

# PICKING UP THE PIECES

Board & Leadership Overview | Grant Readiness Document

## Organizational Overview

Picking Up The Pieces is a registered 501(c)(3) nonprofit organization dedicated to helping families transitioning from homelessness, domestic violence, crisis, or housing instability move beyond survival and into stability. Through donated furniture, household essentials, volunteer service, and intentional interior design, the organization transforms empty or under-resourced spaces into safe, functional, and dignified homes.

The organization is led by a committed board and leadership team with experience across healthcare, social services, community development, strategic planning, operations, public relations, youth leadership, and nonprofit service. This leadership structure supports program oversight, community partnerships, resource development, governance, and long-term organizational growth.

## Governance & Leadership Purpose

The Board of Directors and leadership team provide mission-centered oversight, strategic direction, fiscal accountability, community engagement, and program support. As Picking Up The Pieces approaches its third year of service, the organization is strengthening governance practices, financial reporting systems, impact tracking, and grant readiness infrastructure to support responsible growth and funder confidence.

## Current Board & Leadership

Name	Role	Affiliation / Background	Service
Shana K. White	Founder & Executive Director	Henry Ford Health. Founder and chief visionary for Picking Up The Pieces. Provides executive leadership, program direction, community relationship building, donor engagement, and mission-centered storytelling informed by lived experience and direct service.	3 years
Stephanie Kennedy-Kinney	Board Chair	Saints Incorporated. Provides board leadership, governance support, meeting facilitation, and mission oversight. Brings experience in service, community care, and people-centered leadership.	2 years
Janette Phillips	Director of Strategic Planning	Community Development / Strategic Planning. Supports organizational planning, fundraising strategy, campaign structure, board coordination, and long-term development priorities.	2 years
Don DeFoe	Director of Community Development	DTE Energy. Supports corporate relationship building, community engagement, partnership development, and strategic introductions that expand organizational visibility and resource opportunities.	2 years
Aisha Morrell-Ferguson	Board Member / Development Support	COTS Detroit. Provides development support, nonprofit sector insight, cross-sector relationship building, and guidance connected to homelessness response and community-based service.	1 year
Tracy Jones	Marketing & PR Support	Lobb Law Firm. Supports marketing, communications, public relations, social media visibility, and community awareness efforts.	1 year
Delores White	Operations / Warehouse Support	Picking Up The Pieces. Provides logistics support, inventory coordination, administrative assistance, and operational support connected to furniture donations and home transformation preparation.	2 years
J'Dah Rogers	Junior Board Member	Southfield Public Schools. Provides youth perspective, community awareness, and next-generation leadership support connected to the organization's mission and service culture.	1 year

## Leadership Strengths

- Cross-sector leadership spanning healthcare, social services, corporate community engagement, strategic planning, public relations, and nonprofit operations.
- Strong community relationships with partners connected to homelessness response, corporate service, civic engagement, and family stabilization.
- Founder-led mission clarity rooted in lived experience, direct service, and a commitment to meeting families on the other side of the door.

- Growing governance infrastructure focused on grant readiness, fiscal responsibility, measurable outcomes, and sustainable organizational growth.

## **Grant Readiness Statement**

Picking Up The Pieces is actively strengthening its governance, financial reporting, program documentation, and impact measurement systems as part of its grant readiness work. The organization has filed its 2024 IRS return and is transitioning into a formal fiscal year reporting structure beginning with the 2025 tax year to better align board planning, financial stewardship, and grant reporting.

The board and leadership team are committed to transparency, accountability, responsible growth, and measurable community impact. This leadership foundation supports the organization's ability to manage funding, steward donor and funder investments, and expand services for families rebuilding after homelessness or crisis.

Picking Up The Pieces is a registered 501(c)(3) nonprofit organization | Tax ID: 93-1783060