



2025 Annual Report

Investing In **What We Believe In**



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A Letter From Our President

Daniel Williams, EdD



“

*Specific enough to act
and bold enough
to matter.*

Why am I here? And what's my assignment?

These questions were offered from Ms. Doris Crenshaw, a civil rights leader who, at fifteen, stood at Rosa Parks's side in the lead-up to the Montgomery bus boycott and who has spent the decades since telling the truth to whoever is in the room with her. I met her this year in Montgomery, Alabama, where I found myself twice in the span of a few months. The first visit was with a national community of funders, and the second was with our own Brilliant Leaders. Both visits pushed me to pause and reflect on how our history could/should/does inform our understanding of where we are now and where we are headed. Ms. Doris's questions have stayed with me, and this year, at least for me, they've become something of a guide for the Foundation: a way of returning, again and again, to clarity and purpose amid work that resists easy answers.

Those questions sit alongside another idea I picked up this year from Carmen Rojas: that memory and imagination are tied together. Not a “manufactured memory” that relies on negationism—the denial and distortion of historical truth—but a real unflinching look at our collective history of both struggle and resistance. Leaning into this collective memory of resistance creates the space to imagine vastly. I've come to think of these two ideas as being in productive tension with one another—the discipline of knowing exactly what we're here to do, held together with the expansiveness required to imagine something we have yet to build. This productive tension has shaped our approach: specific enough to act and bold enough to matter.

This has also been a year of asking harder questions about our own systems—not just whether they're faster or cleaner but whether they're actually ours. GEO gave me a helpful frame for this: PTR. Is it a preference? Is it a tradition? Or is it actually required? So much of what organizations and systems carry forward is simply preference or tradition mistaken for necessity. Sorting out the difference has shaped how we're rethinking our grantmaking infrastructure this year, work that will show up more fully in the year ahead.

LETTER CONTINUED

It has not escaped me that we do this work as our country marks 250 years since its founding, a milestone that invites both celebration and honesty. Baratunde Thurston said something at the PolicyLink Conference this year that has stuck with me: “We can’t love a country we don’t know.” Loving this place and building the democracy we still aspire to requires knowing our full history, not a curated version of it. That is true of nations, and it is true of the families and communities we work alongside. Real love, real progress, requires sitting with complexity rather than smoothing it away.

Nowhere has that complexity been more present for me than in our Investment in Families Initiative. The easy story is the one with a clean before-and-after year over year: a job gained, a credential earned, a milestone hit. Those things matter, and they are happening. But the truer story is less tidy and it is more fluid as the 10-year project enters year three already. It’s the felt difference families describe when they are seen, trusted, and treated as the experts in their own lives. It’s the sense of community and circle of support that has uplifted and guided the family leaders in their respective journeys. It is not one intervention. It is hundreds of decisions, made with care and intentionality, over and over and over again by them and a whole network of people, organizations, and families. That is harder to put in a headline. It is also, I believe, the actual work.

So: why are we here? To build the kind of community, and the kind of democracy, we say we believe in, one that holds both the specificity of the assignment in front of us and the vastness of what we’re still imagining together. And what’s the assignment? To keep asking that question, honestly, and to keep showing up for the answer.

Thank you for being in the room with us.

With gratitude,

Daniel Williams, EdD

President, Steelcase Foundation



Read the letter online

WHAT GRANTEES TELL US

Feedback from the Organizations We Fund

4.9/5

Average process rating

100%

Said staff interactions
were positive

4.8/5

Clarity of process and timeline

“

*By far the best grant application
experience I have ever had.*

Grantee survey respondent, 2025

2025 Stories

Scan a code to read the full story online.



**Bringing Educator Voice to Policy
with Teach Plus Michigan**



**Mobilizing Collective Impact for
Lasting System Change**



**Supporting Whole Family Learning
through the Family
Literacy Program**



**Five West Michigan Foundations
Launch First Kent County
Nonprofit Leader
Sabbatical Program**



**Aligning Leadership With
Priorities: Steelcase Foundation
Welcomes New Board and
Investment Committee Members**



**Exponent Philanthropy Podcast
Featuring Daniel Williams**



**Steelcase Foundation Policy
Framework**



**New Study Shows Demand Far
Exceeds Afterschool and Summer
Programs in Kent County**



**Supporting Latinx Talent at West
Michigan Hispanic Chamber
of Commerce**



**Bridge Michigan OpEd: Michigan
Lawmakers Must Prioritize a
Family-Centered Policy Agenda**



**IIF Family Leader Venessa
Kirkwood Featured in Crain's
Grand Rapids**



**A Voice for Every Child at CASA of
Kent County**



**Our 2026-2028 Grantmaking
Focus: Where We're Investing
+ Why**



**IIF Family Leader Shirley Arill
Featured in West Michigan
Woman Magazine**



**Steelcase Foundation Welcomes Dr.
Anissa L. Eddie as Director of
Foundation-Led Initiatives**

Elevating **Community Brilliance** + Expertise

\$501,281 (\$625,804)



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grantee list online



2025 Grantees List

Early-Stage Operations + Planning Grants \$400,000 (\$400,000)

General operating grants and technical assistance for smaller, early-stage nonprofits closest to the community's needs by helping them build a strong foundation.

Beyond the City Grant: \$50,000 (\$100,000)	Building Blocks Foundation Grant: \$50,000 (\$100,000)	Ebony Road Players Grant: \$50,000	Girls Growing II Women Grant: \$50,000
Math Medic Foundation Grant: \$50,000	Positive Impact for Life Grant: \$50,000 (\$100,000)	The Village99 Grant: \$50,000 (\$100,000)	Young Money Finances Grant: \$50,000

Grantee Technical Assistance + Program Delivery: \$96,281 (\$225,804)

Brilliant Leaders Care + Coaching Mini Grants \$5,000 (other mini grants were paid in 2025)

Supporting emerging nonprofit leaders in Kent County by building their skills, networks, and capacity to lead. \$5,000 Care + Coaching Mini Grants were provided to Brilliant Leaders fellows at the conclusion of Cohort I to continue their personal leadership journeys and promote self-care.

Urban Core Collective Grant: \$5,000
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Strategic Partnerships to Meet Community Needs

\$5,566,225.48 (\$3,639,559)



Scan to view the
grantee list online



2025 Grantees List

Our grantmaking reflects our commitment to public education, the role family well-being plays in students' flourishing, and change across systems.

Rapid Response + Emerging Action Grants \$95,000 (\$25,000)

To support time-bound and emerging community needs we provide grants of up to \$30,000 for one year, or \$60,000 for two years for newly developed programming addressing specific community needs.

Grandville Avenue Arts + Humanities

Project

Grant: \$30,000

Latino Community Coalition (fiscal sponsor GAAH)

Project

Grant: \$25,000 (\$25,000)

Point Source Youth

Program Evaluation

Grant: \$25,000

Samaritas

Service Delivery

Grant: \$15,000

OP3 Grants: \$5,471,225.48 (\$3,614,559)

Our OP3 grantmaking focuses on three areas where we believe we can make the greatest impact for Kent County youth and families:

1. Defending + Strengthening Public Education
2. Whole-Child Learning, Whole Family Supports
3. Post-Secondary Access & Success

Through this strategy, we support mission- and vision-aligned partners' programming, special projects, and general operating grants, approved on a quarterly basis.

STRATEGY 2: STRATEGIC PARTNERSHIPS TO MEET COMMUNITY NEEDS

A Glimpse of Africa Service Delivery Grant: \$30,000	Affinity Mentoring General Operating Support Grant: \$50,000	African Resource Center of West Michigan Program Delivery Grant: \$25,000	Ann and Robert H. Lurie Children's Hospital of Chicago Project Grant: \$212,901
Arbor Circle Corporation Program Delivery Grant: \$50,000 (\$100,000)	AYA Youth Collective General Operating Support Grant: \$100,000 (\$200,000)	Baxter Community Center Program Delivery Grant: \$75,000 (\$75,000)	Boys & Girls Club of Grand Rapids Youth Commonwealth General Operating Support Grant: \$100,000 (\$200,000)
Building Blocks Foundation Program Delivery Grant: \$35,000	Camp Blodgett Program Delivery Grant: \$75,000	CASA of Kent County General Operating Support Grant: \$35,000 (\$35,000)	Catherine's Health Center Service Delivery Grant: \$60,000
Catholic Charities West Michigan Project Grant: \$100,000	Children's Advocacy Center Project Grant: \$30,000	Cook Museum of Natural Science Program Delivery Grant: \$49,872.50	Covenant House Michigan – Grand Rapids Program Delivery Grant: \$30,000 (\$30,000)
Davenport University Project Grant: \$150,000 (\$150,000)	Educate Tomorrow Program Delivery Grant: \$30,000	Endless Opportunities Program Delivery Grant: \$20,000 (\$20,000)	Family Futures Program Delivery Grant: \$50,000 (\$50,000)
Family Promise of West Michigan General Operating Support Grant: \$75,000	FitKids360 General Operating Support Grant: \$60,000	Free 2 Teach Foundation Service Expansion Grant: \$30,000	Friends of Grand Rapids Parks Program Delivery Grant: \$25,000
Gilda's Club Grand Rapids Program Delivery Grant: \$30,000 (\$60,000)	Girls Choral Academy Program Delivery Grant: \$30,000	Grand Rapids African American Health Institute Program Delivery Grant: \$36,000 (\$36,000)	Grand Rapids African American Museum and Archives Project Grant: \$30,000
Grand Rapids Art Museum Program Delivery Grant: \$175,000	Grand Rapids Ballet Company Program Delivery Grant: \$50,000	Grand Rapids Children's Museum Program Delivery Grant: \$100,000 (\$200,000)	Grand Rapids Civic Theatre Program Delivery Grant: \$75,000

STRATEGY 2: STRATEGIC PARTNERSHIPS TO MEET COMMUNITY NEEDS

Grand Rapids Initiative for Leaders Program Delivery Grant: \$25,000 (\$50,000)	Grand Rapids Pride Center Service Delivery Grant: \$25,000	Grand Rapids Public Museum Foundation Program Delivery Grant: \$100,000	Grand Valley State University Program Delivery Grant: \$30,000 (\$30,000)
Grand Valley State University Program Delivery Grant: \$50,000 (\$100,000)	Grandville Avenue Arts + Humanities General Operating Support Grant: \$100,000 (\$200,000)	Habitat for Humanity of Kent County Program Delivery Grant: \$25,000 (\$25,000)	Health Net of West Michigan Service Delivery Grant: \$50,000
Heart of West Michigan United Way General Operating Grant: \$450,000	Hope Network Program Delivery Grant: \$30,000 (\$60,000)	ICCF Community Homes Program Delivery Grant: \$50,000 (\$100,000)	Immigration Law & Justice Michigan Service Delivery Grant: \$30,000
Issue Media (fiscal sponsor WMEAC) Program Delivery Grant: \$20,000 (\$20,000)	KConnect General Operating Support Grant: \$100,000 (\$200,000)	Kent School Services Network General Operating Support Grant: \$100,000	Launch Michigan General Operating Support Grant: \$25,000 (\$50,000)
Leading Educators Program Delivery Grant: \$200,000	Legal Services Alabama Program Delivery Grant: \$30,000 (\$60,000)	Literacy Center of West Michigan Program Delivery Grant: \$50,000 (\$100,000)	Meaning in Colors Program Delivery Grant: \$25,000 (\$50,000)
Michigan Advocacy Program Service Delivery Grant: \$50,000	Michigan League for Public Policy Project Grant: \$50,000	Michigan State University Program Delivery Grant: \$65,000 (\$130,000)	Michigan State University Project Grant: \$164,366.98
New City Networks Program Delivery Grant: \$25,000 (\$25,000)	Oakdale Neighbors General Operating Support Grant: \$20,000 (\$40,000)	Osofomaame Program Delivery Grant: \$35,000 (\$35,000)	Our Community's Children – City of Grand Rapids Project Grant: \$25,000 (\$25,000)
Project ESME Program Delivery Grant: \$15,000	Ready for School Service Delivery Grant: \$57,860 (\$125,809)	Realism is Loyalty General Operating Support Grant: \$100,000 (\$200,000)	Refugee Education Center General Operating Support Grant: \$100,000

STRATEGY 2: STRATEGIC PARTNERSHIPS TO MEET COMMUNITY NEEDS

Safe Haven Ministries Program Delivery Grant: \$75,000	St. Cecilia Music Center Program Delivery Grant: \$25,500 (\$27,500)	Steepletown Neighborhood Services Program Delivery Grant: \$50,000 (\$50,000)	STEM Greenhouse Program Delivery Grant: \$100,000 (\$100,000)
Streams of Hope Program Delivery Grant: \$30,000 (\$30,000)	Teach Plus Incorporated Program Delivery Grant: \$45,000 (\$45,000)	The Center for Michigan Project Grant: \$25,000	The Leadership Academy Project Grant: \$75,000
The Other Way Ministries Program Delivery Grant: \$65,000 (\$65,000)	The PLAYGROUNDgr Program Delivery Grant: \$40,000	The Source Program Delivery Grant: \$75,000	Treetops Collective General Operating Support Grant: \$50,000
Urban Core Collective Project Grant: \$112,500 (\$225,000)	West Michigan Asian American Association Program Delivery Grant: \$25,000 (\$50,000)	West Michigan Center for Arts + Technology Program Delivery Grant: \$75,000 (\$150,000)	West Michigan Hispanic Chamber of Commerce Foundation Program Delivery Grant: \$75,000
Women's Foundation of Alabama Program Delivery Grant: \$77,225	YMCA of Greater Grand Rapids General Operating Support Grant: \$80,000 (\$90,000)		

Systemic Change + **Movement Building** Grants

\$1,094,019.04 (\$2,993,235)



Scan to view the
grantee list online



2025 Grantees List

Partnerships and Foundation-led initiatives that directly leverage the Foundation's power to influence and inform philanthropy and policy and use our expertise to drive and support larger-scale social change.

Investment in Families Initiative Grants: \$928,190.29 (\$2,945,680)

A first-of-its-kind, 10-year participatory research project partnering directly with family leaders in Kent County to understand what they need to flourish and what systems need to change to make that possible.

Antoinette Chapman

Collaboration Partner

Grant: \$250 (\$2,000)

DataWise Consulting

Research +
Evaluation Partner

Grant: \$142,000
(\$1,704,000)

kyle lim

Collaboration Partner

Grant: \$250 (\$2,000)

Lake Michigan Credit Union

Initial Funding for Child
Savings Accounts

Grant: \$5,500

Steelcase Inc.

Chargeback for
Programmatic Costs

Grant: \$161,069.93

The Aspen Institute

Collaboration Partner

Grant: \$53.83

Treetops Collective

Collaboration Partner

Grant: \$718.35

UpTogether

Direct Cash Payment
Delivery Partner

Grant: \$412,560
(\$1,237,680)

Women's Resource Center

Program Delivery Partner

Grant: \$198,298.18

Young Money Finances

Program Delivery Partner

Grant: \$7,500

Community Collaboration + Mobilization Grants: \$165,900.75 (\$47,555)

AVK Collaborative Project Grant: \$19,845 (\$12,555)	AYA Youth Collective Partner Storytelling Grant: \$250	Brina Williams Partner Storytelling Grant: \$250	City of Rest Partner Storytelling Grant: \$250
Council of Michigan Foundations Network Development + Conference Attendance Grant: \$15,925	Council of Michigan Foundations CMF Leadership Fund Grant: \$10,000 (\$20,000)	Council of Michigan Foundations Program Delivery Grant: \$10,000	Davenport University Partner Storytelling Grant: \$250
Girls Choral Academy Partner Storytelling Grant: \$250	Grand Rapids African American Health Institute Partner Storytelling Grant: \$250	Grand Rapids Community Foundation Nonprofit Technical Assistance Fund Grant: \$30,000	Grantmakers for Education Network Development + Conference Attendance Grant: \$4,418
Grantmakers for Effective Organizations Network Development Grant: \$10,000	GSO Solutions Service Delivery Grant: \$30,000	Leading Educators Partner Storytelling Grant: \$250	Lourdes Jordan Partner Storytelling Grant: \$250
Michigan Advocacy Program Partner Storytelling Grant: \$250	Nonprofit Network Service Delivery Grant: \$255	Our Community's Children – City of Grand Rapids Partner Storytelling Grant: \$250	President and Fellows of Harvard College Program Delivery Grant: \$3,000
Stephanie Collier Partner Storytelling Grant: \$250	Streams of Hope Partner Storytelling Grant: \$250	The Other Way Ministries Partner Storytelling Grant: \$250	The Skillman Foundation Reimbursement Grant: \$3,220.71
Together West Michigan Education Fund Partner Storytelling Grant: \$250	Trustees of Tufts College Program Delivery Grant: \$9,062	Urban Core Collective Reimbursement Grant: \$1,425.04	West Michigan Center for Arts + Technology Partner Storytelling Grant: \$250

Our 2025 Impact

Total Giving

In 2025, the Steelcase Foundation contributed **\$7.8M+** to support efforts to increase access to quality public education and cultivate communities that create conditions for children and families to thrive.

\$7,892,228.14

(\$7,258,598)

GRANTMAKING

\$7,149,076.17

(\$7,258,598)

MATCHING GIFTS

\$730,630.62

OPERATIONS

\$493,295.23

(\$239,591.20)

Total Grantmaking

In 2025, the Steelcase Foundation contributed over **\$7.1M** to support efforts to increase access to quality public education and cultivate communities that create conditions for children and families to thrive.

\$7,149,076.17

(\$7,258,598)

STRATEGY 1

Elevating Community
Brilliance + Expertise

\$501,281

(\$625,804)

STRATEGY 2

Strategic Partnerships to
Meet Community Needs

\$5,566,225.48

(\$3,639,559)

STRATEGY 3

Systemic Change +
Movement Building Grants

\$1,094,019.04

(\$2,993,235)

Our 2025 Matching Gifts

For nearly 30 years, the Steelcase Foundation has provided a **1:1 match** for gifts of US-based Steelcase employees, retirees and directors to qualified nonprofits up to \$10,000 annually, amplifying our efforts to support communities and the causes they care most about.

\$730,630.62

Total Gift Matching

Prior-year (2024) figures shown in parentheses.

Our 2025 Financials

Statement of Financial Position

Year ended Dec. 31, 2025

ASSETS	2025	2024
Cash & Cash Equivalents	\$5,646,805	\$955,300
Investments	\$130,730,042	\$127,856,791
Pending Trade Receivables	\$113,586	–
Fixed Assets	\$23,678	\$33,150
Total Assets	\$136,514,111	\$128,845,241
LIABILITIES & NET ASSETS	2025	2024
Grants Payable	\$6,481,638	\$7,517,950
Pending Trade Payables	–	\$38,540
Net Assets Without Donor Restrictions	\$130,032,473	\$121,288,751
Total Liabilities & Net Assets	\$136,514,111	\$128,845,241

Statement of Activities

Year ended Dec. 31, 2025

REVENUES	2025	2024
Contributions	\$1,521,000	\$539,183
In-Kind Contributions	\$802,153	\$724,925
Net Investment Return	\$14,253,271	\$9,805,132
Total Revenues	\$16,576,424	\$11,069,240
EXPENSES	2025	2024
Grants & Matching Gifts	\$6,857,123	\$7,773,829
Management & General	\$975,579	\$906,429
Total Expenses	\$7,832,702	\$8,680,258
NET ASSETS	2025	2024
Net Assets Without Donor Restrictions, Beginning of Year	\$121,288,751	\$118,899,769
Net Assets Without Donor Restrictions, End of Year	\$130,032,473	\$121,288,751
Changes in Net Assets Without Donor Restrictions	\$8,743,722	\$2,388,982