



Saginaw

community foundation

1 Tuscola, Suite 100 • Saginaw, MI 48607
(989) 755-0545 • Fax (989) 755-6524
saginawfoundation.org

GENERAL SCF GRANT APPLICATION

HOW TO APPLY:

- Review information & FAQs located on the SCF website.
- Contact SCF to discuss proposal and receive an editable grant application.
- Submit completed application electronically to Kendra@saginawfoundation.org no later than 11:59 p.m. on the due date or via mail postmarked by the due date.
- General SCF grant application due dates are February 1, May 1, August 1, November 1

COMPLETED APPLICATIONS SHOULD INCLUDE:

- 1) This completed & signed grant application form
- 2) Program/Project Narrative (*See Program Narrative Guidelines*)
- 3) Organizational Background (*up to 2 pages*)
- Include a list of governing board members & a brief bio on key project/program staff.
- 4) Financial Information:
 - a. Most recent IRS 990 (first 2 pages only)
 - b. Applicant's current operating budget
 - c. Most recent year-to-date financial statement
 - d. Documentation substantiating project expenses (quotes, bids, etc.)
- 5) If appropriate, any additional attachments you feel would establish your organization's credibility or help clarify your program/project (letters of support, news articles, etc.)

E.I.N.

#: 81-0879475

Legal name of organization applying

: Self Love Beauty
(This should be the same name as the one on the IRS tax determination letter)

Your organization's common name (if different than above):

Lead

Chief Executive Officer (name & title):

Lisa Tarkington, CEO

Address: 705 Bayliss Suite 400

City, State, ZIP

Code: Midland, MI 48640

Phone: 810-614-6599

Email

: lisa@leadconfidently.org

Website: leadconfidently.org

Facebook

Page: Facebook

Contact person for this application (name & title):

Missy Reed, Development Director

Address: 705 Bayliss Suite 400

City, State, ZIP

Code: Midland, MI 48640

Phone: 989-213-7962

Email

I: missy@leadconfidently.org



- Has your governing board approved a policy which states your organization will not discriminate as to age, race, religion, sex, handicap or national origin? No Yes (date approved by board: 2021)
- Has your governing board formally approved this project and authorized you to submit this application for funding? No Yes (date approved by board: August 19, 2024)

APPLICATION AUTHORIZATION:

Chief Executive Officer

(Printed): Lisa Tarkington

Signature: Lisa Tarkington Date: 10/31/2024

Board Chair (Printed): Sarah Maday

Signature: Sarah B Maday (signed electronically by Sarah B Maday) Date: 10/31/2024

PROGRAM/PROJECT INFORMATION

Your Organization's common name: Lead

Program/Project title: Lead with Stem and Connection Family Programs

Amount requested : 5,000 Total project cost: 27,000

Project start date: January 1, 2025 Project end date: December 31, 2025

Geographic area served by this project (neighborhood/township/city/county): Great Lakes Bay Region

1a. Estimated # of direct recipients this project will serve: 150

1b. Who are the direct recipients? Explain. (No more than one sentence): Families that go through our programs

2a. Estimated # of indirect recipients this project will serve: 300

2b. Who are the indirect recipients? Explain. (No more than one sentence): Other household members that were not in attendance

Executive Summary

Provide a brief program/project overview answering the following:



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What is the project; why is it necessary; who is coordinating the efforts; where is the project located; who will the project impact; and what impact will the project have on the community (no more than a paragraph in length).

Answer here:

Lead (formerly Self Love Beauty) requests \$5,000 from the Saginaw Community Foundation to provide scholarships for families in Saginaw County to attend our Family Programs. Recent research from the Legacy Center shows a troubling decline in self-esteem and purpose among individuals over the past five years, coupled with rising anxiety, depression, and eating disorders. The need for empowerment is critical as youth and teens face diminishing confidence and severe mental health challenges. Our family programs, established in 2019 and having impacted 600 individuals in Saginaw and the Great Lakes Bay Region, are designed to address these issues. Lead's Family Programs are accessible to families from diverse backgrounds and tackle the confidence gap in homes. Rooted in the Developmental Relationships Framework from the Search Institute and Positive Psychology's PERMAH model, our programs foster care expression, mutual support, educational connection, and positive impact. They facilitate parent-child bonding through interactive STEM and confidence-building projects, enhancing family dynamics. Outcomes include improved academic motivation, social-emotional growth, personal responsibility, and reduced high-risk behaviors. Our programs also aim to boost STEM career interest, self-confidence, positive identity, relationships with adults, and self-management. The grant will help us extend our reach to more families and create a lasting positive impact on the mental well-being and confidence of youth and families in our community.



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BUDGET INFORMATION

- In the tables below, itemize any pending or confirmed sources of revenue & estimated expenses relating to this request.
Add additional lines if necessary.
- Total revenue must equal total expense to show how you plan on funding the project.*
- Answer the *Budget Questions* on the following page regarding funding and sustainability.
- Attach the following financial information when submitting the completed grant application:
 - 1) Most recent IRS 990 (first two pages only)
 - 2) Applicant's current operating budget
 - 3) Most recent year-to-date financial statement
 - 4) Documentation substantiating expenses (bids, quotes, etc.)

REVENUES FOR PROJECT:

FUNDING SOURCE	AMOUNT	STATUS: CONFIRMED OR PENDING	
Bay Area Community Foundation	\$5,000	<input type="checkbox"/> Confirmed	<input checked="" type="checkbox"/> Pending
	\$	<input type="checkbox"/> Confirmed	<input type="checkbox"/> Pending
	\$	<input type="checkbox"/> Confirmed	<input type="checkbox"/> Pending
	\$	<input type="checkbox"/> Confirmed	<input type="checkbox"/> Pending
	\$	<input type="checkbox"/> Confirmed	<input type="checkbox"/> Pending
	\$	<input type="checkbox"/> Confirmed	<input type="checkbox"/> Pending
	\$	<input type="checkbox"/> Confirmed	<input type="checkbox"/> Pending
	\$	<input type="checkbox"/> Confirmed	<input type="checkbox"/> Pending



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	\$	<input type="checkbox"/>	<input type="checkbox"/> Pending
TOTAL PROGRAM/PROJECT REVENUE*:	\$\$\$27,500		

EXPENSES FOR PROGRAM/PROJECT:

ITEM (MATERIALS, SUPPLIES, EQUIPMENT, ETC.)	ESTIMATED COSTS	
Food & Drink	\$1,500	We feed all attendees and volunteers. \$500 per program.
STEM Activity	\$3,750	This is a STEM focused activity where they will build something as a family and take over. \$1250 per program.
Connection & Confidence Activity	\$3,750	This is a confidence and connection focused activity to help with communication and soft skills for a family. This they take home after the program to keep and continue to use to connect. \$1250 per program.
Membership	\$7,425	A year membership free to all



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		attendees
Program Lead	\$6,750	90 hours per program x \$25 (Plan programs, lead committee, follow curriculum, set up, run program and post event clean up and impact measurement calculation). \$2,250 per program.
Marketing	\$900	Covers the cost to market this program. \$300 per program.
General Supplies	\$1,500	Covers craft materials, printing, bags and post event sustainable engagement activities
Take home memory	\$1,050	We provide every family with a take home photo, this covers the photographer and printing the photo directly at the event. \$350 per program.



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TOTAL EXPENSES*:		\$27,500	
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BUDGET QUESTIONS

**How will funding from the Saginaw Community Foundation be used?
Explain specific items and/or areas of the program/project that SCF funds would support.**

Limit to 120 words.

Answer here:

Our goal for family programs is to impact 150 individuals (75 families) directly. These programs engage youth from ages 6-18 and their parent/mentor, and are open to all socioeconomic backgrounds. Greater detail on how we will measure success is listed down in the "Evaluation" section.

**How would this program/project be impacted if awarded *partial grant funding* from SCF?
How would this program/project be impacted if not awarded *any grant funding* from SCF?**

Limit to 120 words.

Answer here:

If the grant cannot be fully funded, we will scale the Family Programs to accommodate the resources available, ensuring that each session remains impactful for participating families. We'll prioritize essential activities and focus on providing a supportive environment that strengthens family bonds and fosters resilience. This approach will allow us to continue delivering meaningful experiences, even at a reduced capacity.

**Describe the amount and source of any internal funds dedicated to this project.
Have you secured or do you plan on securing additional funds to support this program/project? Who have you contacted or plan on contacting?**

Limit to 120 words.

Answer here:

We plan to collaborate with The ROCK Center for Youth Development and partner with local STEM groups throughout the region to maximize impact and reach. We are actively pursuing supplementary funding through partnerships with other community foundations and local business sponsorships. Outreach will begin December 2024. This collaborative approach will strengthen our program's impact by leveraging regional support to provide a sustainable and enriching experience for participating families.



Program Narrative:

A: Statement of Purpose

Lead's Family Programs cater to children aged 6-18 and their accompanying adults, offering connection-building and confidence-enhancing experiences through STEM-based activities. The primary goal is to strengthen the community fabric by fostering deeper connections, instilling confidence, and nurturing individuals with knowledge to become impactful members of society. We recognized a fundamental need within our community for bolstering confidence within households.

This initiative directly addresses critical issues such as declining self-esteem, increasing mental health challenges, and the growing demand for STEM education. Research from the Search Institute highlights that youth who experience strong relationships with their parents or guardians are significantly more likely to view themselves positively, feel a sense of belonging, and set and work toward achievable goals. Specifically, they are 3.7 times more likely to have a positive self-view, 3.2 times more likely to feel connected to their community, and 2.3 times more likely to pursue and achieve their goals.

B. Project Impact:

Since 2019, our Family Programs have seen notable growth, mirroring the increasing need for family connection, mental wellbeing support and STEM-focused learning. Participants have reported significant positive outcomes. For instance, last year, a woman named Mary adopted her three nephews and utilized our scholarships to attend our Family Programs. The impact was remarkable: the programs offered them a vital chance to reconnect after a challenging year marked by emotional and financial hardships. Witnessing their growth and newfound connection was truly inspiring. Since then, they have continued to thrive as a family, and we are committed to supporting their ongoing journey. This transformation highlights the powerful role our programs play in fostering resilience and strengthening family bonds.

One parent shared, *"We had a wonderful time at their first Family Program! The activities were engaging, and the opportunity created a lifelong memory. I can't wait for next year."* Another participant noted, *"This was great quality time spent with my daughter. It has given us skills to enjoy many more years of valuable time together."* These testimonials affirm the transformative impact of our Family Programs, reaffirming our commitment to creating a brighter future for families in Saginaw County.

In 2024 and 2025, we are offering round-the-clock access to our curated curriculum through in-person and online resources. Youth and families attending our programs are able to reinforce their skills utilizing our online community platform, Lead Within in between programs. This combination disrupts the downward trend in mental health and bridges the divide between aspirations and actionable steps, ensuring continuous progress for all attendees/users.

This grant will enable us to provide scholarships to stories like Mary and other families in Saginaw County.

Our Mother/Daughter, Mother/Son, and Father/Daughter initiatives guide attendees to elevate their quality of life at home, nurture healthy family bonds, and contribute positively to their communities. While each program is tailored to its specific audience, common threads include fostering support networks, engaging in two-way experiences via STEM activities (i.e. learning mechanical skills to crafting products), all designed to promote learning, bonding, and confidence building.

Our goal for family programs is to impact 150 individuals (75 families) directly. These programs engage youth from ages 6-18 and their parent/mentor, and are open to all socioeconomic backgrounds. Greater detail on how we will measure success is listed down in the "Evaluation" section.

C. Timetable for implementation

Below is the timeline for this specific project:

- Hosting of the family programs: Beginning in February and ending by November 2024
- Evaluation: Pre and post programs
- Impact Reports and review of program: After each program and end of year plan
- Evaluate partnership and prepare for the following year

D. Collaboration:

Partners are integral to our success and reaching those individuals/families that can benefit from our services. We partnered with local businesses for our family programs including DuPont, Greater Michigan Construction Academy, Covenant, Freeland SportsZone, and Three Rivers Corporation who have all utilized their skills and knowledge to collaborate with us on STEM projects as our program manager leads the connection, confidence and overall program. These partnerships were selected because they are the experts in their field when it comes to STEM project initiatives. We will be sharing with other nonprofits in the Great Lakes Bay Region, such as Big Brothers Big Sisters, Freeland SportZone, GMCA, CAN Council, First Ward, The ROCK and The Boys & Girls Club so they can invite their clients to attend. We plan to continue these partnerships in 2025-26 and expand to more as well.

E. Future Plans for growth:

In 2023, Lead added a Development Officer and a skilled Director of Programs to their staff to spearhead the sustainability of all of our programs. These individuals will continue to cultivate our individual donors, prospect and identify new community, private, and corporate foundations, execute our special events and build out a growth plan for our membership platform. With two full-time staff members focused solely on fund and program development, we hope to grow our donor base to be able to provide more scholarships to families wishing to participate in our programs, hire additional facilitators to expand program partners, and continuous program improvement to increase accessibility.

F: Evaluation:

We have established a robust system for measuring and evaluating outcomes, partnering with a Ph.D. in Statistics to employ rigorous qualitative and quantitative research methodologies. Our evaluation focuses on Social-Emotional Learning (SEL) and key Developmental Assets, such as self-esteem, purpose, and personal power. We use pre- and post-event surveys to assess participants' experiences and perceptions, aligning with the Legacy Center's Developmental Assets Survey from 2021.

Additionally, we conduct narrative surveys through face-to-face interviews, providing insights into personal growth. Long-term follow-up surveys track the lasting impact of our programs and maintain engagement through quarterly activities and family-oriented videos.

Our goals include:

Outputs:

- Increase knowledge about STEM careers and confidence skills for # of individuals and families.
- Enhance positive impacts through # of volunteers and partners.
- Achieve a 25% increase in confidence, community support, and understanding of social and emotional skills.

Short-Term Outcomes:

Participants will grow in knowledge of STEM careers and social-emotional skills, increase confidence, and feel more supported by their community. They will gain practical skills to apply at home and in their communities.

Long-Term Outcomes:

We aim to support economic growth, cultivate leaders with social-emotional skills, and enhance self-worth and confidence among future leaders.

Overall Impact:

Our programs will foster increased confidence, a sense of purpose, resilience, career readiness, and positive societal contributions. By emphasizing strong, positive relationships and the developmental relationships framework from the Search Institute, we focus on improving academic motivation, social-emotional growth, personal responsibility, and reducing high-risk behaviors. Our Family Programs address STEM career interest, self-confidence, relationship-building, and self-management, contributing to positive development across participants' lives.

Evaluation results are integral to our continuous improvement process. We use the data to refine our programs, enhance participant experiences, and ensure alignment with community needs. Results are shared with stakeholders, including grantors, and partners, through our yearly impact reports.

In terms of replication, right now our focus is to continue to serve Saginaw County and the Great Lakes Bay Region families. However, we document successful strategies and lessons learned

to develop a scalable model so when other organizations are interested in adopting our approach, we can work with them.

A: Organization Mission and History:

Lead (formerly known as Self Love Beauty) was founded in 2012 by Lisa Tarkington, Leadership Consultant and Associate Certified Coach through the International Coaching Federation. Lisa has degrees and training in social impact, positive psychology, mindfulness, communication skills, and coaching. What began as a blog to empower others to feel supported, grow in their self-love, and rise to their full potential quickly emerged to having more than 100 contributing writers in just two years. With Lead's growing number of supporters and increased need for access to confidence resources across all ages, Lead was established as a 501(c)(3) nonprofit organization in August 2018.

In 2019, Lead introduced their Family Programs, Affirmation Day, and Teen Conference to further empower individuals in their community. Their first public workshop was hosted in 2020 - successfully extending their reach and impact.

Today, Lead's mission is to empower people with practical tools to become their most confident selves. Lead has transformed the lives of 12,000 individuals directly. Participants report gaining confidence and self-esteem by an average of 82% after attending just one program. With this proven track-record, Lead continues to be a source of empowerment, making a positive impact on the lives of many.

Lead's mission is to "Empower people with practical tools to become their most confident selves," encapsulated in our acronym: Leadership, Empowerment, Awareness, and Development. We advocate leading from within, fostering confidence, empowerment, kindness, and wellbeing. Through workshops, family programs, and affirmation days, we address the critical need for confidence-building skills across generations. Lead aims to create a ripple effect, empowering individuals to effect positive change wherever they go. Part of our strategic plan is to become more sustainable and increase impact year to year.

B: Community Served:

Leads improves the lives of individuals across all generations - both individuals and families alike - by offering evidence-based confidence-focused workshops, professional development, family programs and affirmation day that provide the tools needed to have the skills in leadership, self-esteem, confidence, and resiliency to become the best versions of themselves and create a ripple effect of positive change. In 2024, Lead added an online membership platform to their tools and resources available to individuals.

Lead provides participants of their program with tools to become career ready, grow in their careers and overall life skills along with creating a psychologically safe space where individuals can comfortably express their feelings, ask for help, and see they are not alone. Participants share, "Lead gave me the supportive community, the resources, and the encouragement to believe that I can achieve my dreams..." Another participant shared, "I'm excited for the tools I have found through this workshop. I couldn't think through what I was feeling until now."

C & D: Affiliated with other organizations, how are we different than other organizations in the region:

Lead partners with several other organizations as listed above in complimentary programing. Although Lead is unique as no other organizations in the region offer the comprehensive approach of STEM activities with our tailored soft skill curriculum, structure, style, and tools. Other organizations that provide STEM education and learning that compliment our work include STEM at SVSU and Delta College. We have collaborated with those groups to address the gap between STEM and soft skills such as confidence.

E: List of Governing Board Members:

See Attachment

F & G: Staff and qualifications with this work:

Lead's team, spearheaded by Lisa Tarkington, Kelsey Snyder and Missy Reed, who are equipped with qualifications crucial for the success of their overall programs, workshops and innovative mental well-being online resource platform. Beyond their college degrees:

- Lisa has received extensive training in mental health first aid, positive psychology, and creative wellbeing as she is the facilitator for this project.
- Kelsey has experience in both the public and private sectors in operationalizing the launch and scaling of a global online platform therefore leading our membership platform efforts.
- Missy has more than 15 years of experience as a former protective services worker. She saw first hand the need for confidence and leadership tools for our communities' most vulnerable youth.

Together, their skills ensure the incorporation of diverse expertise into Lead's training program, fostering innovation and effectiveness.

Lead Facilitators: All facilitators have a background in social and emotional learning, positive psychology, or degrees focused on our curriculum. Each has years of experience and a diverse background and have been trained on all curriculums.

Ambassadors & Volunteers: The Lead Ambassador program is a unique and sustainable model for individuals across the Great Lakes Bay Region to volunteer their skills to help Lead further their mission. Ambassadors come from a variety of backgrounds uniquely positioned within the region including teachers, business leaders, fundraising leads, coaches, and educators. Throughout the life of their ambassadorship at Lead, they learn to embody and evoke Lead's core values. The leadership learned from being an ambassador can be directly applied within their communities, home lives, and within the workforce. As an ambassador, individuals gain a sense of mentorship, volunteerism, and empowerment. As volunteers, they have seen an increase in their own confidence by 65% while utilizing their skills to help others.

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2022

Do not enter social security numbers on this form as it may be made public.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2022 calendar year, or tax year beginning _____ and ending _____

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization SELF LOVE BEAUTY		D Employer identification number 81-0879475
	Doing business as		E Telephone number 8106146599
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 286,952.
	2916 ABBOTT RD		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	City or town, state or province, country, and ZIP or foreign postal code MIDLAND, MI 48642		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
F Name and address of principal officer: LISA THOMPSON SAME AS C ABOVE		If "No," attach a list. See instructions	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(c) Group exemption number	
J Website: WWW.SELFLOVEBEAUTY.COM			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 2012	M State of legal domicile: MI

Part I Summary		Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: EMPOWERING INDIVIDUALS TODAY FOR A MORE CONFIDENT TOMORROW.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	12
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	12
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	6
	6 Total number of volunteers (estimate if necessary)	6	150
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	5,077.
7b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	78,975.	161,550.
	9 Program service revenue (Part VIII, line 2g)	19,034.	53,277.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	6.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	66,378.	51,607.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	164,387.	266,440.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	119,935.	118,442.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	2,235.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	39,832.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	15,080.	61,317.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	137,250.	179,759.	
19 Revenue less expenses. Subtract line 18 from line 12	27,137.	86,681.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 78,001.	End of Year 225,359.
	21 Total liabilities (Part X, line 26)	11,106.	71,783.
	22 Net assets or fund balances. Subtract line 21 from line 20	66,895.	153,576.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer	Date			
	LISA THOMPSON, EXECUTIVE DIRECTOR				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	CORINNA SCHARF, CPA	CORINNA SCHARF, CPA	05/02/23		P01292761
	Firm's name	Firm's EIN	Phone no. (989) 893-5577		
	WEINLANDER FITZHUGH PC	38-2272300			
	Firm's address				
	1600 CENTER AVE BAY CITY, MI 48708				

May the IRS discuss this return with the preparer shown above? See instructions Yes No



2024 Overall Budget

Lead's 2024 Overall Budget	Cost
INCOME	
Grants	\$250,000
Fundraisers and donors	\$194,000
Program Revenue	\$60,000
TOTAL INCOME:	\$504,000
Expense	
Administrative Cost	\$66,000
Programs	\$132,000
Salary/Contractors/Consultants	\$306,000
TOTAL EXPENSES:	\$504,000

Lead

Statement of Activity

January - September, 2024

	TOTAL
Revenue	
Non-Profit Income	225,918.34
Sales	46,174.22
Total Revenue	\$272,092.56
GROSS PROFIT	\$272,092.56
Expenditures	\$304,723.63
NET OPERATING REVENUE	\$ -32,631.07
Other Revenue	\$8,275.76
NET OTHER REVENUE	\$8,275.76
NET REVENUE	\$ -24,355.31

Deficit Explanation: Our current operating deficit results from a strategic investment in our online Lead Within platform, a key component of our long-term sustainability plan. This platform provides students with continuous access to vital confidence-building and career readiness resources, supporting our mission year-round. Although we are temporarily operating at a deficit, we have a comprehensive plan to close the gap before year-end. Upcoming revenue from our annual October fundraiser, "Sponsor a Student" campaign, contracted program revenue, and anticipated grant funds will collectively bring us to a break-even point, ensuring that we can sustain and expand our impact for years to come.

Lead's Board of Directors



Sarah Maday,
President
Nexteer Automotive



Michelle Brady,
Vice President
MyMichigan Health



Marc Kaeckmeister,
Secretary
The State Bank



Kelsey Schultz,
Treasurer
Yeo & Yeo



Kayley Gordert
DuPont



Jon Lynch
Three Rivers Corporation



Kathie Fuce-Hobohm
SPACE, Inc.



Teresa L. Datz-Siegel
Hemlock Semiconductor



Cathy Geiger
ABC Greater
Michigan Chapter



Wendy Traschen
Dow Championship
Invitational



Morgan Behr
MoLo Farms



Julia Kepler
Serendipity Road and
Joyful Tantrum



**SAGINAW CAREER
COMPLEX**

Saginaw Career Complex
2102 Weiss St
Saginaw, MI 48602
989.399.6150

Dear Grant Review Committee,

I am pleased to support Lead's grant application to the Saginaw Community Foundation for their "Lead with STEM & Connection: Family Programs." As an instructor at the Saginaw Career Center, I see daily the importance of building both personal and professional skills to prepare students for their futures. Lead's program uniquely combines STEM learning with family connection, creating an environment where young students and their parents/mentors can bond over hands-on activities that foster resilience, confidence, and communication.

This grant will allow Lead to create a nurturing space where families strengthen their relationships while gaining tools for tackling challenges in STEM. Research shows that confidence and resilience significantly impact young student's decisions to pursue STEM, making programs like Lead's essential to their growth. In addition to personal development, Lead's initiative also contributes to the strength of Saginaw's workforce, helping ensure a future rooted in adaptability and innovation.

Having witnessed Lead's transformative impact on students, I can confidently say that this program will empower young students to embrace challenges and explore the unknown with the support of family by their side. I strongly endorse this application and believe that, with your support, Lead will continue to provide experiences that prepare our students for success in STEM and the soft skills needed in life. Thank you for considering this partnership.

Sincerely,

Nolan Mizner
Saginaw Career Complex