2021 Impact Report
Issued November 2021

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Building an Economy That Works for Everyone

Accounting Aid works to achieve its mission through our...

Volunteer Income Tax Assistance (VITA): Free tax help for households who need assistance in preparing their returns and navigating the tax process.

Low Income Taxpayer Clinic (LITC): Education, outreach, and pro-bono legal representation to help lower-income and ESL taxpayers solve their tax problems.

Accounting Aid Academy: Culturally competent education, technical assistance, coaching and tax prep for small business owners in Metro Detroit.

The mission of Accounting Aid Society is to provide tax assistance and other services to promote the economic self-sufficiency of low- to moderate-income families, seniors, and others in need through programs, volunteerism, and partnerships.
Dear Friends

It’s hard to believe that this past March marked one whole year since life threw us one of the biggest curveballs many of us have experienced in quite some time. Unprecedented, challenging, uncertain, trying – these are all words that we’ve heard over and over to describe the nearly two-year COVID-19 pandemic period. But when I think about just how far we’ve come since COVID-19 hit right in the middle of the 2020 tax season, and how much we’ve accomplished, especially over the last year, it is nothing short of remarkable.

2021 was our second time operating in a global pandemic – our second tax season, our second year of small business memberships, and our second time helping families resolve their tax problems in a virtual environment. And, while this year was not without its continued challenges, we still touched over 13,500 lives in southeastern Michigan. This is an incredible testament to the commitment, passion, confidence and support from YOU – our volunteers, our staff, partners, donors, and beyond.

In the last year, we continued to see a growing demand for tax assistance as two more rounds of stimulus checks were issued, and many households became newly eligible for important tax credits and were therefore new to navigating the tax system. Public health restrictions continued to impact our capacity for in-person services, but through an effective service-delivery mix of remote tax preparation and “Drop-and-Go” options, over $15 million in refunds and credits were placed into the pockets of our community members.

In March, the American Rescue Plan brought significant relief to 90% of American families with historic expansions and improvements to the Child Tax Credit (CTC) and Earned Income Tax Credit (EITC), two of the most effective poverty-alleviation programs in the country. As the regional expert in these expansions, and as part of our work through our Low Income Taxpayer Clinic (LITC), we’ve appeared in multiple news articles, town halls, presentations, panels and other outreach events to spread the word about the expansions, how they work, and what they mean for families raising children.

The Accounting Aid Academy, our small business services program, welcomed Jeremy Lewis as its new director and launched THRIVE, and, as you’ll read on in the following pages, it’s the Academy’s most intensive and impactful program to date.

You have made all this possible. Thank you for your unwavering support, and we are grateful to have you on our team as we strive to meet the upcoming challenges while seizing new opportunities as we move ever onward.

In gratitude,

Kathleen Hatke Aro
President

Lisa Howze
Board Chair
A significant amount of financial assistance for lower-income families is distributed through the tax code - and can only be accessed through filing a tax return. These financial supports come in the form of tax credits, most notably the Earned Income Tax Credit (EITC) and the Child Tax Credit (CTC), but also Economic Impact Payments, American Opportunity Credit, Child and Dependent Care Credit, among others.

Since 2017, Accounting Aid Society has been the lead operations partner in the City of Detroit’s EITC Expansion Campaign, a city-wide effort to reverse the trend of Detroiters leaving $80 million in EITC on the table annually. Led by Mayor Mike Duggan, and in collaboration with United Way for Southeastern Michigan, Bloomberg Associates, and other community partners, we’ve helped 37,000 more Detroiters claim the EITC and returned $179 million in credits to Detroit tax filers over the years.

Much like 2020, the 2021 tax season was no average year in light of the ongoing coronavirus pandemic, and the stakes have never been higher for these credits - especially for the EITC and CTC, which both underwent historic expansions as part of the American Rescue Plan.

Even as the COVID-19 pandemic continued into 2021, our outreach didn’t stop. We are fortunate to have partners who share our missions and help us spread the word about the EITC in creative ways and through new mediums.

In January 2021, President Kathleen Aro and Chief Operating Officer Gabrielle Thomas were honored to be featured on Bloomberg Philanthropies’ Follow the Data Podcast. This ongoing series begins each episode with a key data point that gives insight into a problem Bloomberg is addressing, then the podcast’s guests share their expertise and stories on how their work impacts the data. This episode’s data point: **80% of eligible Detroiters were leaving $80 million in Earned Income Tax Credits unclaimed.**

In the episode, Kathy and Gabrielle described Accounting Aid Society’s work with Mayor Mike Duggan, Bloomberg Associates, United Way for Southeastern Michigan, and other community partners to reverse this troubling trend of Detroiters leaving millions of tax credits unclaimed each year. Kathy and Gabrielle discussed how the agency and its partners developed a multifaceted strategy to spread the word about the EITC, how to increase access to volunteer-driven tax preparation, and strategies to encourage eligible households to apply for the EITC.
Mayor Mike Duggan was also featured on the episode, talking about the phenomenal success of the team’s efforts and how so many more Detroiterstarted to claim the EITC. Mayor Duggan also discussed how, when the pandemic hit in the middle of the 2020 tax season, this work became an even more powerful program and opportunity to adapt, innovate, and evolve to ultimately connect even more people to the EITC:

“I have no idea how they did it; Accounting Aid Society and all of our partners managed to continue this online, and we had 2,000 more people this past year file for their EITC online than had done when we had our 20 sites open. I think our long term plan will be to blend the in-person sites and online-sites.”

We’re glad that the word is getting out, with the help of Bloomberg Philanthropies, that the EITC is a game changer for so many people, and we’re proud to have them, the Mayor’s office, and all our partners on the EITC team. The full podcast episode is available (for free) on iTunes or Spotify, or it can be streamed on Stitcher.

“The very first client I prepared taxes for, she was a working grandmother, taking care of her two, very young granddaughters, and she received an Earned Income Tax Credit of nearly $2,500. She was so excited when we were done, that she jumped up, gave me a big hug, and said she was going to use the money to buy her granddaughters some new school clothes and supplies, pay outstanding bills, and she hoped there would be a bit left over to take the kids out to dinner and a movie. As I think about it, I prepared that tax return almost 15 years ago, and I can still see the smile and look of relief on her face. That’s the kind of memory that stays with you forever.”

- President Kathleen Aro on Follow the Data
Lights, Camera, Advocacy!
Video Pilot Project with the Ford Motor Company Fund

Cliché or not, “a picture is still worth a thousand words,” which is why Ford Motor Company Fund and Accounting Aid worked together on Ford’s Light’s Camera Advocacy! pilot project. Thanks to Ford’s funding and professional resources, Accounting Aid was able to team up with a customer experience agency and a skilled animation team to craft our “Meet Ruby” video - a brief but effective video message that tells the story of how big a difference the EITC can make to families. Ruby takes viewers on a trip through claiming the EITC and celebrating the benefit of that extra income for her kids.

We know about the difference the EITC can make, and now, thanks to Ruby, thousands more members of our communities can see the difference as well.

You can watch our “Meet Ruby” video in English or in Spanish by visiting Accounting Aid Society’s Vimeo page.
Every tax season, Tiffany faced a tough choice: prepare her own taxes with limited tax knowledge, or pay a preparer hundreds of dollars to make sure her return was correct and she received all of her credits. After years of choosing the latter, she decided to take control of her finances and make a change—a change that would later translate into homeownership, a new found confidence, and overall a better life for her son, Micah.

“I got tired of finding places to do my taxes where I would literally have to shell out $300-$350 for just my taxes being filed for that year,” Tiffany explained. “Being a nurse’s aide, it’s a decent living wage but it’s not as if it’s over the top. I said, ‘there’s gotta be a way where I can go somewhere where it’s much cheaper.’”

After doing research online, she found Accounting Aid Society’s tax assistance program, which provides tax preparation to income-eligible families at no cost, helping them save all of their money so they can spend it on what matters most.

Over the last 5 years, Tiffany, a lifelong Detroiter and single mother of one, has saved an estimated $1,500 in tax preparation fees alone. The money she’s saved in fees, combined with an Earned Income Tax Credit worth $2,500 – $3,500 every year and the rest of her annual refund, has put her on the path to being a homeowner. Largely in part to the EITC, she’s paid off 3 credit cards, opened a savings account, and raised her credit score by over 200 points.

But her financial freedom means more to her than a home—it’s given her a new-found confidence and independence.

“The EITC was definitely a blessing. I’m now in the process of buying a lovely Detroit home. I was able to set up a savings account so that I’m going to put money down on the home.” I said ‘son, I want to leave you with a home so you never have to witness any kind of hardship.’ So that’s my goal right now, and I’m just so grateful for Accounting Aid Society.”

“I know this: whomever I’m doing business with, they’ll know that, ‘okay, this is a lady who handles financial business, she pays her bills on time, and I can trust her to make timely payments - just by looking at her credit score.’”

Tiffany says her favorite thing about Accounting Aid Society is the education she receives. “What I like most about Accounting Aid Society is that each time I would come to be serviced, they educated me.

So, you know, from the most minute part of learning about how taxes work to the greater good of it all. I was educated and that’s the main reason I want to return year after year.”
It can sometimes be difficult to see the very personal connection between taxes, relationships and futures. But there is no better way to see that connection than hearing it directly from someone who has experienced it. Take Tracey, who, in the middle of a divorce, job loss, and global pandemic, credits the trust and relationship she developed through Accounting Aid Society to her new pathway out of tax delinquency and toward financial solvency.

“\textit{I was having some financial issues and hadn’t done my taxes in a while. I was just going through a divorce, being laid off, and I needed some help. There are those online tax things but I don’t know how to use them. I didn’t have any knowledge of it. My husband always had an accountant and in previous years he would go to a tax service to get them done, so I never really had to deal with it. My situation was looking pretty bleak if I had to pay the money they were looking for for my back taxes.}”

One of Tracey’s former colleagues referred her to Accounting Aid Society’s Low Income Taxpayer Clinic (LITC), Accounting Aid Society’s program that helps taxpayers resolve tax issues they haven’t been able to solve on their own. Working together with Fran, Accounting Aid’s LITC Associate, Tracey learned about her options, the different processes as far as delinquency, and was able to put together a plan to start paying back the IRS.

But the process wasn’t easy. Finding all of the information and documents the IRS needed was tedious and required a lot of trust between Tracey and Fran. While the two never actually met in person due to the ongoing COVID-19 pandemic, Tracey says the trust and the relationship they built were extremely important to resolving her tax debt, and she wants skeptical newcomers to know:

“As far as new people coming in the program, I felt so comfortable working with Fran. There is a lot of personal information you have to share, but I didn’t feel strange. With Fran, there was a comfort level - work ethic, personality, she definitely knew what she was doing. I felt comfortable and confident how everything was going forward - whether my situation turned out great, okay or bad, I know she tried her best. Very high level of trust there. There was a lot going on - I lost people in my life to COVID-19 and there were lots of struggles and we just worked together closely as a team and we were able to conquer that.”

“It was really awesome working with Fran. She explained everything, very clearly, and told you what your options are. She would say things like ‘if this doesn’t work, we can always try this.’ It was great. She helped decide on the best route to go and what my options were. It really saved the direction I was going in. I’m grateful we were able to figure out a plan and go forward with it, and I was able to come up with the money. The money was still out of my reach but with this plan it was much, much more affordable.”
It’s impossible to underestimate the economic damage COVID-19 has caused across the world. The U.S. Census estimated in September that close to 9 million more Americans became poor during the pandemic, and in Michigan, the percentage of children living in poverty rose to 17.6%. But nobody needs to tell Julie, a single mother on Social Security Disability, about the impact of the pandemic on families like hers.

After contracting the virus last year, Julie was unable to work while battling breathing issues and teaching her daughter, who also contracted the disease - for Julie, that meant homeschooling “because I’m not ready to send my child back to school.”

For Julie and the many families struggling to cope with the economic fallout of the pandemic, help arrived in March with the expansion of the Earned Income Tax Credit and, most notably, the Child Tax Credit (CTC), two of the most effective Federal poverty-alleviation programs in the country.

Changes to the CTC not only meant higher benefits and advance payments for almost 90% of households with children, but many households - like Julie’s - became eligible for the CTC for the first time. Julie is a single mother who, despite being on Social Security Disability and having a qualifying child, did not qualify for the CTC previously because, ironically, she didn’t earn enough income.

Newly eligible families faced novel challenges, however, including inflated commercial tax preparation fees, increased identity theft, and misinformation that could all impact families facing new and complex laws. And for Julie, navigating the road to financial relief wasn’t easy. Julie hasn’t historically filed federal taxes, so the process to claim the CTC was intimidating and confusing. She tried using the IRS’s new online CTC portal to register for monthly payments but, like many other non-filers, she wasn’t able to bypass the system error messages that occurred during the initial launch of the portal.

Ultimately, though, the error messages turned out to be a blessing in disguise. Julie realized she needed additional assistance to claim the CTC payments and came to Accounting Aid Society. To her amazement, she was also able to claim stimulus payments, $1,500 in Homestead Property Credits, and the Property Tax Exemption, three tax benefits that would have slipped through the cracks if Julie had only filed through the IRS CTC portal.

Julie began receiving a $250 monthly advanced Child Tax Credit payment in July and will receive the balance of the $3,000 credit when she files her taxes in 2022. The extra $3,000 will be a significant relief for Julie and her daughter. “Oh, man will it! I’m homeschooling right now because I’m not ready to send my child back to school, and I can’t work right now. $3,000 will really mean a lot to me and what I can do.”

Today, Julie is happy that she can continue to homeschool and spend time with her daughter, who is excelling in her school work. “When it’s safer, I’ll put her back to in-person learning, but she’s doing great.” As for those 2022 taxes, Julie laughs and says “I just leave it to the people who know.”
“I’ve gotta say that one of the most important aspects of THRIVE has been the opportunity to form relationships with Rachel and Tarryn. And let’s be honest – it’s been easy to do that when we all look the same, and [THRIVE staff] look like us. Because of that it’s been easier for me to share the ugly side of my business and begin to fix those issues. We don’t always want to share our mess with people that don’t look like us. I appreciate the intentionality the Accounting Aid Academy demonstrated via this program and I’m glad I was invited to participate.”

-THRIVE Participant Ederique Gudia, owner of In the Business of Food, a food service-based consulting agency that creates curriculum, facilitates workshops, and consults for women and People of Color-owned or led businesses and nonprofits. Learn more about In the Business of Food here.

“I’m almost embarrassed to admit how little I knew about running a business. The bi-monthly one-on-one sessions have introduced me to critical tools business owners must know and how to interpret and generate important reports. I especially appreciate the assignments given and the encouragement to complete prior to the next meeting. Much progress has been made through this process.

“I look forward to the whole-group monthly sessions as well. Having run non-profit programming for a number of years, it’s obvious how invested and genuinely interested in our success that the entire team exhibits. The monthly session’s lecture is a great way to introduce concepts and next steps. Funders should know how efficiently the program is being run AND how effective it is in teaching entrepreneurs how to run a business. I thank you for this opportunity.”

-THRIVE Participant Patricia A. Rencher, MA, MPA, Gert. Cert. of Urban Aging News, a product of Urban Aging, a free, quarterly community newspaper targeting seniors, their families, their caregivers, and aging services providers with information on resources, programs, products, issues and tools to facilitate aging in metro Detroit. Learn more about Patricia and Urban Aging News here.

In the spring, the Accounting Aid Society launched and introduced THRIVE, the Accounting Aid Academy’s newest program aimed at supporting the continued work to drive expansion for historically underserved small business owners. Focused on preparing owners to be capital-ready, THRIVE provides members with sustained coaching in bookkeeping, financial statement evaluation, business decisions, finances, and leveraging capital.

THRIVE is the result of a combination of learnings, findings and best practices derived from the Academy’s existing three “levels” of service offerings – (1) education and assessment, (2) a-la-carte services, and (3) Academy Membership. Offered to a select number of small businesses who have already progressed through the Academy’s other services, THRIVE builds on small business owners’ progress and focuses on the next step in their business journey - financial statement evaluation and business decisions. Every month, each of the THRIVE members meets with a bookkeeper to produce a set of financial statements, before working with a business coach to review the statements, identify gaps, reconcile gaps, and evaluate what they mean and how they can affect different business decisions.
Crain’s Best-Managed Nonprofit: Winner Under $3 Million

You supported us, we pivoted, and together, we put over $15 million into the pockets of our community members – amid a global pandemic, remotely, and during a tax season that was twice as long, requiring twice as many resources – leading us to be named Crain’s 2020 Best-Managed Nonprofit.

Not only is this the second time in the agency’s history winning the award, but Accounting Aid Society is also the only repeat winner in the history of the program, which honors the best in leadership and financial stewardship in the philanthropy community. Last year, Crain’s asked nonprofits to share how they adapted their operations to continue to meet their missions during COVID-19. After a record number of applicants were interviewed by a panel of nonprofit experts and underwent a financial review, Accounting Aid was named the winner in the under $3 million revenue category for pivoting our operations to ensure families received their tax refunds and stimulus payments during the pandemic. In just three short weeks after the state-level shutdown, we developed, tested and implemented VITA ACE, a new system that gave families a safe and secure way to have their tax returns prepared for free, without leaving their homes. VITA ACE, which stands for “Accessable, Convenient, and Electronic,” was among one of the first totally virtual volunteer income tax assistance programs approved nationally by the IRS.

While the award recognized VITA ACE and our other efforts during the pandemic, the recognition is truly about our staff and volunteers, who came together in incredible ways to continue moving our work forward. Our entire team and volunteers never considered stopping, and we emerged stronger than ever because of their collective dedication and determination.

The award is also a testament to the unwavering commitment to our community from our funders and partners, who continued to believe in us and support our work in times of uncertainty – and to you, our donors and supporters, who walked alongside us and helped us to continue to build futures in the face of crisis.

“It was such an amazing effort ... everyone pitched in and worked pretty much nonstop because of the importance to our clients.” - President Kathy Aro, Crain’s Detroit Business
Earlier this year, president Kathleen Hatke Aro announced her plans to retire at the end of the 2021 calendar year, concluding her 17 years with the agency and a remarkable career that includes various leadership roles in both the for-profit and nonprofit sectors.

“Accounting Aid Society has been fortunate to have Kathy Aro serve as its president during one of the most challenging times in the agency’s nearly 50-year history,” said Lisa Howze, Chairperson of the Board. “For the past 17 years, Kathy’s steady hand, cool head, and ability to rise to every new challenge have been key to the agency’s growing success. In her absence, the Board and I are confident that she has built a solid executive leadership team that will continue to move the agency along that same path of success.”

Kathy has led the agency since 2004, back when Accounting Aid Society was a moderately sized nonprofit returning around $6 million in tax refunds and credits through tax assistance. Since then, under her leadership, Accounting Aid Society has blossomed into a multi-programmatic organization, the largest provider of volunteer-driven tax preparation in the state, and is recognized as the regional and subject matter expert on tax preparation, education and advocacy. Thanks to her leadership and expertise, Accounting Aid Society has been named Crain’s Detroit Best-Managed Nonprofit twice – in 2008 and again in 2020, and is the only repeat winner.

“Thank you to all who have supported our work through donations of talent and treasure, and a heartfelt thanks to the dedicated and talented staff of Accounting Aid, who have taught me so much about leadership, integrity and how to be a better human being. I also want to extend a special thank you to Gabrielle Thomas, Chief Operating Officer, who has been with me throughout these many years, for her loyalty, dedication, sense of humor and unwavering resolve to make the world a better place.”
- President Kathleen Hatke Aro

“When I became President of Accounting Aid Society over 17 years ago, my four-year old daughter proudly announced to her preschool class that my new job was ‘President of the World.’ Although she may have exaggerated the scope of my duties a tad bit, she captured the emotion I felt at the time and still do – one of immense pride at being associated with an organization that for nearly 50 years has provided stellar services to our community.”
- Kathy Aro

Kathy’s leadership, strategic direction, and commitment to economic justice cannot be overstated. In her 17 years as president, she has developed and cultivated relationships with community leaders, volunteers, staff, clients and everyone in between, solidifying the reputation of Accounting Aid Society as a trusted resource and trailblazing force for change. In recognition of her accomplishments, Kathy received the Eleanor Josaitis Unsung Hero Award for her dedication to addressing poverty and income inequality at the root of many problems that challenge Detroit and Southeast Michigan.

Kathy’s insight, vision, and collaborative strategies, combined with her incredible passion for our mission and the community members we serve, have shaped Accounting Aid Society into the organization it is today. She has led the organization through good times and challenging times while embodying integrity and perseverance, and possessing the talent to bring people and organizations together around a common goal of building an economy that works for everyone and helping move the community forward. In retirement, she plans to embrace her new role as grandmother, the spoiler, and envisions many podcasts, books, travels and growth opportunities in her future.
Addressing Diversity, Equity and Inclusion

Supporting one of the nation’s most diverse yet one of its most inequitable metro areas, Accounting Aid Society celebrates the vibrancy of where we live and also recognizes our obligation to grow in ways that accurately reflect our mission to create an economy that works for everyone. In this regard, Accounting Aid Society is committed to policies and practices of diversity, equity and inclusion by creating robust organizational pathways that ensure all people – staff, clients, volunteers, and supporters – are at the agency’s table, where they feel welcomed, heard, and valued.

To fulfill this commitment, our Board of Directors is engaged in a series of conversations to foster an environment of authentic invitation and appreciation of different perspectives. These conversations will guide the Board as it defines its values relative to diversity, equity and inclusion and lay a foundation from which to build across the organization. With a shared understanding and alignment of the language that underpins the DEI conversation, the Board will examine the purpose and connection of this work to the mission of Accounting Aid. Once these connections are clearly identified, the Board can begin building alignment on shared equity values and beliefs to guide the work of the organization.

We hope we can count on all of you to share this journey with us as we learn and then put this knowledge into fruitful action that will carry the agency forward, building the framework of diversity, equity and inclusion into the services we provide and into our communities.
Get Involved

Volunteer!
Make an immediate difference by putting money directly into the pockets of metro Detroit households. Interested in learning more?

Email us at: volunteer@accountingaidsociety.org
or visit accountingaidsociety.org/volunteers

Stay Connected
‘Like’ and ‘follow’ us on Facebook: facebook.com/accountingaidsociety
or on LinkedIn: linkedin.com/ company/accounting-aid-society

Share this Impact Report with 1 friend.

Donate
Your support puts millions back into economies across southeast Michigan.

To invest in Accounting Aid, visit us at: www.accountingaidsociety.org and click on ‘Donate’!
**Financials**

**Expense Categories by Program**
- Volunteer Income Tax Assistance (VITA) - 58%
- Low Income Taxpayer Clinic (LITC) - 9%
- Accounting Aid Academy - 19%
- Community Engagement - 14%

**Revenue**
- Corporate Funding - $804,250
- Foundation Funding - $690,242
- Individual Funding - $87,248
- Government Funding - $850,680
- Program Income $104,111
- Investments - $31,399
- Donated Goods & Professional Services - $482,295
- Total - $3,050,225
Donors

Alan C. Young & Associates, P.C.
Gerard and Kathleen Albanese
William Allen
Ally Bank
Leslie Andrews
John and Joan Anstett
Kathleen and John Aro
John Aufdemberge
Bank of America
Howard and Nancy Baron
David Bayer
Sarah Bendit
Robert Bignell
Kenneth Bluhm
David Boudreau
Karen Carter
Judith Christian
CIBC
Citizens Bank
City of Detroit
Comerica Bank
Community Economic Development Association of Michigan
Community Foundation For Southeast Michigan
Terry Conley
Jason Cooper
Crains Communication Inc
Katrina Crawley
Brad Cromwell
LaShanda Davis
Mary Jo and Chip Dawson
Patricia DeGiuli
Deloitte LLP
Gary Dembs
Derderian Kann Seyferth & Salucci, P.C.
Bill Dillon
Peter Dolan
Colleen Dolan-Greene
Dennis Dolbee
Diane and Doug Dossin
DTE Energy
Kimberly Dunklin-Mapleh
Pamela Denise Dupree
Lewis & Janet Elbert
Thomas and Jordeen Ericson
Richard Eusani
Elizabeth Everett
EV
Ted and Stacey Farmer
Rick Favor
Sally Fedus
Fifth Third
John and Veronica Finch
Flagstar Bank
David Fleetham
Phyllis Fleetham
Jonathon Flott
Kathryn Fok
Estralia Ford
Ford Motor Company
Carol Forsythe
Lisa Fort
Linda Forte
Nancy Fournier
Angela Gabridge
General Motors
Leslie Graham
Kevin Green
Arthur Green IV
Walter Greene III
Mark and Deborah Habel
Edward Hammond
Melody Harden
Emiko Hayashi
Matt Hetherwick
Diane Hockman
Lisa Howze
Lynne Huismann
Marshall Hunt
Huntington Bank
Internal Revenue Service
Intuit Financial Freedom Foundation
Tamara Johnson
JPMorgan Chase
Mike and Nancy Kalasinski
Peter Keating
Bruce and Laura Kennedy
KPMG LLP
Kathleen Kristofice
Thomas Lakocy
Barbara Lavey
Hattie Lawson
Lawrence Leaman
Thomas Linn
Jeramey Lynch
Susan Martin
The Mary Thompson Foundation Mascro Corporation
John R. McGee
McGregor Fund
William McLaughlin
John and Jodi Ann Micallef
Vincent Micallef
Brad and Lori Michaud
MICPA
Katie Migliazzo
Mary Milewski
William Howard Morris
MotorCity Casino Hotel
MRPR Group
Jack and Cherri Musser
New Economy Initiative for Southeastern Michigan
Gregory Nowak
Carol Osborne
Oxford Bank
Rick and Suzanne Pacynski
Ram and Lakshmi Sundaram Foundation
David Rehrauer
Jay Reynolds
Joseph Robach
Alexandra Roche
Doug and Nancy Roosa
Robert Rowland
Rubenstein Isaacs, P.C
SAE Foundation
Cynthia Santori
Vesna Savic
Mark and Kathryn Savitskie
Lloyd and Diane Simpson
Carol Singer
State Bar of Michigan
Willena Stiles
William and Julie Storen
James Straith
Brendan Sullivan
Tax Executives Institute Inc Detroit – Detroit Chapter
RameshTelang
Julie M. Telang
The Elizabeth, Alan & Warren Shelden Fund
The Vera and Joseph Dresner Foundation
Tomika Thomas
Gabrielle Thomas
Jessica Toth
Mary Travier
Tadashi Tsukuda
United Way for Southeastern Michigan
Annette Vanover
VMLY&R Foundation
Janet Webley
Petrit Zaimi
Robert Zalewski
Volunteers

Luz Acosta
Dawn Aginian
Noor Al-khafaji
Lisa Amador
John Anstett
Meena Balakrishnan
Michael Bastien
Alan Baum
Lois Beerbaum
Wanda Black
Jeff Blowers
Brenda Bonilla-Martinez
David Boudreau
Kat Bounds
Catherine Boussie
Gary Bryner
Rosana Cabral
Susan Callahan
Catherine Campbell
Lisa Campbell
William Chase
Lixia Chen
Cynthia Churches
Carl Corman
Brad Cromwell
Diane Cromwell
Jeanne David
Rami Deoubk
Patricia DeGiuli
Joseph Dennison
John Dillon
Bruce Dziadzio
Richard Dziadzio
Tracy Eck
Lew Elbert
Donna England
Richard Eusani
John Finch
Jose Flores
Tony Flores-Padilla
Jon Flott
Dennis Fogel
Paul Formosa
Douglas Fournier
Emily Fox-Wright
Steven Fuja
Susan Gainer
Colette Galayda
Ed Golick
Kevin Green
Ali Haidar
Robert Harner

Tanya Heaphy
Maris Hecht
Barbara Heyser
Tom Hill
Marshall Hunt
Eilish Keating
Peter Keating
Jay Kleiman
William Kobus
Carol Kranz
Mary Kriewal
George Linker
Thomas Linn
Mark Maisonneau
Leslie Malcolmson
Peter Malcolmson
Susan Martin
Paul Mashni
Charles McCarthy
Susan Metalski
William Morris
Kevin Murphy
Manu Naik
Jon Oatley
Julie Oldham
Donna Optoff
Rick Pacynski
Michael Pelc
Gabriela Perez Ferro
Kinga Perkowska
Michael Pfommm
Dharam Ramachandra
Venkat Raman
Michael Reichenbach
Marshall Reisig
Denise Reske
Manuel Reyes
Joseph Robach
Arcani-Mallea Ronilda
Mark Rothenhauser
Rick Sanders
Cynthia M Santori
Claudia Saure Martinez
Nancy Sauvage
Nancy Savic
John Savio
Richard Sbaschnig
Ronald Schmaeman
Ken Schneider
Ramesh Sethu
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