and adjust to life in greater Grand Rapids. Among the families' chief concerns, and central to the center's work: helping children learn English so they can be successful in school—and to do so in a way that maintains their native language and supports a healthy cultural identity.

In 2014, the Refugee Education Center collaborated with Bethany Christian Services on an innovative initiative to train and license adult refugees to start their own home-based child care businesses—providing a sustaining source of income for some families and a much needed service to others in their communities. Today, there are more than a dozen multicultural, multilingual options for in-home care run by people who intimately understand the experiences and needs of the children in their care. And the number of businesses continues to grow.

The Center's next step is ensuring these children are developmentally ready for kindergarten. Research shows that early kindergarten readiness is essential to success in school for all children, and even more so for English-language learners. That's why the two agencies partnered with the Early Learning Neighborhood Collaborative, a group that works to improve and expand high quality early education programs in vulnerable neighborhoods in greater Grand Rapids. Together, they developed a learning hub for the local refugee community: One that's culturally and linguistically reflective and focused on the social and academic needs of children of refugee families.

The Hands Connected Multicultural Center and Provider Network is a kindergarten readiness program co-led by a woman who came to the area as a refugee; 60% of its staff are from refugee backgrounds, and 60% of the students are, as well—creating a rich, diverse, culturally appropriate learning center. They'll launch two, early-learning classrooms this Spring at the center, as well as training for the network of home-based providers so that children in their care are well prepared for school, too.

Hands Connected is removing some significant barriers—language, cultural, and academic—that keep refugee families from fully connecting and thriving in their new community. By ensuring that refugee families are leading these initiatives, they're doing so in a way that honors cultural diversity and builds the cultural vitality of West Michigan.

ADDRESSING ROOT CAUSES THROUGH PROJECTS IN ARTS & CULTURE AND

Athens Art League

Scout Music House

\$30,000

...to renovate the Scout Music House to allow space for students to take lessons, record and perform music, and learn about the science of vibration. The space will also act as a community venue for local concerts and events.

Athens-Limestone Public Library Foundation

Expanding Library Access Through Book Vending Machines

\$25,000 (\$50,000 future)

...to purchase three book-vending machines to serve low-income families in rural Limestone County who don't have disposable income to buy books and are unable to access the Athens-Limestone Public Library regularly. The overarching goal is to improve literacy by making entertaining and interesting reading materials available to families.

Kent District Library

Bookmobile – KDL on the Road

\$104,000 (\$104,000 future)

...to fund a bookmobile, allowing KDL to share its programs and collection beyond its brick-and-mortar branches. Funding also provides for audio and video capabilities, Wi-Fi, computer, printer, security cameras, modular bookshelves, and an ADA-compliant ramp for total accessibility. The bookmobile will visit select elementary schools weekly, offering a story time program and an opportunity for students to check out books.

Grand Rapids Art Museum

Empowering People to Connect Through Art, Creativity, and Design

\$175,000

...to support three initiatives that align with the museum's five-year strategic plan and updated mission and vision, including expanding innovative and inclusive art education programs that promote lifelong learning through art, developing relationships with diverse communities and visitors through engaging exhibitions and programming, and implementing the next phases of a multi-year audience research project, which will help the GRAM know and grow its audiences.

Grand Rapids Ballet Company

MOVEMEDIA: Diversity

\$60,000

...to support this diversity initiative in which a choreographer and supporting artists explore concepts of diversity through dance. Dances were featured in two weekend performances and GRPS students who participated in the program were invited to a special student show and post-performance discussion on the topics presented.

The way of liberation is not a belief system, it is something to be put into practice.

Adyashanti,
American Author
and Spiritual Teacher

COMMUNITY & ECONOMIC DEVELOPMENT

Grand Rapids Community Foundation

“On the Ground” Media
Program to Highlight
Neighborhood Revitalization

\$10,000

...to support Rapid Growth’s pilot program using embedded journalism to heighten media presence for the Grandville Avenue Corridor from June through September 2017. Stories were crafted to engage readers, build awareness and understanding of the neighborhood, and contribute to the vitality and prosperity of the community.

Steepletown Neighborhood Services

JobStart

\$70,000 (\$80,000 future)

...to support this employment-focused approach to providing economic opportunities and better outcomes for disconnected young adults, specifically low-income, young men of color.



...SO HOMES ARE SAFE PLACES FOR ALL

Healthy Homes Coalition of West Michigan, Inc.

Community Voices Project

\$40,000 (\$40,000 future)

...to support a strategic communication initiative aimed at shaping messages that share the housing needs of families with children. The program seeks to build the voices of parents and shift their relationships within the community as a means of bringing greater impact to the core problems facing families in economically vulnerable communities.

INEQUITY

More children living in Grand Rapids' 49507 ZIP code have suffered the devastating effects of lead poisoning than anywhere else in the state of Michigan. Yet their parents often lack both the platform and power to effectively lead local efforts to resolve issues facing their families.

A network of parents with the voice and agency to lead the way on issues affecting their community.



Healthy Homes Coalition Community Voices program

More children in Grand Rapids' 49507 ZIP code have been poisoned by lead than have been poisoned in all of Flint, Michigan, before, during, and after the water crisis there. In fact, the incidence of lead poisoning in the 49507 region is five times higher than the state average.

Neighboring ZIP codes aren't faring much better. Two-thirds of all kids who have lead poisoning in Kent County live within just three ZIP codes, all of which share one common denominator: poverty.

And while tainted water is the cause in other Michigan communities, most lead here is found in urban soils (a carryover from the days of unleaded gasoline) and in the lead-based house paints used prior to the 1970s, exposed through improper renovation.

Lead's impact on children is devastating, causing profound developmental delays, learning difficulties, and permanent brain and nervous system damage.

Since 2006, the Healthy Homes Coalition has been using outreach, education, and advocacy to get the lead (and other contaminants) out of homes in greater Grand Rapids. Last year, inspired by successful community-driven efforts elsewhere that have won the return of recess in Chicago Public Schools, ended suspensions of K-2nd-grade students, and more, the group began looking for ways to give parents more power to address lead issues in their communities. With support from the Steelcase Foundation, the Coalition launched Community Voices—an initiative designed to amplify community voices and, through the parent-led Parents for Healthy Homes, to put parents at the head of the table in conversations about their families' futures.

These initiatives are upending the standard format of public meetings, which traditionally allocate just a short time slot for community comment. "We don't need to land a spaceship with another bunch of outsiders from state government to talk about lead," explains Paul Haan of Healthy Homes Coalition. Instead, the group is training parents and grandparents to shift the narrative—from one of community participation to a conversation that's community led.

Foundation funds are helping to train and organize parents and grandparents to intensify the power and voices of vulnerable families—families who have the most intimate, informed, and necessary perspectives on community challenges—to lead the way on public policy solutions that affect quality of life in their families.

ADDRESSING ROOT CAUSES THROUGH PROJECTS IN EDUCATION

Early Learning Neighborhood Collaborative

Empowering Parents Impacting
Children (EPIC)

\$130,000

...to support and expand this parent-driven program that takes a dual-generational approach to empowering parents in vulnerable communities to become change agents on behalf of their children and their academic growth. The program, developed based on feedback from families about their most pressing needs, takes a holistic approach to fostering transformational growth in families.

Forest Hills Public Schools

Goodwillie Environmental
School Projects in Honor
of Mary Goodwillie Nelson

\$50,000

...in honor of Mary Goodwillie Nelson's retirement from the Steelcase Foundation board.

Literacy Center of West Michigan

Family Literacy Program

\$40,000 (\$50,000 future)

...to support this English-language instruction program for parents of elementary-age children, helping them become their child's first and best teacher.

Grand Rapids Student Advancement Foundation

Building Together Campaign

\$250,000

...to support key elements from the foundation's transformation plan focused on helping students at all grade levels meet educational benchmarks necessary for lifelong success. Initiatives include integrating International Baccalaureate programs into Coit Creative Arts Academy and Sherwood Park Global Studies Academy and establishing the Grand Rapids Public Museum School for students in grades 6-12.

Godfrey-Lee Public Schools

Designed for Success

\$125,000 (\$265,000 future)

...to continue the work of a 2015 grant to create a new educational delivery system using human-centered design. Funds are used to engage district stakeholders in opportunities to design systems and experiences in which learning in the 6C framework (collaboration, communication, content, critical thinking, creative innovation, and confidence) is supported, deepened, and connected to student interests and strengths.



...SO STUDENTS CELEBRATE MEETING BENCHMARKS

Grand Rapids Public Schools Early Warning System

\$250,000 (*\$500,000 future*)

...to implement an early warning system designed to catch students before they fall behind in school, increase graduation rates, and build the number of graduating students who are college and career ready.

Learn-To-Read Council of Athens and Limestone Co.

Upgrade for Adult Art and Student Advancement

\$10,000 (*\$20,000 future*)

...to evaluate, revise, and enhance the Council's existing programs with the overarching goal of increasing reading, writing, and math skills for both school-age and adult learners.

Kelloggsville Public Schools Community Library

\$150,000 (*\$100,000 future*)

...to develop and implement a community library for students, families, and community members with the goal of addressing the role of poverty in the district; increasing literacy for students, families, and the community; and providing access to books, materials, and programming. Since approving the grant, the Kent District Library has partnered with KPS to run the facility.

Kentwood Public Schools Parent Academy

\$55,000 (*\$55,000 future*)

...to pilot a parent academy to help non-English-speaking parents better support their children's academic success and more fully engage with the Kentwood community. The academy offers six-week workshops, three times a year, on topics including English-language learning, school procedures, study skills, banking, applying for jobs, pursuing citizenship, and using public transit.

First Steps Kent

Kent County Early Childhood Dedicated Funding Strategy

\$100,000 (*\$100,000 future*)

...to conduct a gap analysis study to identify current programs and gaps in enrollment, capacity, and funding for early childhood learning in Kent County. Findings will be used to create a countywide fiscal map showing available resources, needs, and support strategies for an early childhood millage.

Grandville Avenue Arts and Humanities, Inc.

Cook Library Scholars

\$25,000 (*\$50,000 future*)

...to support this long-term compulsory program founded through seed funding from the Steelcase, Wege, and W.K. Kellogg Foundations that provides opportunity pathways focused on academic success, leadership training, and parent engagement for children and families living in the Roosevelt Park neighborhood.

Grand Valley State University Johnson Center for Philanthropy 2017 ARNOVA Conference

\$5,000

...to support the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), held in Grand Rapids in November 2017. The conference creates a public conversation and opportunities for to present research on issues and opportunities facing the nonprofit sector. The Johnson Center celebrated its 25th anniversary at the conference.

ADDRESSING ROOT CAUSES THROUGH PROJECTS IN HEALTH, AND MORE

Health Net of West Michigan

Community Healthcare Access Program (CHAP)

\$225,000

...to stabilize and build the capacity of this program that provides direct navigation and connection services to increase access to healthcare and social services for low-income children and their parents/caregivers. The grant also brings additional Medicaid funding to the community through a dollar-for-dollar match.

Citizens Research Council of Michigan

Teacher Workforce Analysis

\$16,500

...to provide a comprehensive analysis of Michigan's public-school workforce and of teacher-preparation programs throughout the state. The study explores the most recent federal and state data and hosts discussions with key experts to discover whether Michigan is facing a teacher shortage and, if it is, what the nature of the shortage is in size, timing, skill area(s), and geography.

Center for Disaster Philanthropy

Hurricane Harvey Disaster Relief

\$100,000

...to support relief efforts following the catastrophic hurricane that made landfall in southern Texas in August 2017.

Grand Rapids Community Foundation

Nonprofit Technical Assistance Fund

\$30,000

...to assist with operating costs of this program that assists nonprofits in improving their capabilities by identifying organizational challenges and seeking resources to address them.

Council of Michigan Foundations

2017 Membership Dues

\$9,700

Harbor Humane Society

Honorarium for Phyllis Gebben

\$10,000

...in honor of Phyllis Gebben's 31 years of service at Steelcase.



...SO EDUCATORS MAY THRIVE

Steelcase Foundation

2017 TRUSTEES

Kate Pew Wolters
Board Chair

James P. Keane
CEO, Steelcase Inc.

Mary Anne Hunting

Mary Goodwillie Nelson
(retired April 2017)

Craig Niemann

Robert C. Pew III

Elizabeth Welch

INVESTMENT COMMITTEE

Gary Malburg
Staff

Mary Anne Hunting

Carl Jandernoa

Quan Mac

Craig Niemann

Kate Pew Wolters

FOUNDATION STAFF

Julie Ridenour
President

Brittany Dernberger, MPA
Grants Consultant

Leslie Schoen
Senior Executive Assistant

Phyllis Gebben
Donation Coordinator
(retired May 2017)

CHANGING FACES

Fiscal year 2017 was a year of change for the Steelcase Foundation. Longtime trustee Mary Goodwillie Nelson retired after 16 years on the board, and Phyllis Gebben retired as Foundation Assistant and Secretary to the Board after 31 years of service. To honor their contributions to the Steelcase Foundation, gifts were made to Forest Hills Public Schools and Harbor Humane Society, respectively.

Leslie Schoen joined the Steelcase Foundation as a Senior Executive Assistant, and Brian Cloyd and Cary Pew were confirmed to the Board of Trustees at the October 2017 meeting. Brian is our first outside board member, and Cary is the first board representative of his generation. The Foundation is excited to welcome Brian and Cary to the board and looks forward to their unique contributions.

INEQUITY

80% of children who have been sexually abused never gain access to the resources they need to find justice or healing.

A safe, child-centered place where children who've suffered sexual abuse can share their stories, find support, and heal.





Children's Advocacy Center **MORE Must Be Done** capital campaign

Chief Bill Hegarty was haunted by his recollections of a scared, lonely young girl in a yellow dress who caught his eye as he walked through the police department one day some 25 years ago. The moment he learned she was the victim in a child sexual abuse investigation, he decided there had to be a better way to treat her and other vulnerable kids like her. So he put his thoughts to action.


The result was the Children's Advocacy Center (CAC), established in 1993. The CAC's mission is to ensure that children who have been sexually abused aren't further traumatized by having to recount the most difficult story of their lives over and over again to strangers with little specialized training working with children. The center brings everything under one roof—law enforcement, child and family services, medical and therapeutic support—in a safe, sensitive, child-centered environment.

One in 10 kids experience sexual abuse, but only about 30% report the abuse, and just 20% find their way to the kind of help and healing that can prevent a lifetime of problems. Those at the CAC felt strongly that more must be done to help these young victims. That was the rallying call for their 2017 MORE Must Be Done capital campaign.

The first goal was to secure a larger space to better serve the 1,000 children who are referred to the center annually. By doubling their footprint, CAC is able to co-locate seven detectives from three departments who work full time investigating child sexual abuse cases. At the same time, the center provides space for specially trained forensic investigators, medical staff, therapists, victim advocates, and CPS case workers to help start the journey toward healing. By expanding the facility, the Center cut the wait time for treatment in half, tripled their capacity for forensic interviews, provided a state-of-the-art play-therapy room, and group counseling spaces for the families and caregivers who suffer their own trauma when their children are abused.

Goal number two was to expand their reach and the community's awareness of the issue of child sexual abuse. The group abandoned their old name (Children's Assessment Center) and adopted one that more accurately reflects their work and their kinship with a national network of CACs. They also developed new communications tools that help them expand their efforts in awareness, advocacy, and prevention.

Today, there are some 900 CACs across the country. Using coordinated, evidence-based, child-centered response, these centers are eliminating barriers that had previously prevented children from sharing their stories, getting help, and moving on to healthy futures.



STATEMENTS OF FINANCIAL POSITION

YEAR ENDED NOVEMBER 30	2017	2016
Assets		
Cash & Cash Equivalents	\$ 2,192,769	\$ 1,233,782
Accrued Investment Income Receivable	-	20,097
Investments, at Fair Value	104,345,854	93,229,253
Federal Excise Tax Refundable	23,291	31,266
Total Assets	\$ 106,561,914	\$ 94,514,398
Liabilities & Net Assets		
Liabilities: Grants Payable	\$ 2,991,734	\$ 2,308,137
Net Assets: Unrestricted	\$ 103,570,180	\$ 92,206,261
Total Liabilities & Net Assets	\$ 106,561,914	\$ 94,514,398

STATEMENTS OF ACTIVITIES

YEAR ENDED NOVEMBER 30	2017	2016
Revenues		
In-Kind Contributions	\$ 427,016	\$ 336,298
Contributions	1,400,000	1,200,000
Investment Income:		
Dividends & Interest	475,869	566,313
Net Realized & Unrealized Gain on Investments	15,947,896	4,910,042
Total Revenues	\$ 18,250,781	\$ 7,012,653
Expenses		
Grants & Matching Gifts	\$ 5,137,990	\$ 3,309,118
Investment Management & Agency Fees	1,278,881	1,295,175
Current Provision for Federal Excise Tax	42,975	35,889
General & Administrative	427,016	336,298
Total Expenses	\$ 6,886,862	\$ 4,976,480
Increase in Net Assets	\$ 11,363,919	\$ 2,036,173
Net Assets, Beginning of Year	\$ 92,206,261	\$ 90,170,088
Net Assets, End of Year	\$ 103,570,180	\$ 92,206,261

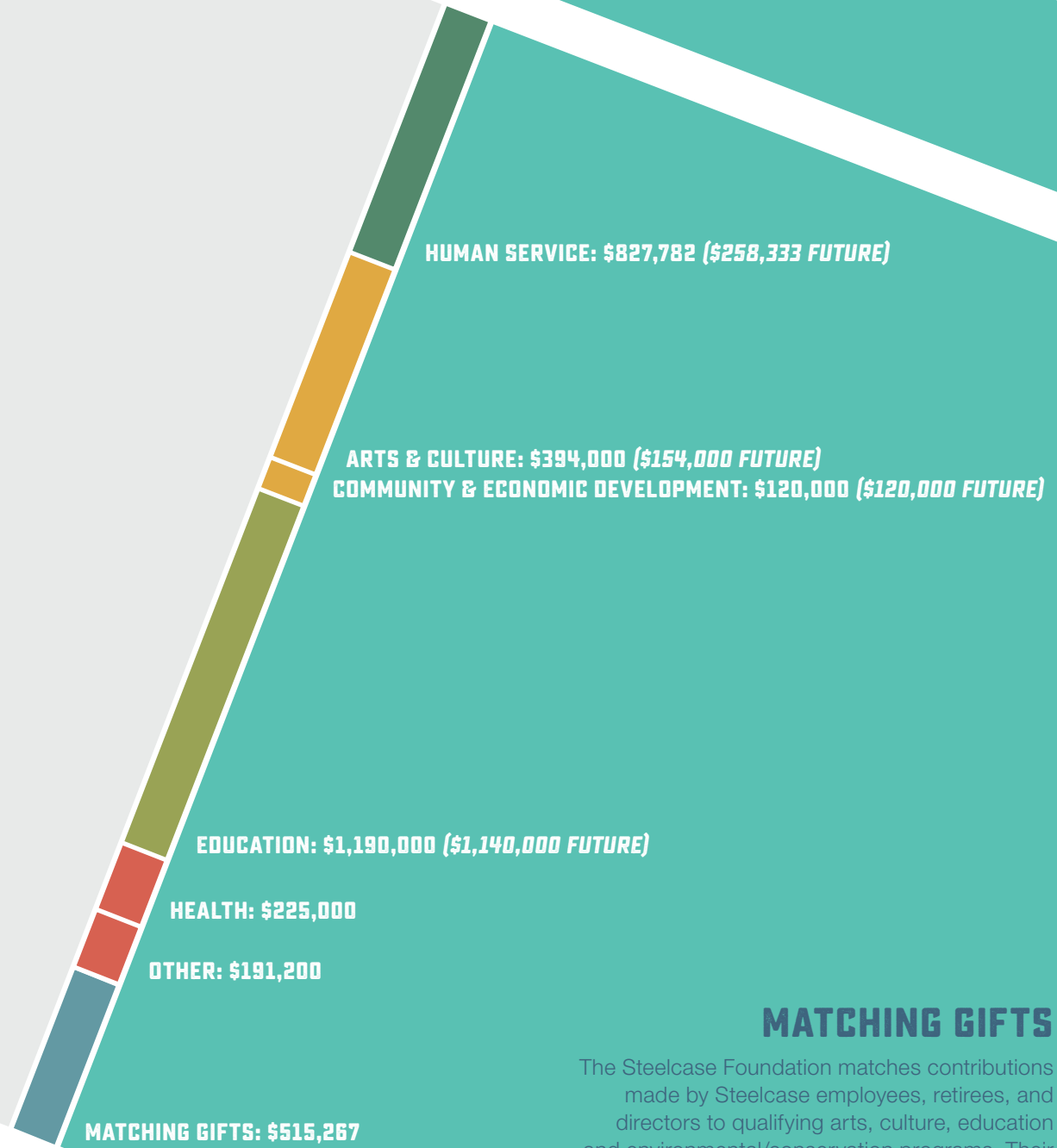
The opposite of poverty
is not wealth. It is justice.

Bryan Stevenson,
Lawyer and Social Justice Activist

2017 SUMMARY OF GIVING*

2017 Total
(including
Matching Gifts):
\$3,463,249

Future
Commitments:
\$1,672,333



MATCHING GIFTS

The Steelcase Foundation matches contributions made by Steelcase employees, retirees, and directors to qualifying arts, culture, education and environmental/conservation programs. Their generosity extends the reach of the Foundation's giving to an even broader range of organizations.

*These present and future commitments represent grants approved by the Steelcase Foundation Board of Trustees in FY 2017.

If you have come
to help me you are
wasting your time.
But if you have
come because your
liberation is bound
up with mine, then
let us work together.

Lila Watson,
Aboriginal Activist

