

## Retirement announced

*(An open letter from Deanna McGraw)*

Dear Volunteers,  
Clients & Supporters,

After serving for 12 years, first as Executive Director and then as President of DESC, I have announced my plans to the board of directors to retire in February of 2010.

My nonprofit career has spanned more than 30 years and I have decided to embark on the next

chapter of my life, exploring new adventures and opportunities. I will always hold a special place in my heart for those who have made my life at DESC so rewarding.

Over the course of my years with DESC, we have developed an outstanding reputation for affordable and high-quality consulting services for nonprofit organizations. The caliber of our programs is reflected in the quality of the people who comprise the DESC family: stellar board members; dedicated staff; experienced and generous volunteer consultants; results-oriented nonprofit clients; collaborative community partners; and committed funders. I thank each and every one of you for all you have done over the years to contribute to the growth and success of DESC.

DESC has never been more needed than it is today and it is poised to become an even more powerful resource for the nonprofit community in the years ahead.

The DESC Board of Directors has a search committee in place and I am confident their search will result in a person with the right skills to move DESC forward in meeting our vision: Every nonprofit in Southeastern Michigan will be effective in meeting the needs of its community.

Those interested in a challenging and rewarding position can submit a resume to [humanresources@thicorp.com](mailto:humanresources@thicorp.com)



*DESC President Deanna McGraw*

## Training options abound!

Nothing is more critical to an organization's success than the development of its leaders.

To meet the changing needs of the nonprofit community, DESC, in partnership with Marygrove College, has designed its next generation leadership development program – the Nonprofit Leadership Institute (NLI).

Funded by DTE Energy Foundation, this program is designed for all skill levels of nonprofit leadership, from novice to experienced.

**NLI components are listed below. Call DESC at 248-395-2840 or visit our web site ([www.esc-detroit.org](http://www.esc-detroit.org)) to register for any of the services.**

### LEADERSHIP SKILLS TRAINING

#### ■ For the Novice Leader

This **one-day** leadership training seminar is designed for the individual who has limited leadership experience, **three years or less**. It will be offered four times per year on the campus of Marygrove College. **The next session will be held Sept. 25, from 9 a.m. to 3 p.m.** Fees are based on your organization's annual revenues.

Topics included and competencies addressed are:

- Motivating Others – Leading Effective Meetings –
- Adaptive Leadership Styles – Leadership Competencies

#### ■ For the Experienced Leader

This **one-day** leadership training seminar is designed for the individual who is an experienced leader, **three years or more**. This session will be offered four times per year at Marygrove College.

**The next session will be Oct. 16 from 9 a.m. to 3 p.m.** Fees are based on your organization's annual revenues.

Topics included and competencies addressed are:

- Creativity and Innovation – Team Building
- Visioning and Collaboration – Influencing/Negotiating
- Building Coalitions

### EXECUTIVE COACHING

Executive Coaching is for any level of nonprofit manager desiring to improve skills in a confidential and supportive coaching relationship.

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# CLIENTSPEAK: Hope Community Church of Detroit

With a major fund development effort under way and numerous community outreach programs to sustain, Hope Community Church of Detroit (Hope CC) was delighted to win two free hours of consulting from a DESC professional earlier this year.

The results were impressive enough to elicit an enthusiastic thank-you note from

Ernie Browne, Hope CC's program director for New Detroit's Compassion Capital Initiative program.

"Our deacon board loved her," he wrote of DESC consultant Meagan Hardcastle's financial oversight training session with the group in May of this year. "They were pleased that she was able to leave us with several recommendations that we

can implement immediately. They are enthusiastic, and have a better sense of their role and responsibilities as deacon board members."

Browne has benefited from Corps classes and consultants in the past, and plans to take advantage of other training opportunities.

"There's a class on developing financial policy, and I'd also like to look into their QuickBooks courses," he said. (See a list of fall classes in this edition.)

Would Browne recommend DESC services to other nonprofits?

"Certainly so," he said. "I had a misconception that DESC consisted of retired professionals, but I learned many of their consultants are still working. With the



changing economic climate, that current experience is really helpful. It makes for a great combination of resources for nonprofits to draw on."

*Incorporated in 2002, Hope Community Church of Detroit has a membership of 300-plus. The East Jefferson facility is embarked on a five-year plan to upgrade its 22,176 square-foot physical plant while continuing to provide services with an emphasis on youth development. To find out more about Hope CC, visit [www.hopedetroit.com](http://www.hopedetroit.com), or call 313-657-8510.*

## Networking and support for women executive directors of nonprofits

DESC hosts Women Executive (WE) meetings the first Friday of February, April, June, August and September.

WE is a group of female executive directors of nonprofit agencies. It was formed to explore common concerns, provide support, and address issues specific to being a woman executive director of a nonprofit organization. To learn more, call Deanna McGraw at 248-395-2840 ext. 28.

## Welcome, new consultants!

### Thomas Adams

President  
New Millennium Consultants

### Carla Barrows-Wiggins

Former Project Manager  
Mich. Dept. Human Services

### Linda Braun

President  
Braun & Associates

### John Frank

Former President  
K-R Automation Corporation

### Meagan Hardcastle

Director Corporate Finance  
O'Keefe & Associates

### Scott Hankins

Financial Advisor  
Merrill Lynch

### Kathie House

Program Coordinator  
Oakland Comm. College

### Shamrao Kattimani

Project Mgr./Security Mgr.  
Chrysler LLC

### Susan Knoppow

Freelance Writer/  
Communications Consultant

### Richard Moore

Former Mgr. Train. & Safety  
Plastomer Corporation

### Terry Stuck

President/CEO  
The Performance Company

### Mark Symkowiak

H.R. Relationship Manager  
Charter One Bank

### Doris Treutlein

Educational Consultant  
DT Consulting

### Frederick Zosel

President,  
Namsan International, Inc.

## NEW! EXECUTIVE DIRECTORS FINANCIAL MANAGEMENT TRAINING

Funded by Community Foundation of Southeast Michigan and Flagstar Bank, this workshop is designed to provide a comprehensive level of knowledge for executive directors on financial oversight, including how to prepare and use various reports. **It is geared for those with at least one year's executive director experience and a working knowledge of basic bookkeeping and accounting terminology.** Workshop topics include;

- Financial Planning
- Bookkeeping/Accounting
- Financial Statements – Review and Analysis
- Policies & Procedures/Internal Controls
- Oversight and Management Responsibilities

**This one-day session will be held Dec. 11 from 9 a.m. to 3 p.m. Call DESC at 248-395-2840 or visit our web site ([www.esc-detroit.org](http://www.esc-detroit.org)) to register.**

# Conversation with a corporate partner

Throughout the past year, our nation has experienced some very difficult times. Michigan businesses and nonprofits have been particularly hard hit with the crisis in the auto industry. For many, survival is a real concern as the economic climate remains unpredictable.

That's where the Corps comes in. Now, more than ever, nonprofits need a resource they can trust. With 27 years of experience and 70 volunteers strong, DESC continues to be that trusted "go to" resource.

This vital role is made possible by financial supporters like Flagstar Bank, which has been a corporate supporter for the past four years. We recently sat down with Jack Schwab, Flagstar's Vice President and Manager of Community Reinvestment, to get his perspective on the impact DESC is making in the community.

## Jack, can you give us a sense of why Flagstar Bank is investing in DESC's initiatives?

As a community bank headquartered in Troy, Flagstar has always believed in supporting our local communities.

Our corporate culture is one of giving back through community involvement, whether we are financially supporting organizations like DESC or our employees are donating their time and talent to help other nonprofit organizations.

That's why you can find our employees building homes for Habitat for Humanity, sitting on boards of nonprofit organizations and holding grassroots fund-raisers to help the needy in their communities. We're pleased that one of our vice presidents, Sandra Parker, serves on DESC's board of directors.

## What value does DESC bring to Flagstar Bank and the community?

DESC is a valuable resource for the nonprofit community. By taking advantage of the management assistance DESC offers, nonprofits can improve the business side of their organizations and help ensure their survivability. Flagstar has been especially engaged in DESC's financial management area through our support of the Solutions program. At Flagstar, we firmly believe strong nonprofits improve the communities where we operate, thus enhancing our business environment.

## What is it about the Solutions program that you and Flagstar feel is important to the community?

The leadership of DESC's volunteers, who are innovative, responsive and flexible, makes the Solutions program

very attractive to us and fits Flagstar's goal of working with strong nonprofit organizations within the community.

## Do you have any final thoughts?

Yes. These are challenging times for our community, especially for nonprofit organizations that require the skills DESC provides. As a proud supporter of DESC, I'm glad these organizations have DESC as a resource.

I would encourage others in the community to make an investment in DESC through a financial contribution. It's important to remember that any gift to DESC is a gift to the organizations DESC is assisting – it's a great way to leverage a contribution.

## THANK YOU, DONORS, FOR YOUR CONTRIBUTION

### KEYSTONE (\$25,000 OR MORE)

Community Foundation for S.E. Michigan  
McGregor Fund

### PATRONS (\$10,000 - \$24,999)

DTE Energy Foundation

### SPONSORS (\$2,000 - \$9,999)

Extang Corporation  
Flagstar Bank  
Masco Corporation Foundation  
State Farm Insurance Companies  
The Village Woman's Club Foundation

### UNDERWRITERS (\$500 - \$1,999)

Alpine Electronics of America, Inc.  
Alps Automotive, Inc.  
Donald Barber  
Robert M. Bilkie, Jr.  
Kenneth Holloway  
Michael Long  
Charles MacGregor  
Alexander McKeen  
Niccole Metzger  
Herbert & Elsa Ponting Foundation

### UNDERWRITERS (\$500 - \$1,999)

Jack Rady  
Mr. and Mrs. Hank Whiting, Jr.

### FRIENDS (\$250 - \$499)

Kay Fitzpatrick  
William F. Grier  
PPG Industries

### ASSOCIATES (to \$249)

Don Kaegi  
Lynne K. Nagy  
Rudolf Russart

### HONORIALS & MEMORIALS

**In Memory of Dr. Arch Kane**  
William F. Grier

**In Memory of Robert Magill**  
William F. Grier

**In Memory of Will Scott**  
William F. Grier

**In Memory of Alvie Smith**  
William F. Grier

**In Memory of Boyce Tope**  
William F. Grier

## VOLUNTEER SPOTLIGHT ON ...

Jerry Breuer has been a DESC volunteer just 18 months. So how has he already earned a place under the DESC Volunteer Spotlight? His answer to the question: *What DESC program(s) have you been active in?* says it all.

"I started with a strategic planning project (with DESC President Deanna McGraw)," he wrote. "Then when they were seeking volunteers to work in the office, I did that. Then I took another strategic planning client, this time as lead

consultant. Then Deanna asked me to run the DESC side of the BoardWalk program. Then to help coordinate the eMarketing program. And then to help develop a Marketing Planning program to be offered to clients. Other than that, not much, really. Helpful hint to others: Stay away from Deanna."

The former "one-person consulting firm, specializing in financial operations" (1992-2006), isn't really complaining. In fact, he was looking for a program that



Jerry Breuer

could utilize his project management and administrative capabilities (also honed during his pre-1992 years with National Bank of Detroit and Comerica Bank) when he heard about



DESC during a BoardWalk introductory session through the University of Michigan Business School Alumni Association. (Breuer has both a bachelors and masters degree in Business Administration.)

On the personal side, Jerry married wife Diane in 1992, and enjoys puzzles, movies and reading when time allows. He also serves as president of his condominium association.

TO REGISTER FOR ANY CLASS, CALL DESC AT 248-395-2840 EXT # 25 OR VISIT [WWW.ESC-DETROIT.ORG](http://WWW.ESC-DETROIT.ORG)

## Leadership training opportunities abound!

*continued from front*

Executive coaches will assist in creating a leadership development plan based on their assessment. This one-on-one coaching relationship will be offered for six months with a renewal of six months when appropriate, to provide support and follow-up. Coaching will be provided by skilled, successful business men and women who understand how to lead change, lead people, get results, manage a

business and build coalitions.

Objectives:

1. Providing tools, knowledge and opportunity for self development
2. Creating the conditions for learning
3. Providing insight, motivation, real-world practices and accountability

### TEAM BUILDING

Making nonprofits successful takes teamwork. Teams may work on issues

like site-based decision-making, program development, implementation of new programs, or alliances. For teamwork to be successful, members need to have a clear understanding of team roles and responsibilities: shared goals; a sense of commitment; the ability to work together; and mutual accountability.

Using the Team Dimensions Profiles model, DESC consultants will work with a nonprofit's leadership to strengthen team function. This includes an **on-site** workshop for an agency's team members with support to implement change.

The workshop components are:

1. Self assessment of team member roles and responsibilities
2. Overview of effective team building
3. An interactive exercise

Objectives:

1. Understanding the five stages of team development
2. Effective use of five essential roles for a highly functional work team
3. Developing strategies that will balance different strengths.

## FINANCIAL MANAGEMENT SOLUTIONS

### QuickBooks Training

Among the most popular accounting software programs used by nonprofits is QuickBooks. If you are self taught or are just seeking more knowledge, this training is for you.

**Beginners** will learn:

- How to set up procedures
- How to navigate the software
- How to create agency's books
- About security
- Key stroke short cuts
- How to set up for multi-users

**The next two-day session is Oct. 7 and 14 from 9 a.m. to 3 p.m.**

**Advanced** training will show you:

- How to develop accounts charts
- The use of classes/lists and items
- About transaction processing
- How to generate reports
- About developing budgets
- How to customize software to fit your agency's needs

**The next two-day session is Nov. 12 and 19 from 9 a.m. to 3 p.m.**