2025 Annual Report

Investing In **What We Believe In**

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Steelcase Foundation

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.

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.

- Investment in Families Initiative: Year Two Impact Report
- 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)

Scan to view the 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

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.

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

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

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

Combined 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**

Combined Statement of Activities and Changes in Net Assets

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