

IMPACT



NONPROFITS



SCHOOLS



COMMUNITIES

DETROIT EXECUTIVE SERVICE CORPS 2005 ANNUAL REPORT

Working to strengthen nonprofit and educational communities



Impact: How the ripple effect works for us

impact *n* [im pakt] 1. The force of impression or operation of one thing on another; effect.

As we reflect on DESC services in 2005 and past years, we increasingly ask, “What impact do DESC volunteers have in the community?” This is such a good question that we have selected “Impact” as the theme for our report this year.

Nonprofit executive directors, board members, principals, volunteers and students tell us that their organizations and individual lives have been improved because of their involvement with DESC services. We'd like to share with you the impacts we see through evaluations and conversations with clients, students and community leaders.

CONSULTING SERVICES TO NONPROFITS

- ❖ Improved quality of operations
- ❖ More knowledgeable management decisions
- ❖ Improved organizational priorities
- ❖ Increased management efficiencies

COMMUNITY-BASED ORGANIZATION PROGRAMS

- ❖ Vital neighborhood services remain available
- ❖ Improved sustainability
- ❖ Higher level of management

LEADERSHIP FOR PRINCIPALS

- ❖ Principals become effective change agents
- ❖ Detroit schools operate more effectively
- ❖ Student achievement increases

DIALOGUES AND FIELD TRIPS FOR STUDENTS

- ❖ Education has a greater importance to students in the City of Detroit.
- ❖ Students believe they have opportunities for a better quality of life
- ❖ Students have more knowledge and understanding of higher education and career opportunities

VOLUNTEERS

- ❖ Energized to share knowledge with the community
- ❖ Positive feelings about self while giving to others
- ❖ New knowledge and insight into their community
- ❖ Confidence and hope for the future

COMMUNITY

- ❖ Knowledge is transferred to nonprofit leaders and students
- ❖ Bridges between urban and suburban communities are built
- ❖ Community life is enriched

We hope you enjoy reading the articles in this annual report that illustrate the impact of our services. We invite you to contact us with your suggestions to improve and enrich our community.

DESC's success is only possible through the generous contributions of our volunteers and donors. We sincerely thank all the individuals and businesses that contribute their time, talent and dollars. We hope you find satisfaction with the profound and continuing impact you are making.

With deep appreciation,

*Myron Frasier
Board Chair*

*Deanna McGraw
President*

Education '05: An overview

DESC's educational outreach initiatives are making a difference in the lives of metro-Detroit children. In 2005, under the watchful eye of DESC's Facilitation Partnership Board, our Student Roundtable Dialogues, Career Focused Field Trips and School Exchange Encounters reached 1,568 students.

A key to our ability to effectively make an impact is continuous improvement. A sampling of new initiatives and program enhancements implemented in 2005 includes:

- ◆ the incorporation of college and university admissions representatives into Student Roundtable Dialogues. These individuals provide valuable information for students about college entrance requirements.

- ◆ advocating a business and/or corporate "Adopt a School" plan where a local sponsor hosts a specific Dialogue and Career Focused Field Trip. This initiative enhances the student experience because the majority of the participating volunteers work in the same community the students live in. As a result, they have a better understanding of the issues students are dealing with on a daily basis.

- ◆ Improved methods of communicating and evaluating students and volunteers to ensure these programs continue to provide good value for our investment.

"Since you came to my school I have been doing a lot better. I just had to thank you for helping and I hope that you will continue to come to Ludington to help those who will go here in the future."

Ludington Middle School student

"I learned a lot at the round tables. One thing I learned is that if you want to live your dreams or be something in life, graduate from high school and don't drop out."

Carver Learning Community Student



DESC EDUCATION VOLUNTEER Dan Bully interacts with Drew Middle School students at an April 2005 Roundtable Dialogue.

Dialogues make a deep impression

How can we challenge children to stay in school and strive to be the best they can be?

DESC has one answer to that question, and in 1989, designed a program around it. Sixteen years later, our Student Roundtable Dialogues still promote the value of getting an education, using the personal experience of successful business professionals to illuminate the point.

DESC targets two groups in the Detroit Public Schools system – middle school students who are just beginning to form their dreams for the future, and high school students who are already making life-choices.

DESC and its Student Roundtable Dialogues are successful because of the retired and working volunteers

who are the backbone of the program. These individuals, who represent a broad base of industries and professions, spend quality time with students, talking to them in small group settings about the importance of education in their lives and careers.

The volunteers also focus on job market issues, discussing employment needs and employer expectations, as well as exploring what it takes to become a productive member of the community.

Students play an active role in the process, asking questions and voicing their own thoughts and concerns. These real-life exchanges have a positive and far-reaching impact, not only on the students, but on the adult Dialoguers as well.

2005 CONSULTANTS

Thomas Adams

President
New Millennium
Consultants

Kent Alverson

Engineering Manager
Wico Metal Products

William Bishop

Former Pres. & CEO
Family Services Inc.

John Bissell

Managing Partner
Gundersen Partners, LLC

James Brisko

Former Dir. of Validation
General Motors

George Butler

Attorney
Dickinson Wright

Jack Caminker**

Former President
J.C. Enterprises

Sharalene Charns

President
Superior Solutions

Kyung-Min Chang

Financial Analyst
Ford Motor Company

Sallylou Cloyd

President & CEO
SOC Credit Union

Albert Cohen

Former Adjunct Prof.
Lawrence Tech. Univ.

Richard Cooper

President
MBA Consultants, LLC

Brad Coulter

Director
Amherst Partners, LLC

David D'Annunzio

Managing Director
Chief Captial Partners

John Dorsey

Partner
Dorsey-Pages, LLC

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Former Business
Development Manager
Veridan

Dennis Dupre

Former VP Finance &
Adminstration
Livernois Engineering Co.

Linda Edwards**

Former Principal
White Elementary

Hermann Eichner

Corporate Controller
Immersion Graphics

Duane Garth**

President
Garth Financial

E. Daniel Grady

Former VP Admin.
Michigan Bell

Eugene Greenstein

Former Dir. Engineer
Visteon Corporation

Sally Hendricks

Former HS Director
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Neil Hitz

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Dawson Industries

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Former Sales Consultant
M. Howard Associates

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Financial Analyst
Ford Motor Company

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Michael Kelly**

Senior VP Corp. Banking
National City Bank

Tom Keuten

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Marketing & Sales
Xerox Corporation

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Donor Relations
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Former Senior Manager
Chassis Engineering
DaimlerChrysler

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Executone Business Syst.

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Former Senior Manager
DaimlerChrysler Serv.

Richard Marcy

Former Senior VP
VSI Holdings Inc.

John McCuen

Former Counsel
Butzel Long

Alexander McKeen

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Engineering Analysis
Associates Inc.

Howard McKenna

Former Program Mgr.
EDS

Daniel McNeil

Tech. Program Manager
General Motors

Bruce Middlemiss

Planning Manager
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Pete Milne

Senior Process Engineer
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President
Terri Moon & Associates

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Michael O'Brien

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of Special Projects
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Development Officer
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Assoc. Dean-Professor
Wayne State University

Suzanne Stichler

Former Program
Coordinator
Comm. Literacy Council

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North Coast Industries

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STA Supplier
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Former Dir. of Admin.
Wayne County Depart.

Anne Williams

CEO
ExcellenceQuest Inc.

Earl Wolfe

Former Project Engineer
GM Truck Division

Paul Yeh**

Financial Analyst
Ford Motor Company

***also participated in Education Programs*

New Visions: Corps support is a key component

Measuring impact can be a challenge when the ultimate outcome lies years in the future. That's the case for New Visions for School Leaders (NVSL), where the primary goal is to improve student academic performance by developing leaders who transform school buildings into powerful learning environments.

Funded by a \$500,000 Skillman Foundation grant, it's a goal that will take years to achieve, with benefits that will reverberate long after the official numbers are recorded. But despite the relative newness of the program, some effects can already be felt.

Targeted to reach 225 principals over its three-year lifespan, the NVSL program entered its second year in 2005. By that December, 133 principals had completed or were participating



ONE OF MANY DESC volunteer executives, Leaders Circle facilitator John McKuen (standing, right) pursues a point with his group of New Visions principals.

in the New Visions experience. They serve as school leaders in Detroit public, archdiocese and charter schools, assuming responsibility for the academic success of thousands of students.

In partnership with the three educational systems, DESC has implemented a two-pronged strategy to equip NVSL participants with skills as great as the challenges they face.

Preliminary findings indicate that combining intensive training in key areas (such as change management, team building and data-driven decision-making) with ongoing support from monthly Leaders Circles has significant short-term impact, in addition to its long-term promise.

Several principals reported an improved learning environment for students based on better staff team-building, and the initiation of ongoing grade-level collaborations. As one principal noted: "We have replicated several processes that are working in other schools. I identified the strengths, talents and skills of the teachers. I encouraged them to demonstrate their leadership in creating learning opportunities for our students."

In a year-end evaluation of the Leaders Circle activity, a majority of principals found they were able to make change more effectively because of the ability to access the experience of their peers.

So effective has the Leaders Circle model been as a method to improve knowledge transfer and practice, that at least one principal – Gretchen Pitts-Sykes of Detroit OpenMiddle School – recently implemented the Circle process with her building staff and reports she is already seeing improved attitudes and performance.

Finally, as we evaluate the impact of NVSL on our ultimate customers – the students – positive signs are also being noted. "The NVSL program has helped us to improve the writing process for our students. This will help students improve their test scores," one principal wrote.

"Some good learning going on"

"There are two major themes for me: the support and perspectives that we share in the Circle. I am a new principal in my building and we are in a state of change and in different phases of change. The Circle experience allows me to step back and look at what is happening in those different phases ... I have increased my understanding and sensitivity by learning from my peers."

Andrea Ayler
West Side Academy

"This is my ninth year as principal, and I've been in three schools. The Leaders Circle provides me the opportunity to look at useful practices. Each one of us in the Circle has their strength, including the facilitator who brings that business perspective and helps with the process. It is difficult to break away from the school building to get here – but I get here. Because I know that there will be some good learning going on."

Deborah Hunter-Harvill
McMichael Technological Academy

From our scrapbook ...



No DESC annual report is complete without a look back at one of the year's major events: the Volunteer Recognition Luncheon, headlined in 2005 by William Brooks (left) Chairman, President and CEO of United American Health Care. For more on the occasion, please turn to the back page.



DESC mission: Helping those who help others

Community-Based Organizations (CBOs) deliver vital services to people facing serious social issues.

Individuals who are devoted to bringing about positive social, economic, health, and/or educational outcomes within their neighborhoods frequently establish and lead CBOs.

These leaders often have first-hand experience with the social issues they seek to address, providing a strong motivating force for their leadership.

Typically, CBOs are lean and agile, but lack adequate organizational resources to undertake and sustain their activities.

DESC works directly with CBOs throughout southeastern Michigan, and in partnership with two New Detroit initiatives – Strengthening Community Organizations to Promote Effectiveness, and the Compassionate Capital Initiative. (See box below.)

DESC volunteer management consulting services have effected change at



***DELIGHTED BENEFICIARIES** of a November 2005 presentation of the Sweet Dreamzzz Detroit REM Program, these Webster Elementary students carry sleep kits that include a sleeping bag, nightshirt, socks, toothbrush, toothpaste, stuffed animal, activity book and crayons.*

Launched last year ...

Through a program known as the Compassionate Capital Initiative, in 2005 DESC began working with New Detroit to assist community-based organizations in Detroit, Pontiac and Mt. Clemens to build “capacity.” This is one of the few instances that increasing the effectiveness of community organizations has been given the attention it deserves. The outcomes of this Federal program are to professionalize the management and staff, create collaborations, and enhance human and organizational capacity.

The essence of the program is for DESC, together with New Detroit, to independently assess the situation at the client agency and compare this with the agency’s opinion, so that the top three organizational needs are determined (for example, Board Building or Development, Strategic or Marketing Planning, and Budget Improvement). Then DESC and other consulting organizations, such as Community Legal Resources, Accounting Aid Society and N-Power, provide the necessary coaching, mentoring and facilitating to help the agency improve in those areas.

The community impact is significant, yet not readily visible. Without this type of assessment and subsequent consulting, many of these agencies would drift or decline, with negative effect on the neighborhoods they serve. More than 30 agencies are involved thus far, with plans to add another 20 by 2007.

many CBOs, which report benefits in at least one of the following areas:

- ❖ **Sustainability:** Revenues are diversified and volunteers are better utilized.
- ❖ **Networking:** A strong network of similar CBOs now share resources, provides support, and collaborates in joint programming.
- ❖ **Board function:** Board membership and effectiveness has increased with new knowledge of roles and responsibilities.
- ❖ **Leadership:** Executive Directors have expanded knowledge, skills, and confidence in leading their organizations.
- ❖ **Planning:** Strategic and business plans have focused goals and improved effectiveness.
- ❖ **Financial Management:** Board-approved financial policies and procedures are in place.
- ❖ **Growth:** Services have been expanded.

Sweet Dreamzzz Detroit is one of those CBOs. Sparked by the response of one individual to a compelling 1996 Detroit Free Press article, Sweet Dreamzzz is now a busy nonprofit committed to providing bedtime essentials and sleep education to at-risk children.

Two boards oversee programs like Rest, Educate and Motivate and Kitzzz for Kids, in which individuals, organizations and corporations can sponsor individual sleep kits to at-risk children throughout the Detroit area.

That impressive growth was guided by DESC consultants, who were first asked to help develop an effective Strategic Plan, and later to assist in the selection of an Executive Director.

Currently, DESC is working with the Sweet Dreamzzz board to achieve the growth they seek in Pontiac and Ypsilanti.



AMONG THOSE SERVING on the 2005 DESC Board of Directors were (back from left) *B. Craig Orr, Paul Geiger, Jim Suhay, Suzanne Dibble, Brian Glowiak, Robert Hoisington, Ben Smith, Ken Holloway, (front) Jameson Teamor, Jennifer McLean, Myron Frasier, Deanna McGraw, Jeanne Towar and Gene Jacoby.*

Directing Corps efforts in 2005

BOARD OF DIRECTORS

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Carl Smith
Executive
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James W. Suhay, Jr.*
Former Bus. Planning Mgr.
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Diversified Property Services

Jameson L. Teamor
VP DESC Education Programs

Jeanne C. Towar
Former VP/Edit. Publisher
The Birmingham Eccentric

Harvey C. Tull*
Former Div. Controller
Lear Corporation

Henry Whiting*
Former Manager
Manufacturing/Planning
General Motors Corp.

Peter Wong
President & CEO
Roy Smith Company

also served as consultant **also served in Education program *both*

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Federal-Mogul Corp.

Richard I. Bortfeld*
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Sheller Globe Auto.

Charles MacGregor
Former VP & GM
Marshall Fields Eastland

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Entertainment Association

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Chief Operating Officer
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Dykema Gossett

Gerald K. Smith
President & CEO
Detroit Youth Foundation

Shirley R. Stancato
President & CEO
New Detroit - The Coalition

Chuck Stokes**
Editor
WXYZ-TV 7 News

Geneva J. Williams
President & CEO
City Connect Detroit

Your investment powers the impact

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 have played an integral role in helping us make a difference in our community. Thank you for your investment.

KEYSTONE (\$25,000 or more)

DaimlerChrysler Corporation Fund
The Skillman Foundation

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

DTE Energy Foundation
Ford Motor Company Fund
Masco Corporation
State Farm Insurance
Community Foundation for Southeastern Michigan
McGregor Fund

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

Bank One/JP Morgan Chase
Comerica Charitable Foundation
Charter One Bank
Deloitte & Touche LLP *
Pepsi Bottling Group
Detroit Rotary Foundation
The Henry Ford II Fund
The Holley Foundation
HudsonWebber Foundation
Milton M. Ratner Foundation
Harold & Carolyn Robison Foundation
The Elizabeth, Allan & Warren Shelden Fund
Thomas J. Grimaldi
E. E. Hagenlocker

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

ArvinMeritor
Blue Cross Blue Shield of Michigan
Detroit Edison Company*
Diversified Property Services
IBM
New Technology Steel
Platform Learning
Sam's Club

* denotes in-kind services

UNDERWRITERS (CONTINUED)

UPS
The Allstate Foundation
The Anderson Fund
The Clarence & Grace Chamberlin Foundation
Margaret K. & Charles T. Fisher III Family Fund
The R. C. Mahon Foundation
The Herbert & Elsa Ponting Foundation
A. Alfred Taubman Foundation
William C. Adams
Richard I. Bortfeld
Alan Burger
Suzanne Dibble
Kenneth Holloway
Gene Jacoby
Tom Korn
Mary L. Kramer
Deanna McGraw
Alexander McKeen
Niccole Metzger
B. Craig Orr
William Reminder
Lloyd Reuss
Teresa Sebastian
Fred G. & Stephanie Secrest
Benedict J. Smith
Henry Whiting, Jr.

FRIENDS (\$250 - \$499)

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General Dynamics Land Systems
PPG Industries
Dennis W. Archer
Will Caldwell
Tyrone M. Davenport
Myron Frasier
Robert E. Hoisington
James E. Lee, Jr.
Jennifer Tallman-McLean
Michael O'Brien
Martin C. Oetting
Hunter Pickens
Karen Roth
Fred Secrest

FRIENDS (continued)

Mary Margaret Smith
James W. Suhay
Harvey C. Tull
Peter Wong

ASSOCIATES (to \$249)

Aramark
Fairlane Town Center
Jerry "Ted" Beebe
William C. Bishop
Leo Brennan
Robert I. Brown
Dan Bully
Georgia C. Burger
Jack Caminker
Edward Deeb
Stacy A. Dempsey
John and Mary Dorsey
Rex Eames
Michael Gallico
Donna Y. Glass
Helen Hart
Neil Hitz
Joseph L. Hudson
George Johnson
Bill & Ann Johnson
Richard & Carol Jonson
John F. Keegan
Charles B. Kirkpatrick

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Jane K. Nugent
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Jacklin Redmond
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Rolf Russart
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Lloyd A. Semple
Derschaun M. Sharpley
Tom Sipila
Alvie Smith
Robert Smith
Mr. & Mrs. Philip M. Stenger
Mary Tacker
Jameson L. Teamor
Joyce Marie Tibbs
Jeanne C. Towar
Carolyn Walton
Avis White
Earl Wolfe

IN MEMORY OF WILLIAM J. ADAMS

Carstens Elem. School
John Dorsey
Mary Frey
Paul & Gail Geiger
William Grier
Kenneth & Fran Holloway
William K. Howenstein
Michael Kelly
Gene & Pat Jacoby
Charles G. MacGregor
Deanna McGraw
Michael Muchortow
Terry & Leslie Murphy

Lynne K. Nagy
New Detroit, Inc. Family
Jack Rady
George & Rosalind Robinson
Phillip L. Russell
Joel D. Tauber
Henry Whiting, Jr.

IN MEMORY OF BETTY MILNE

Peter Milne

IN MEMORY OF WILL SCOTT

William Grier
Fred Secrest

2005: A year of progress

We are pleased to report a net assets increase of 9% in 2005. Services provided by the Detroit Executive Service Corps increased by 30% as a result of growth in consulting projects, which raised income from client fees by 23%. A full year's operation of the New Visions for School Leaders program funded by The Skillman Foundation also contributed.

Continued support from our donors, including the full-year Skillman program, resulted in an increase in revenue of \$125,830, while expenses increased by only \$104,894. This permitted net income from operations of \$16,526 versus a loss last year of \$4,410.

We have been grateful for such generous support, particularly in consideration of the continued slow economy in the greater Detroit area, compared to the rest of the country.

Of concern for DESC in 2006 and future years is a decline in corporate contributions, which dropped 5% in 2005. With the continued challenge facing the domestic automobile industry, we anticipate a corresponding challenge in maintaining our historic level of corporate support in the coming years.

The containment of expenses this year required extraordinary dedication by DESC staff, inasmuch as during the last half we operated with a reduction of a full-time staff member and ultra-tight expense control.

Looking ahead for 2006, we will need to increase staff to a level that effectively supports our existing programs. Consequently, we have budgeted for new sources of funds.

DESC has been fortunate to obtain the services of experienced and competent volunteers to provide our services for consulting projects and dialogue programs, as well to assist in internal administration. The value of these contributed hours is several times the contributions provided by donors to facilitate delivery of our services, giving the nonprofit and educational communities an enormous leverage in benefits.

VISION

To be recognized as the premier volunteer organization in the Detroit area utilizing professionals in promoting the betterment of nonprofits.

Mission

To enhance the effectiveness of nonprofits, governmental organizations and schools by transferring the knowledge, skills, and expertise of retired and working executive volunteers.

STATEMENT OF ACTIVITIES FOR YEAR ENDING 12/31/ 2005

REVENUES

Contributed Services	\$ 793,980
Corporate Contributions	\$ 124,798
Foundation Grants	\$ 69,704
Skillman Leaders Network	\$ 190,429
Client Fees	\$ 102,825
Individual Contributions	\$ 28,098
Interest Income	\$ 12,412
Total Revenues	\$1,322,246

EXPENSES

Contributed Services	\$793,980
Compensation	\$237,272
Occupancy	\$ 26,264
Office Expenses	\$ 31,632
Technology	\$ 3,848
Public Relations & Marketing	\$ 1,879
Volunteer Support	\$ 5,680
Direct Program Expenses	
Skillman/New Visions	\$ 169,102
Financial Competency	\$ 9,931
Literacy Program	\$ 4,400
Leadership for Principals	\$ 2,685
School Dialogues	\$ 5,016
School Field Trips	\$ 5,654
New Detroit Federal Grant	\$ 4,315
Leaders Circle	\$ 1,264
Consulting	\$ 2,799
Total Expenses	\$1,305,720

Change in Net Assets

Due to Operations	\$ 16,526
Increase in Endowment	\$ 6,989
Net Assets, 1/01/05	\$271,850
Net Assets, 12/31/05	\$295,365

*Note: This is a preliminary financial statement.
The audited statement should be available by July 1, 2006.*

CONTACT THE CORPS

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Web site:

www.esc-detroit.org

Corps math: Dollars + Volunteers = Impact!

Traditional consulting services are at the heart of DESC programs for the non-profit community. For supporters and clients, the results can be summed up in two words: win/win. Because business professionals volunteer their time and expertise, nonprofits receive quality service at an affordable rate, and donors get more bang for their buck.

The equation is spelled out in the headline to this article – Dollars + Volunteers = Impact. Using this formula, DESC consulting services transform contributions from individuals, foundations and corporations into far-reaching results.

With the help of our volunteers, we leverage donor dollars (along with client fees) into strategic plans, fund development plans, more effective boards, accurate financial controls and other characteristics of successful organizational infrastructures.

■ Top client need

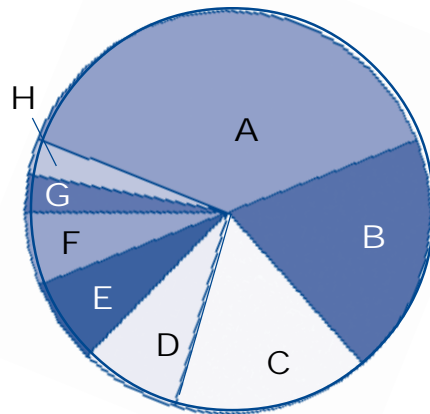
Strategic planning is the most requested traditional consulting service.

In 2005, DESC volunteers worked on strategic plans for 16 organizations with a total client base of 266,000.

Traditional consulting clients bear a portion of the costs for some services. For example, fees for Strategic Planning range from \$250 to \$3,000; the typical organization pays roughly \$1,000.

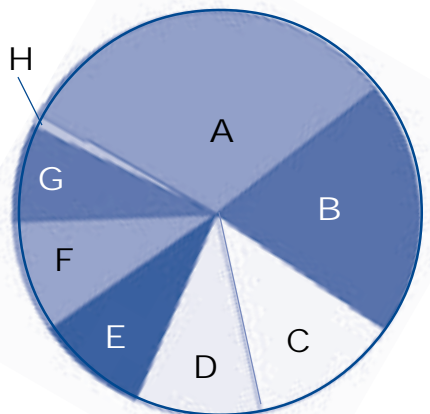
Payment reflects respect for the value received. “Clients’ fees represent their commit-

TYPES OF MANAGEMENT SERVICES PROVIDED TO DESC CLIENTS



- A. Leadership Development 38%
- B. Organization Assessment 19%
- C. Planning 16%
- D. Financial Management 8%
- E. Mentors 7%
- F. Board Development 6%
- G. Fund Development 3%
- H. Special Projects 3%

TYPES OF SERVICES PROVIDED BY DESC CLIENTS TO THE COMMUNITY



- A. Education 31%
- B. Civic & Community 20%
- C. Youth Services 12%
- D. Economic Growth 10%
- E. Arts & Cultural 9%
- F. Health 9%
- G. Social Services 8%
- H. Environment 1%

ment to the project, but come nowhere near the market cost of the experienced consulting they receive,” noted Corps consultant Suzanne Dibble.

Forty-eight DESC volunteers worked a total of 750 hours on Strategic Planning projects last year. That donated time is valued at \$112,500, converting hours at the auditor-approved rate of \$150/hour. And this amount does not take into consideration the value of office support provided by DESC staff.

This leveraging of contributions and grants is evident in other areas, as well. In Fund Development, the Corps served six clients with a client base of 11,000. Services valued at \$12,750 were provided by 10 consultants.

Board Development is DESC’s most intensive practice area, requiring substantial commitment from each client’s board members. Here, DESC served four organizations with a client base of 7,650 in 2005. Eleven consultants worked 272 hours for a value \$40,800.

■ A continuing focus

Whatever the year, the DESC mission remains the same: “To enhance the effectiveness of nonprofits, governmental organizations and schools by transferring the knowledge, skills and expertise of retired and working executive volunteers.”

Since 1982, this mission has created positive and ever-widening ripples throughout the communities we serve.

2005 CLIENTS

TRADITIONAL

Aids Consortium
 Alkebu-Lan Village
 Alzheimer Association
 American Lung Assoc.
 ARC Downriver
 ArtSERVE*
 Asthma and Allergy
 Foundation of America
 Beyond Basics*
 BHPI
 Big Brothers Big Sisters
 Bloomfield Historical Society
 Cable Communications
 Public Benefit Corporation
 Casa de Unidad
 Charles H. Wright Museum of
 African American History*
 Children's Center
 Christ Comm. Develop. Corp.
 Comm. Development Outreach
 Community Literacy Council
 Comm. Network Services
 Detroit Area Pre College
 Engineering Program
 Detroit Friendship House
 Detroit Historical Society
 Detroit Medical Center
 Detroit Zoological Society
 Downriver Council for the Arts
 Friends of Garden City
 Historical Museum
 Friends of the Rouge
 Girlstown Foundation
 Grosse Pointe Artists Assoc.
 Hillel of Metro Detroit
 Historic Boston-Edison Assoc.
 Indepen. Living Housing
 Inner City Sub-Center
 James Madison Community Cen.
 Just Us Families
 Learning Institute of
 Family Education*
 Lula Belle Steward Center*
 Mack Alive
 Mayor's Time Out
 Metro Detroit Mentor Collab.
 Michigan Neighborhood
 Partnership*
 Mosaic Youth Theatre of Detroit
 Motor City Youth Theatre
 National Council of Drug
 and Alcohol Dependency
 NW Detroit Youth Coalition
 Oak Park Business & Ed. Alliance*
 Oakland Housing Inc
 Open Door*
 Operation Get Down
 Palmer Woods Association
 Prevailing Community Develop.*

Rackham Symphony Choir
 Revival Ministries of the World
 RCS Foundation
 S & P Development Corp.
 SHARE
 South Oakland Shelter
 Sweet Dreamzz of Detroit, Inc.*
 Transition of Prisoners, Inc.
 United African Community Org.
 Village of Beverly Hills
 Wigs 4 Kids *
 Winning Futures/Metro Detroit
 Mentoring Solutions *
 Youth & Family Services
 /Dress for Success

DESC Leaders Circle

Mycosis Fungoides Foundation
 Oakland Land Conservancy
 Furniture Bank

DTE ENERGY LEADERS CIRCLE

American Liver Foundation
 American Lung Assoc. of Michigan
 American Red Cross+
 Asian Pacific American
 Chamber of Commerce
 City Year of Detroit+
 Cornerstone Schools Association
 Grosse Pointe Art Association+
 Henry Clark Stroke Foundation
 Holy Cross Children's Hospital
 Partnership for Economic Indepen.
 Rebuilding Communities
 The Emergency Assistance Ministry
 The Engineering Soc. of Detroit
 The Parade Company
 Warren Conner
 Development Coalition+
 Woodward Ave. Action Coalition
 Youth on the Edge of Greatness

COMPASSIONATE CAPITAL INITIATIVE

Agape Village, Inc.*
 Clark Park Coalition*
 Community & Education Services
 for Families, Youth & Senior
 Development, Inc.*
 Deaf Community Advocacy
 Network, Inc.*
 Furniture Resource Center *
 Gilead Group, Inc.*
 Imagine Kids Impact
 Melton Community Services and
 Nonprofit Housing Corp.*
 Mt. Moriah Community
 Development Corporation*

NW Detroit Youth Coalition*
 Piast Institute *
 Student Mentor Partners*
 The Homework Center, Inc.*
 The Southeastern Village (SEV)*
 Twenty-first Century Sisterhood*

COMMUNITY-BASED ORGANIZATIONS

Abundant Care Training Services
 African Dance Works
 ArtSmart-TVI, Inc.
 Bethune Community Council
 Deeper Life Outreach Ministries
 Detroit Hurricanes Youth Prog.
 Evangelical Lutheran Immanuel
 Faith Family Outreach Services*
 Hubbard-Richards Comm. Council
 Jackets for Jobs, Inc.
 Matrix Theatre*
 PuppetART Detroit Puppet Theater*
 REACH Youth Programs Inc.
 Women ARISE*
 Women In Community Services

NVSL LEADERS CIRCLE

Aisha Shule Academy+
 Beckham Academy
 Berry Elementary
 Birney Elementary*
 Boykin Continuing Education
 Cerveney Middle
 Chandler Park Academy+
 Charles H. Wright Academy
 Christ the King+
 Clinton Elementary
 Clippert Academy
 Courtis Elem/Middle
 Courville Elementary
 Crockett Technical High
 Detroit Day School for the Deaf
 Detroit Gesu Catholic Elem.
 Detroit Open Middle
 Detroit Schools of Industrial Art+
 Edison Elementary
 Edwin Sherrill Middle
 Emerson Elementary
 Golightly Educational Center*
 Greenfield Park Elementary
 Hamilton Middle
 Heilmann Park Elementary*
 Hope Academy+
 James B. Webber
 Jamieson Elementary
 Jerry L. White Center
 Kosciusko Elementary
 Langston Hughes

Laurence P. McKenny
 Life Skills Cen. of Metro Detroit
 Martin Luther King High
 Malcolm X Academy*
 Mann Learning Community Elem.
 Mason Elementary
 McGregor Elementary
 McMichael Tech. Academy*
 New Neighborhood Middle
 NHA - Warrendale Charter
 Nichols Elementary/Middle
 O.W. Holmes Elementary
 Oakman Elementary
 Phoenix Academy
 Remus Robinson/Whitney Young
 Gabriel Richard Elem/Middle
 Robert Burns Elementary
 Roberto Clemente Elementary
 Ronald Brown Academy
 Schulz Elementary
 St. Cecelia+
 St. Scholastica Elementary+
 Stark School of Technology
 Timbuktu Academy of Science+
 Von Steuben Elementary
 West Side Academy
 Weston Technical Academy+
 Westside Multicultural Academy
 William H. Taft Middle*

FINANCIAL KNOWLEDGE & SKILLS

Cadillac Middle School*
 Crossman Alternative School
 Detroit Technology High
 Grayling Elementary School
 Van Zile Elementary

DIALOGUES & FIELD TRIPS

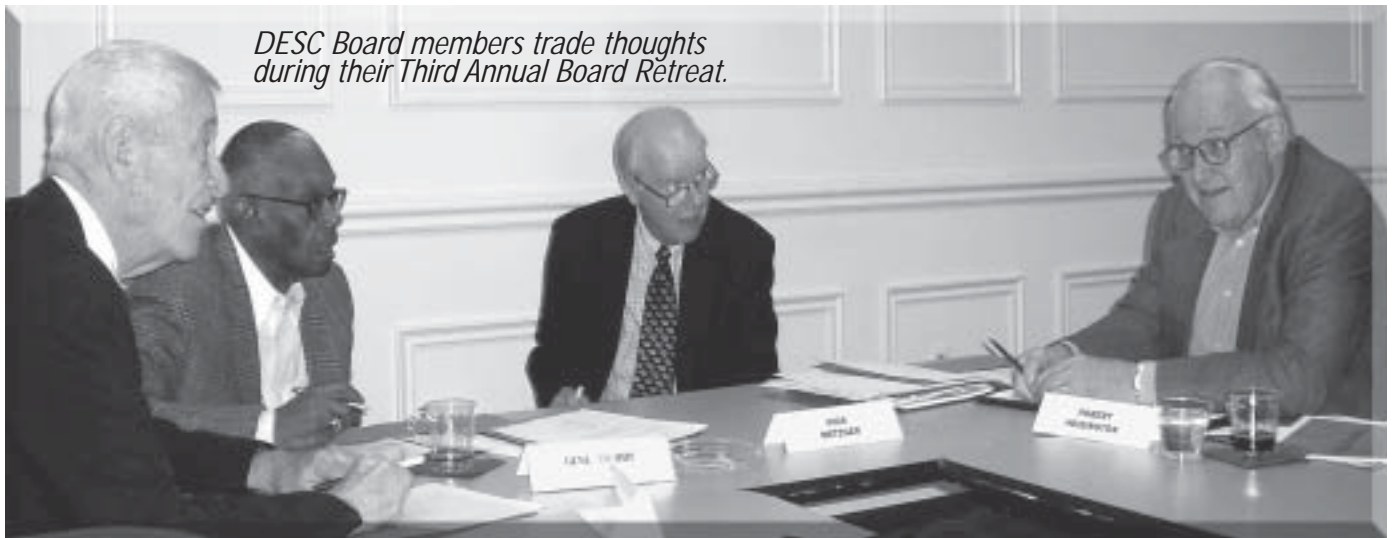
Barbour Middle*
 Beaubien Middle
 Brenda Scott Middle*
 Carver Middle*
 Coffey Middle
 Comm. Media Arts High*
 Drew Middle
 Duffield Middle*
 Earhart Middle*
 Farwell Middle*
 Henry Ford High*
 Ludington Middle*
 Mackenzie High*
 Martin Luther King High*
 Mumford High*
 Murray Wright High
 Randolph Voc. Tech
 Southeastern High*
 Southwestern HS/Commerce
 Western International High*

* denotes multiple services received + more than one participating



Pivotal program returns

Thanks to the generosity of the DTE Energy Foundation, DESC Leaders Circles for nonprofits returned in 2005 after a two-year hiatus. The state-of-the-art program works to hone the leadership skills of nonprofit executive directors, supervisors, department heads and frontline staff. Successful completion requires a commitment of four hours per month for the life of the six-month program. Here, one participant shares some insights during the first session of the revitalized program.



DESC Board members trade thoughts during their Third Annual Board Retreat.

Leadership: Planning is key to effective change

In life, change is inevitable. That also goes for the leadership of organizations. Many nonprofits fear a change of leadership, feeling that momentum may be lost or the rest of the organization will not embrace a new leader. In some instances, leaders stay well beyond their effectiveness.

This can happen if the organization doesn't take a proactive position to prepare for change. The DESC Board of Directors recently completed their third annual Leadership Retreat, facilitated by Geneva Williams. It was a well-planned, intense half-day of leadership training designed to keep the board

on the cutting edge of issues affecting nonprofits.

The foundation for any healthy organization is its strategic plan. Correctly implemented, this plan will provide for an orderly and smooth transition from one leader to the next. Change is no cause for crisis, as the direction of the organization does not rest in the vision of one leader, but on a plan that has already been carefully thought out and agreed to by the whole group.

As an example, DESC has experienced four leadership changes in the past two years. These changes were the sort any organization

might encounter; in this case, prompted by term limits and some unanticipated health problems. And yet DESC is as strong as ever, because it doesn't depend on the Board Chair to set the organization's directions and goals. Our strategic plan is our guide.

It is said the best time to fix a leaky roof is when the sun is shining, and that holds true for preparing a strategic plan. The best time to write a strategic plan is when the organization is stable, not during a time of uncertainty. This will help keep the organization strong and allow for leadership succession to take place smoothly.

2005 EDUCATIONAL PARTICIPANTS

- Kea Aitch**
Youth Director
All Saints
Neighborhood Center
- David Allen**
Constituent Service Rep.
Senator Carl Levin
- Linda Allen**
Manager
HCI Technologies
- John Ambrose**
Admissions Rep.
Marygrove College
- Kumasi Ayanna**
Coordinator
Golightly
Educational Center
- Robert Baker**
Production Super.
Visteon
- Val Baker**
Senior Financial Analyst
ArvinMeritor Inc.
- Sterling Beasley**
President
Sterling Marketing Inc.
- Steve Benavides**
Program Manager
Serv-Metro Yo Program
- Ronald Bettie**
Public Affairs Specialist
State Farm Insurance
- Fletcher Bland**
Consultant
HR Consulting
- Tom Borg**
Consultant
Dale Carnegie
- Courtney Bowen**
Management Develop.
Flagstar Bank
- Perry Boyd II**
Tutoring Coordinator
Academic Advisor
U of M-Dearborn
- Ronald Bradley**
Consultant
BBK Ltd.
- Ronald Briggs**
Chair Vocational Services
Detroit Rotary
- Rob Brunhild**
Director
Compuware Corp.
- Phillip Buck**
President
Director of Sales
- Richard Buford**
Assist. Dir. of Admissions
Saginaw Valley State U.
- Dan Bully, Esq.**
Detroit Public Schools
Office of Charter
Schools Monitoring
- Alan Burger**
Agent
State Farm Insurance
- William Cade**
Dean of Admissions
Baker College
- Tyrone Carter**
Lieutenant
Wayne Cty. Sheriff Depart.
- Minnie Cheney**
Former Auditor
Internal Revenue Service
- Shamra Clark**
Admissions Counselor
Marygrove College
- Mark Cocroft**
Program Director
Corporate Services
- Daryl Cook**
Security Police
Fairlane Town Center
- John Cromer Jr.**
Corporate Developer
America Works
- Princess Currence**
Instructional Design
Marketing Contractor
Nexcelerate, LLC.
- Penny Deitch**
Diversity & CR Director
Compuware Corp.
- StacyAmber Dempsey**
Management Training Mgr.
Flagstar Bank
- Ebony Dixon**
Admission Counselor
Wayne State University
- Sarah Forster**
Management Develop.
Flagstar Bank
- Dave Gamlin**
Youth Entrepreneurship Dir.
New Detroit, Inc.
- Anthony G. Leverett**
VP Detroit Chapter
Black Data
Processing Association
- Duane T. Garth**
Pres. & Financial Advisor
Garth Financial Group, Inc.
- Tonya Garth**
Vice President
Garth Financial Group, Inc.
- Linda Gershel**
Senior Account Manager
Compuware Corp.
- Cynthia Gillis**
Senior Account Manager
Compuware Corp.
- Donna Glass**
Attorney & Counselor
Counselors & Scribes
Legal Services, PLC
- Raggeria Goddard**
Student
U of M-Dearborn
- Simone Griffin**
Program Manager
Platform Learning
- Katherine Happy**
Management Develop.
Flagstar Bank
- Lenora Hayes**
Corp. Com. Relations
Program Manager, IBM
- James Holly, Sr.**
Detroit Compact Coord.
Martin Luther King, Cass
Tech & Renaissance High
- Nolan Hornyak**
Security Policy
Fairlane Town Center
- Dinah Hoskin**
Admissions Counselor
Univ. of Detroit Mercy
- Carina Jackson**
Program Manager
Platform Learning
- Linda Janowski**
Senior Account Manager
Compuware
- Saunteel Jenkins**
Program Manager
Platform Learning
- Gregory Johns-Nash**
Cage Supervisor
Greektown Casino
- Antoinette Johnson**
Claim Specialist
State Farm Insurance
- Ashanti Johnson**
Program Manager
Platform Learning
- Charmaine Johnson**
Program Associate
DPS Office of Research
- Swandolyn Jones**
Program Manager
Platform Learning
- Ed King**
Network Systems Admin.
New Detroit
- Darrell Kirby**
Owner
Teknet Solutions
- Nikisha Kirkland**
MIS Technician
Neighborhood Serv. Org.
- Ron Kurlinski**
Account Manager
Compuware Corp.
- James Lee**
Former Principal
Detroit Public Schools
- Jason Lee**
Executive Director
DAPCEP
- Ronald Lee II**
Teacher Assistant
Burton Int'l School
- Linda Markman**
Senior Counsel
Compuware Corp.
- Annette McAdoo**
A Line Chef
Hyatt Regency Dearborn
- Akila McAllister**
Executive Assistant
City of Detroit
- Henry McClendon**
Dir. Youth Development
New Detroit
- Michael McDonald**
Dir. Partnership Devel.
The Princeton Review
- Renee McDuffie**
Attorney
Renee McDuffie Law Office
- James McGrath**
Regional Director
Compuware Corp.
- Sean McGuire**
Security Policy
Fairlane Town Center
- Judith McNeeley**
Dir. of Marketing & PR
NextEnergy
- Glenn Miller**
Exclusive Agent
Allstate Insurance Co.
- Aniesha Mitchell**
Admissions Advisor
Oakland University
- Cyndi Morrell**
Laboratory Specialist
Ford Motor Company
- John Morris**
Internat'l Represetnative
Skilled Trade, UAW
- Gary Moss**
Education & Comm. Affairs
DTE Energy
- Vanessa Nava**
Admissions Counselor
Wayne State University
- Charles Neal**
Former Assist. Div. Dir.
of Employment Planning
Wayne County
- John Oehlers**
Vice President
Compuware Corp.
- Phil Okun**
Director
Compuware Corp.
- David Padilla**
Former Plant Man./Sec.
Kaufman Corporation
- Barbara Jean Patton**
Dir. Comm. Relations
Aramark

2005 EDUCATIONAL PARTICIPANTS

Fred Pearson Director Wayne State University	Rich Royer Manager Compuware Corp.	Chevis Spratt Activities Coordinator DTE	Joyce Tibbs Director Curriculum Detroit Public Schools	Montisa Watkins On-Site Director CMU – Upward Bound
Brian Quinn Global Tech. Director TI Automotive	Robert Sanchez Marketing Student U of M-Dearborn	Charles Summer Instructor, Golightly Educational Center	Kerrie Trahan Student U of M-Dearborn	Keith Williams Dir. Dept. of Chemistry Wayne State University
Sherry Quinn Comm. Consultant Squinn Communications	Derschaun Sharpley President/CEO Helping Individuals Succeed	Edwinia Tansil Admissions Counselor Marygrove College	Lisa Trent Student U of M-Dearborn	Terry Wilson Financial Investor Garth Financial Group Inc.
Steve Raphael Business Reporter Ann Arbor News	James Slappy Police Officer Detroit Police Dept.	Eric Thewes Account Manager Compuware Corp.	Austin Tukes Student WC Community College	Vernell Wilson Realtor Keller Williams Realty
Thor Rasmussen Comm. Relations Spec. ArvinMeritor	Michael Sloan Agent State Farm Insurance	Marian Thomas Development Specialist WCCC District	Delphine Van Buren Program Specialist Platform Learning	Sherry Ann Wynter Admin. Assistant Partner Plus U of M-Dearborn
Dalton Robertson Prog. Assoc. Economic New Detroit	Diane Smalley Pastor Gratiot Ave. Presbyterian	Michael Thomas Director Partner Plus U of M-Dearborn	Carolyn Watkins Project Manager IBM	Paula Young Program Associate New Detroit
Regina Rodgers President, R & D Assoc. Consulting Services	Deborah Smith Claims Representative State Farm Insurance			

Impact: Measuring 2005 by the numbers

CONSULTING SERVICES

	DESC Services Provided	Number of Volunteers	Direct Volunteer Hours	Administrative Volunteer Hours	Number of Citizens Impacted	Cost of Service Rendered
Consulting	136	228	3,111	108	461,000	\$133,948
Community Based Organizations	65	93	1011	21	12,000	33,096
New Visions for School Leaders	71	13	511	na	71,000	194,788
Leaders Circles	36	8	75	na	6,000	13,588
Consultant Training	na	23	154	929	na	in program costs
Board/Committees/Planning	na	68	na	715	na	in program costs
Total	308	433	4862	1773	580,000	\$ 375,420

EDUCATIONAL SERVICES

	DESC Services Provided	Number of Volunteers	Direct Volunteer Hours	Administrative Volunteer Hours	Number of Students Impacted	Cost of Service Rendered
Educational Services						
Round Table Dialogues	22	229	886	0	1,102	\$116,877
Field Trips	20	6	18	0	466	\$ 15,043
Financial Literacy	5	7	20	0	90	\$ 4,400
Facilitation Board/Planning	na	20	na	294	na	in program costs
Total	47	262	924	294	1,658	\$136,320

Outstanding contributors honored at 2005 event



Receiving top awards at the 7th Annual Volunteer Recognition Luncheon were (back row, at left and right) Dave Gamlin and Alan Burger (Exemplary School Activity), Consultant of the Year Neil Hitz (center) and Karen Roth (Robert F. Magill Leadership).



Accepting the Outstanding Corporate Support Award for Comerica Charitable Foundation from Ken Holloway was Melanie Odom.

Some initiatives to watch for in next year's report

While we celebrate the success of the past year, we are forging ahead with new plans for 2006. We see many opportunities to improve DESC services in the coming months and years.

In 2005, we focused efforts to build

leadership skills in the community by continuing our commitment to innovative programs like New Visions for School Leaders and the Student Exchange Encounter. We also launched the DTE Energy Leaders Circle for nonprofits.

Our plans for 2006 include better support of financial accountability and transparency – both of growing importance to nonprofit organizations, funders and the community. DESC plans to secure resources for a comprehensive financial management program to improve fiscal competencies of nonprofits in southeastern Michigan.

Leadership will continue to be a focus area. Good governance for nonprofits is increasingly critical to success. Board members across our region are seeking knowledge and skills to guide their organizations. Three DESC consultants – Dennis Dupre, Tom Korn and Jerry Knoppow – have redesigned the DESC Board Development program to meet this demand. The enhanced services began in January of 2006.

Finally, encouraging students in the City of Detroit to reach high for a college education will be the theme for a new College Prep program offered by DESC in the spring of 2006. We will be bringing together local colleges, universities and students for a day of dynamic dialogue about higher education and career opportunities.



Supporting Corps efforts in 2005

Pausing for a staff portrait at the May 6 annual lunch were (from left) Austin Tukes, Lynne Nagy, Jacklin Redmond, Donna Daniel, Jacqueline Johns-Nash, Deanna McGraw and Jameson Teamor.