



2008 ANNUAL REPORT

TOOLS FOR SURVIVAL



DESC VISION

Every nonprofit in Southeastern Michigan will be effective in meeting the needs of its community.



DESC MISSION

To enhance the operational effectiveness of other nonprofit, educational and governmental organizations in Southeastern Michigan by sharing the knowledge, skills and expertise of retired or working executive and professional volunteers for the betterment of our community.

Sharpening the tools we need to survive

The economic meltdown of 2008 has affected virtually every person, business and organization in our community, including Detroit Executive Service Corps (DESC). For us, survival in this environment has meant tough decisions regarding organizational changes and holding to Best Practices for effective management.

The DESC Board of Directors began addressing the challenge of change in late 2007 by updating our strategic plan for years 2008 to 2011. The plan calls for strengthening the board, a greater focus on programs that support our mission, new strategies for fund development, and improved services. Nearly 40 board members, volunteer consultants and staff are involved in the planning and implementation of the plan to strengthen DESC's role as a vital partner in helping nonprofit organizations meet their increased demand for services.

The changes range from simple: automated phone answering; to difficult: staff reductions; to complex: realigning services for rapid response to immediate needs. We anticipate these improved practices will help all the nonprofits we serve to be more effective, too.

That process is already under way. Examples of DESC "tools for survival" used by nonprofit clients in 2008 in three key areas – Strategic Planning, Marketing and Financial Management – are included in this annual report.



Our sincere appreciation is extended to the many individuals and organizations contributing time, talent and treasure in support of DESC services to the nonprofit community. We invite everyone to join us in this noble cause.

Deanna McGraw

President & Executive Director

Myron Frasier

Board Chair

2008: The DESC Year at a Glance

| | Projects Provided | Number of Volunteers | Volunteer Hours | Administrative Volunteer Hours | Participants of Seminars | Citizens Impacted |
|--------------------------------------|-------------------|----------------------|-----------------|--------------------------------|--------------------------|-------------------|
| Management Improvement | 85 | 150 | 2046 | NA | 138 | 899,000 |
| Financial Management Solutions | 27 | 39 | 723 | NA | 40 | 190,000 |
| Leadership Development | 56 | 33 | 407 | NA | 230 | 96,000 |
| Strategic Alliances | 9 | 11 | 237 | NA | 173 | 18,000 |
| Consultant Training | 7 | 21 | 84 | 423 | NA | NA |
| Board/Committees/Planning | NA | 107 | NA | 1304 | NA | NA |
| Total | 184 | 361 | 3497 | 1727 | 581 | 1,193,000 |

DESC's strategic plan calls for improved marketing techniques to reach more nonprofit clients. Using the DESC program model and a team of Corps consultants, a marketing plan was developed that included an improved marketing image (see new logo on front page), a client-recruitment function and creation of a signature program. A marketing plan can help position an organization in a positive light with funders, clients, volunteers and the general public.



From River Days, 2008

Question: How well are the Friends of the Belle Isle Aquarium doing with their efforts to preserve and eventually reopen that 100-year-old community icon?

Answer: So well that past and current board president Vance Patrick sums it up this way:

“We just met with the parks and recreation committee to negotiate a contract between us and the City of Detroit to reopen Belle Isle Aquarium. I’m happy to report those efforts were successful.”

The achievement is a milestone in the young organization’s four-year history, and Patrick is quick to credit the Detroit Executive Service Corps for the expert marketing advice that helped the Friends get there.



The only remaining fish inside the BIA, koi are released into the Conservatory pond, where they’ll spend the winter, with help from the Friends.

“We knew we needed to strengthen our focus and be consistent with our message,” he says. “We completed two programs with DESC, and that gave us a toolbox of the skills we needed to succeed.”

Formed in 2005 after the closing of the Belle Isle Aquarium, the group tapped into DESC resources early on. Working with Corps consultants, an action plan was developed to implement a strategic plan already in place.

Effective outreach was a major element of that plan. “A marketing component addressed the goal of improving the Friends of BIA’s credibility as a positive organization capable of aquarium stewardship,” DESC program director Vanessa Guillebeaux notes.

The 1904 Albert Kahn building was the focus of a recent clean-up.



Tools created to achieve that goal included a prospectus of history, a press kit and talking points. A comprehensive membership drive was recommended, and their updated website now accepts PayPal.

New tools to handle finances and forge alliances offered

In 2008, DESC rolled out two programs addressing important issues faced by nonprofit organizations today. Designed to meet immediate needs with training and on-site support, these programs remain in place and available to help nonprofits.

In total, 36 projects were created and 208 individuals participated in the two training programs.

Financial Management Solutions for Non-profit Success (Solutions), a partnership with the Michigan Nonprofit Association, provides a wide range of workshops and consultant services to help nonprofit boards and staff improve their financial management competencies, including:

- ❖ Complimentary in-depth financial management assessment
- ❖ Board financial management oversight training

- ❖ QuickBooks training for nonprofits
- ❖ 990 training
- ❖ Nonprofit bookkeepers training
- ❖ Financial consultants
- ❖ Executive director training

Solutions was funded by the McGregor Fund and Flagstar Bank.

Strategic Mergers and Alliances Resource Training (SMART), a partnership with Community Legal Services, Michigan Nonprofit Association,

the Nonprofit Finance Fund, and United Way for Southeastern Michigan, encourages nonprofit organizations working together to share and save resources. Options under the SMART banner include:

- ❖ Strategic Alliance Awareness Workshops
- ❖ Complimentary Strategic Alliance Analysis
- ❖ Consultants to facilitate the alliance process
- ❖ Legal services

SMART is funded by the Hudson-Webber Foundation and United Way for Southeastern Michigan.

Participants speak

"I will use this Financial Policies and Procedures Manual immediately to define for the first time our policies on financial management."

"The Board Financial Oversight training provided the board members with a better understanding of their fiduciary obligations and ways to improve the financial statements coming to the Board."

"I believe with the SMART consultant help we can begin to have serious conversations about how our future will look."

Your planned gift to Detroit Executive Service Corps will help DESC continue to make a difference in our community, now and for years to come.



Double honors mark Corps milestone

The past year wasn't just about belt-tightening and struggling to get by. In fact, for the first time in its 26-year history, DESC was named a finalist for two major honors: the DTE Energy Foundation Achieving Excellence Awards and the Governor's Service Awards (GSA) for Outstanding Volunteer Program.

Right: Matching the pleasure in Michigan Governor Jennifer Granholm's smile, DESC President Deanna McGraw commemorates the Corps' finalist finish for the 2008 GSA.



Board financial management oversight is a vital tool for ensuring effective management of public monies entrusted to nonprofit organizations. The DESC Board of Directors is no exception. With that in mind, the Financial Committee led the Board through an in-depth 2009 budgeting process to ensure DESC sustainability for the next three years. As they did for the client featured here, the same tools can help YOUR nonprofit.



Macomb Habitat for Humanity had an ambitious agenda in 2008, including the construction of six homes, acquiring a new office facility and expanding their ReStore resale shop for home building and home improvement materials.

Achieving those goals in difficult economic times wasn't easy. In spite of enthusiastic volunteers and an overarching national presence, the vision had to be "bedrocked" in sound financial practices.

Recognizing that improvements were possible even in a successful organization like theirs, Habitat officials contacted DESC last fall to take advantage of Corps expertise in this critical area. While the work won't be completed until April 2009, results are already being felt.

"The experience has been extremely helpful," says Habitat Executive Director Daniel Wiiki. "Our DESC consultant is very knowledgeable and understands the challenges a nonprofit faces in advancing a noble cause with resources that have become increasingly limited."

The process has included a "well-received" board financial training and money-saving advice on staff and procedures, Wiiki says. Board members welcomed the opportunity to learn more, and are now implementing recommended procedural changes, he noted.

Tightening the "nuts and bolts" of their financial structure is essential to a stable future for Macomb



Habitat for Humanity, Wiiki notes, adding, "When your aim is to create an environment of hope, dignity, and truly human existence for all people, your efforts must be built on a sound and lasting foundation."

DESC financial management "tools for survival" include classes and consulting options in areas from On-Site Financial Management to Quick-Books Training. You can find a complete listing by clicking on the Financial Management tab under Services for Nonprofits at www.esc-detroit.org.



Proud participants of Habitat for Humanity's Women Build program





At the helm

Members of the DESC Board of Directors in 2008 include (back, from left) John Keegan, William Tennant, Don Barber, James Brisko, Suzanne Dibble, Alexander McKeen, Ben Smith (emeritus), Jim Suhay, Gene Jacoby, (front) Ann Stuntz, Bill Reminder, DESC President Deanna McGraw, Myron Frasier and Kay Fitzpatrick



DETROIT EXECUTIVE SERVICE CORPS 2008 BOARD OF DIRECTORS

CHAIRMAN

Myron Frasier*
Former Director of Network
Technical Training
Ameritech

VICE CHAIRMAN

William Reminder*
President & COO
Extang Corporation

SECRETARY

Brian Glowiak
Vice President & Secretary
Chrysler Corp. Foundation

TREASURER

James W. Suhay Jr.*
Former Manager, Global
Business Planning
Ford Motor Company

Donald Barber*
President/CEO
Nonprofit Management
Consultants

James Brisko*
Former Director Validation
General Motors

Robert M. Bilkie
President & CEO
Sigma Invest. Counselors

Suzanne Dibble*
Former HR Manager
MichCon

Z. Kay Fitzpatrick
Executive Director
Association Management
Resources

Gene Jacoby
Former Director
Quality/Reliability Training
Chrysler Corporation

John Keegan*
Former CEO
Alps Automotive Inc.

Alexander McKeen*
Chairman & CEO
Engineering Analysis
Associates, Inc.

Niccole Metzger
Public Relations Specialist
State Farm Insurance

Martin Oetting
Attorney, Clark Hill, PC

Rod Parker
Manager Consolidation,
Reporting and Controls
DTE Energy

Sandra D. Parker*
Vice President, Associate
General Counsel
Flagstar Bank, FSB

Ann Stuntz*
Former Corporate Controller
Mark IV Automotive

William Tennant
Assoc. Director of Programs
Mental Health Association
in Michigan

Peter Wong
CEO
Roy Smith Company

EMERITUS

William C. Adams
Former President
Federal-Mogul Corporation

Richard I. Bortfeld
Former President
Sheller Globe Automotive

Kenneth Holloway
Former President
Ford Direct Markets
Ford Motor Company

Charles G. MacGregor
Former Vice President
& General Manager
Marshall Field's Eastland

Benedict Smith
Former Sr. Vice President
Manufacturers Bank

* also served as a consultant

ADVISORY BOARD

Richard E. Blouse, Jr.
President
Detroit Regional Chamber
of Commerce

William C. Brooks
Chairman, Pres. & CEO
United American Health
Care Corporation

Tyrone M. Davenport
Chief Operating Officer
Charles H. Wright Museum
of African American History

Edward Deeb
President
Mich. Food & Beverage Assoc.

W. Frank Fountain
Pres. Chrysler Foundation
Sr. V.P. Government Affairs
Chrysler Corporation

Ronald Hall
President & CEO
Bridgewater Interiors

Eleanor Josaitis
Co-Founder
Focus HOPE

Mary Kramer
Publisher
Crain's Detroit Business

Eugene A. Miller
Former Chairman
Comerica Incorporated

Dr. Glenda Price
Interim President
Mich. Colleges Foundation

Andrew Richner
Government Policy
& Practice Group
Clark Hill PLC

Lloyd Semple
Former Partner
Dykema Gossett

Chuck Stokes
Editorial/Pub. Affairs Dir.
WXYZ-TV Channel 7 News

Geneva J. Williams
President & CEO
City Connect Detroit

Using its own program model and a DESC consulting team, DESC completed a three-year strategic plan in 2008. Strategic planning helps organizations focus on mission and deploy resources to address critical issues, and then assembles people to implement each stage of the strategy. It is the cornerstone tool for survival in today's nonprofit environment.



A strategic plan created with DESC guidance was a key element in re-funding from a major donor for a local nonprofit, despite the harsh economic climate in 2008.

That's the word from Luther Keith, Executive Director of ARISE Detroit. "The Skillman Foundation felt our solid long-term planning made ARISE a good investment," he says. "That decision was due in no small part to the work of our DESC consultants."

An acronym for Activating Resources and Inspiring Service and Empowerment, ARISE is entering its fourth year of promoting greater citizen involvement and awareness of the organizations and services that help a community function better.

Early in ARISE Detroit's life, supporters realized that success would take much more than a desire to have a beneficial impact. "We knew we had

some serious work to do, so we contacted DESC," Keith recalls. Clicking Management Improvement (under Services for Nonprofits at www.esc-detroit.org) brought up the Strategic Planning option, and the rest is history.

"We started by appointing a Strategic Planning Committee of several key individuals in 2007, and over a period of several months, we arrived at a consensus," Keith says.

The key was a time-tested DESC process tailored to ARISE stakeholders, leadership style, culture, size and other characteristics, says DESC Director of Programs Vanessa Guillebeaux. "Our consultants guided them through the refinement of mission, vision, core values and goals, and finally to the strategies and detailed action plans," she adds.

That's exactly what funders have come to expect, Keith says. "All they want to know

Whether its Neighborhoods Day, a Community Clean-up initiative with the Marcus Garvey Academy or combining forces with local officials for another successful Angels Night (right), ARISE Detroit is on hand to help. Here, ARISE executive director Luther Keith is pictured between two Detroit leaders: interim mayor Kenneth Cockrel at left, and former mayor Dennis Archer.



now is: What is your plan? How are you going to use these dollars wisely and effectively? Thanks to DESC, ARISE Detroit can provide an outline that clearly identifies where we want to go and how we're going to get there."

The organization's Strategic Plan was completed in 2008 and is "very close to final implementation," Keith says. "But even at this early stage, the benefits are accruing. Other funding opportunities are opening up because of our long-term planning."

2008 CONSULTANTS

Omer S. Ahmed

Assistant Director of
Global Net Development
Lear Corporation

James Bayson

Former Partner
Plante & Moran

Jerry Breuer

Former, President/Owner
Breuer and Associates

Jim Buckner

Former Senior Manager
Financial Control
Chrysler Corporation

Roger Chapman

President, Chapman
Marketing Group, Inc.

Michael Collins

Producer – Public Affairs
Ford Motor Company

Brad Coulter

Director
Amherst Partners, LLC.

Gwendolyn Esco Davis

President & CEO
The Hascom Group, LLC

Garland Doyle

Former Deputy Director
Dept. of Human Services
City of Detroit

Don Duncan

Former Business
Development Mgr.
Veridan

Dennis Dupre

Former V.P. Finance
& Administration
Livernois Engineering Co.

Linda Edwards

Former Principal
White Elementary

Equipped for survival: DESC clients for 2008

FINANCIAL MANAGEMENT

555 Gallery and Studios*
Black United Fund of Michigan, Inc.*
Clark Park Coalition
Compassion Pregnancy Centers
Dearborn Pastoral Counseling Center
Empire Community Development Corp.
Freedom House
Macomb County Habitat for Humanity
Mercy Education Project
Michigan State University CMS
Neighborhood Centers Inc.*
Umoja-Nia

DTE ENERGY LEADERS CIRCLE

• 29 CLIENTS SERVED*

LEADERSHIP DEVELOPMENT

Bunche Elementary
Gompers Elementary PK-5
Holcomb Elementary School
Marvin L Winans Academy
of Performing Arts
Most Holy Trinity School
Noble Elementary/Middle
The Detroit International Academy
for Young Women
Variety FAR Conservatory of Therapeutic
and Performing Arts

MANAGEMENT IMPROVEMENT

African Dance Works , aka Heritage Works
ARISE Detroit*
Association of Youth Empowerment
Better Investing Community*
Birmingham Historical Museum and Park
Brightmoor Community Center*

Camp Westminster
Community Assessment
Referral Education
Carsten Elementary
Christ the Shepherd Lutheran Church
Chrysler Elementary School
Clark Park Coalition
Clinton River Watershed Council*
Communities in Schools of Detroit, Inc.
Cranbrook House & Garden Auxiliary
Detroit Alliance for Asthma Awareness*
Detroit Area Art Deco Society
Detroit Executive Service Corps*
Detroit Urban League, Inc.
Empire Community Development Corp.
Federation of Youth Services
Friends of Detroit Rowing
Friends of Belle Isle Aquarium*
Friends of the Rouge
Gardner Elementary School
Gesu School
Greater Detroit Agency for the
Blind and Visually Impaired
Hope of Detroit Academy
It Takes a Village
Kettering High School
Latino Family Services*
Leadership Macomb
Leaps and Bounds Family Services
Marvin L. Winans Academy of Performing Arts
Macomb Homeless Coalition
Macomb County Habitat for Humanity
Mosaic Youth Theatre of Detroit
Oak Park Business & Education Alliance
Osborn High School
Preservation Wayne*
Ronald Brown Academy
Rosa Parks Scholarship Foundation

Serenity Services
South Oakland Shelter
St. Aloysius Church
St. Bartholomew
Starfish Family Services
Team for Justice
The Heat and Warmth Fund (THAW)
Theatre Ensemble at
Meadow Brook Theater
The Skillman Foundation
Thurgood Marshall Elementary School
Variety FAR Conservatory of Therapeutic
and Performing Arts
Warren Symphony Orchestra Society
Ways to Family Self-Sufficiency Inc.
Whitmore Lake Health Clinic*
Woodward Avenue Action Coalition

STRATEGIC ALLIANCE

Arts & Scraps*
Bridging Communities*
JVS
Tri-County Dental Health Council
Warren Conner Development Coalition

* received more than one service

**CALL US!
JOIN US!
USE US!**



◆ Phone: 248-395-2840
◆ Email: info@esc-detroit.org
◆ Web Site: www.esc-detroit.org

2008 CONSULTANTS

Phillip Freer
Operations Manager
Furniture Bank

E. Daniel Grady
Former VP Administration
Michigan Bell

Meagan Hardcastle
Corporate Finance Dir.
O'Keefe & Associates

Diane Henderson
Conference & Event Planner
NSF International

Robert Hessler
Former VP Sales & Marketing
WOMA Corp.

Neil Hitz
Former President
Dawson Industries

John P. Hobart
Former Office Manager
Wolverine American, Inc.

Michael Howard
Marketing, Sales
M. Howard Associates

Don Kaegi
Former Field Oper. Mgr.
Ford Motor Company

Michael Kennedy
Former Exec. Director
Howl Inc.

Charles Kirkpatrick
Former Coordinator
Human Resources
Ford Motor Company

Jerry Knoppow
Former President & CEO
Knoppow Industries Ltd.
(& Michigan Fabricating)

Jean Koehler
Senior Consultant
Bullock Group

Celebrating Corps' finest

The 10th Annual Volunteer Recognition Luncheon gave DESC staff and volunteers a rare chance to mingle and recognize the previous year's accomplishments. Among those in attendance at the August 27 event were:

Right: Carmen Johnson, Gricelda Ramsey and James Lee
Below left: Anthony McDonald reviews the days program.
Center: Barbara Suhay with husband Jim, winner of the Robert F. Magill Leadership award that day
Below right: Richard Blouse, keynote speaker



Among the day's most distinguished guests, DESC leaders (from left) Jack Rady, Charlie MacGregor, Bill Grier, Ben Smith and Dick Bortfeld pause for a rare group portrait.

2008 CONSULTANTS

Maureen Kowal
Former Director
Donor Relations
Henry Ford Health Sys.

Tom Kowaleski
President
ACTK Communication
Consulting

Bryan Kuhr
Senior Financial Analyst
Ford Motor Company

Gary Lemont
Consultant/Trainer
DTE Energy

Brandon P. Lesniak
Mgr, Market Development
HCR-Manorcare

Michael Long
Former Sr. Manager
Chassis Engineering
Chrysler Corporation

John McCuen
Former Counsel
Butzel Long

Nina McEachin
President, McEachin &
Assoc. CPA, P.C.

Brian McIvor
Sr. Application Consult-
ant
CSS International

Marc Melamed
Attorney
Maroko and Laudau, P.C.

Terry Murphy
Former Partner-Director
Recruiting & HR
Arthur Andersen

Maurine Nelson
Consultant/Contractor
National Cancer Institute

Financial support lights the way



They, too, face formidable challenges in today's economic climate. But DESC's corporate and foundation partners continue to commit time and resources to the Corps cause. Among the most notable in 2007 were two award winners recognized at the 2008 Volunteer Recognition Luncheon.

Left: First to claim a new honor – the DESC Excellence in Giving award – for the McGregor Fund is the organization's president, C. David Campbell.

Below: Extang president Bill Reminder holds the award for Outstanding Corporate Support.



DETROIT EXECUTIVE SERVICE CORPS 2008 FINANCIAL SUMMARY

2008 REVENUES & EXPENSES

Revenue and Support

| | |
|---------------------------------|-------------------------|
| Contributed Services | \$524,550 |
| Corporate Contributions | \$92,600 |
| Foundation Grants | \$164,000 |
| Client Service Fees | \$50,652 |
| Individual Contributions | \$60,986 |
| Interest on Reserve Funds | \$9,260 |
| Total Revenues | <u>\$902,048</u> |

EXPENSES

| | |
|------------------------------------|-----------|
| Contributed Services | \$524,550 |
| Compensation | \$224,000 |
| Occupancy | \$28,504 |
| Office Expenses | \$30,152 |
| Technology | \$3,990 |
| Public Relations & Marketing | \$2,579 |
| Volunteer Support | \$6,503 |

Program Expenses

| | |
|------------------------------------|----------|
| Financial Management | \$16,135 |
| Management Improvement | \$447 |
| Education | \$500 |
| Leadership Development | \$5,586 |
| Building Strategic Alliances | \$37,059 |
| Other | \$316 |

| | |
|-----------------------------------|-------------------------|
| Total Expenses | <u>\$880,322</u> |
| Change in Net Assets | <u>\$21,726</u> |

BALANCE SHEET (as of December 31, 2008)

| | |
|-------------------------------|-------------------------|
| Cash & Cash Investments | \$381,907 |
| Other Assets | \$5,739 |
| Total Assets | <u>\$387,646</u> |

| | |
|---|-------------------------|
| Liabilities | \$10,504 |
| Net Assets | \$377,142 |
| Total Liabilities & Net Assets | <u>\$387,646</u> |

NOTE: This is a preliminary Financial Statement.
The audited statement should be available by July 1, 2009.

2008 CONSULTANTS

Paul Nielson
Consultant
Consulting Services

Trevor Pawl
New Business
Account Associate
W.B. Doner & Company

Thomas Rackley
Former Finance Manager
Ford Motor Company

Claude Richards
Faculty of Management
Davenport University

Robert Riley
Former Business Advisor
Riley Resources LLC

Phillip Russell
Former Consultant
Clarkston State Bank

Elaine Silk
Executive Director
Birmingham Temple

Kimberly Simmons
President, Quarlls Watkins
Heritage Project

Laura Sternberg
Manager Litigation Services
L.P. Recordings, LLC

Edwin Tatem
President/Area Mgr.
Parsons Brinckerhoff MI

Wolfgang Treutlein
President & CEO
DT Consulting Inc.

Michelle Walder
Director of Operations
Paragon

Neil Weiner
Former Counselor
Mackenzie High School

A beacon through the financial storm

The Detroit Executive Service Corps extends sincere appreciation to the following corporate, foundation and individual donors who supported DESC initiatives throughout the past year. As a partner you played an integral role in helping us make a difference in the metropolitan Detroit nonprofit community. Thank you for your investment!

KEYSTONE (\$25,000 OR MORE)

William J. Adams Estate
The Chrysler Foundation
Hudson-Webber Foundation
McGregor Fund
United Way for SE Michigan

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

DTE Energy Foundation
Milton M. Ratner Foundation

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

Flagstar Bank
Benson and Edith Ford Fund
Thomas Grimaldi
Gene Jacoby
The R. C. Mahon Foundation
Masco Corporation Foundation
Harold & Carolyn Robison Foundation
Barbara Defries Scott
The Elizabeth, Allan & Warren
Shelden Fund
State Farm Insurance

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

William C. Adams
Alpine Electronics of America, Inc.
Alps Automotive, Inc.
Donald Barber
Robert M. Bilkie, Jr.
James A. Brisko
Compuware Corporation
Suzanne Dibble
Doyle Fund for Nonprofit
Workforce Capacity Building
Extang Corporation

Margaret K. and Charles T. Fisher III
Family Fund
Mr. and Mrs. E. E. Hagenlocker
Kenneth Holloway
John F. Keegan
Key Bank Foundation
Jerry Knoppow
Charles G. MacGregor
Deanna McGraw
Alexander McKeen
Niccole Metzger
Herbert & Elsa Ponting Foundation
Jack Rady
William Reminder
Lloyd Reuss
Fred Secrest
A. Alfred Taubman Foundation
Hank Whiting, Jr.

FRIENDS (\$250 - \$499)

James A. Brisko
Tyrone Davenport
Kay Fitzpatrick
Myron Frasier
William F. Grier
Mary Kramer
Lynne K. Nagy
PPG Industries
Robert F. Riley
Benedict Smith
Ann Stuntz
James W. Suhay, Jr.
Sonja VanBuren
Peter Wong

ASSOCIATES (to \$249)

James Bayson
Richard E. Blouse, Jr.
Jerry A. Breuer
Jack Caminker

Michael Daily
Edward Deeb
John Dorsey
Don Duncan
Sue Ann Easton
ESC Affiliate Network, Inc.
Phillip Freer
Paul K. Geiger
Vanessa D. Guillebeaux
Alan Henderson
Diane D. Henderson
Neil Hitz
Michael Howard
Joseph L. Hudson
Charles Kirkpatrick
Jean Koehler
Maureen Kowal
Charles Lechner
James E. Lee, Jr.
Michael Long
Marion McCarthy
John McCuen
Nina McEachin
Eugene A. Miller
Peter T. Milne
Terry Murphy
Pat O'Connell
Martin Oetting
B. Craig Orr
Rod Parker
Hunter Pickens
Jacklin Redmond
Karen Roth
Rudolf Russart
Phillip L. Russell
Elaine M. Silk
Tom Sklut
Ronald Swofford
William Tennant
Earl Wolfe
Lisa Zafarana

HONORIALS & MEMORIALS

In Honor of James Suhay

Paul K. Geiger

In Memory of William J. Adams

John T. Dorsey

In Memory of Robert Magill

William F. Grier

In Memory of Beryl Milne

Peter T. Milne

In Memory of Will Scott

William F. Grier

In Memory of Mary Louise Tacker

James Bayson
Michael R. Daily
Sue Ann Easton
ESC Affiliate Network, Inc.
William F. Grier
Neil Hitz
Mary Kramer
Charles Lechner
Michael Long
Charles G. MacGregor
Marion McCarthy
Nina McEachin
Deanna McGraw
Terry Murphy
Lynne K. Nagy
Mr. and Mrs. Patrick O'Connell
Jack Rady
Thomas W. Sklut
Ronald Swofford
Hank Whiting, Jr.
Lisa Zafarana

In Memory of Boyce Tope

William F. Grier

2008 CONSULTANTS

John Wiktor
Former Director of Admin.
Wayne County Department

Anne Williams
CEO
ExcellenceQuest Inc.

James Williams
Advisor, HANO

Earl Wolfe
Former Project Engineer
General Motors Truck Div.

Lisa Zafarana
Business Mgr/Consultant
RMZ Construction Mgmt., Inc.

On the Corps front lines in 2008 ...

Note: Our staff was reduced by one at the close of 2008, but the work we did together throughout the past year will help us cope more effectively with the challenges we face in 2009.

President
Deanna McGraw
Director of Development
Lynn Nagy

Director of Programs
Vanessa Guillebeaux

Program Manager
Jacklin Redmond

Program Assistant
Donna Daniels

Survival essential: Clear professional standards

DESC and its volunteers believe that the consulting services they provide must meet the highest standards of the consulting profession, and that the chief characteristics of the professional approach they bring to each consulting assignment are competence, dedication, objectivity and integrity.

DESC will accept only those assignments which it believes it is qualified to undertake and will assign volunteers to consulting assignments who it believes are qualified by training, experience, knowledge and competence.

DESC and its volunteers will acknowledge to their clients any circumstances they believe might influence their objectivity in carrying out an assignment. **DESC** will withdraw from a consulting assignment when its objectivity, freedom of independent analysis, or ability to make meaningful recommendations may be impaired.

DESC volunteers will not serve as a board member, employee (or contractor) or volunteer for a client while serving that client as a consultant. When a **DESC** volunteer serves on the board or as a volunteer for a client, **DESC** may accept consulting assignments from the client as long as the **DESC** board member/volunteer does not participate on the consulting team.

DESC volunteers recognize that **DESC** training and materials are provided for

Just about any team effort works better when all the players pursue an agreed-upon goal with unambiguous guidelines. We close this annual report as we closed 2008 – with a refined set of standards that lights the way to the future, whatever it holds.



the sole purpose of serving **DESC** clients, and all materials created or developed while conducting **DESC** business are the property of **DESC**.

DESC volunteers agree that they will not benefit financially from providing services that are in direct competition with **DESC** programs and services, except by prior written consent of **DESC**. The request for consent should be made to the President.

DESC volunteers will not accept fees, honoraria or things of value as payment for services provided to clients.

DESC's role is to empower the client to make the improvements in performance. However, **DESC** will not guarantee specific results.

DESC volunteers and staff are expected to maintain the confidentiality of client information. Confidential information, such as information gathered and reports prepared, should only be disclosed to others with written permission from the client.

DESC and its volunteers do not tolerate discrimination or harassment based on race, gender, religion, national origin, age, disability, or any other basis prohibited by applicable law.

DESC volunteers will not engage in overt political activities while acting on **DESC**'s behalf with clients.