



YEO & YEO

FOUNDATION



# Yeo & Yeo Foundation 2025 Annual Report

HELPING OUR MICHIGAN COMMUNITIES THRIVE

LET'S THRIVE



YEOANDYEO.COM

# Contents

## WHO WE ARE AND WHAT WE DO

Page 2

## PRESIDENT'S MESSAGE

Page 3

## 2025 FOUNDATION LEADERSHIP GROUP

Page 4

## THE NUMBERS BEHIND OUR IMPACT

Page 6

## ORGANIZATIONS SERVED

Page 7

## YEO YOUNG PROFESSIONALS SERVICE PROJECT

Page 10

## 2026 FOUNDATION BOARD & COMMITTEES

Page 12

## WHO WE ARE AND WHAT WE DO

Giving back to the communities we serve is a fundamental aspect of Yeo & Yeo's culture. In 2018, we established the Yeo & Yeo Foundation, an employee-directed organization dedicated to giving time, talent and financial support to charitable causes throughout Michigan. Fostering a culture of community service and volunteerism among all Yeo & Yeo employees firm-wide is at the core of the Foundation's objectives. Through the Foundation, we support and serve organizations that Yeo & Yeo associates are personally involved in or passionate about.

## Time

FOSTERING A CULTURE OF SERVICE AND VOLUNTEERISM

## Talent

SUPPORTING ORGANIZATIONS OUR PEOPLE ARE PASSIONATE ABOUT

## Treasures

GIVING BACK TO THE COMMUNITIES WE SERVE



# A Message from the Foundation's President

2025 marked my first full year serving as President of the Yeo & Yeo Foundation. After being involved with the Foundation in different ways over the years, I knew the work mattered—but stepping into this role gave me a deeper appreciation for the responsibility that comes with intentional, action-focused giving.

When we talk about giving back, “passion” often comes up. It’s a word used in nearly every conversation about community involvement, philanthropy, and service. Passion matters, but on its own, it isn’t enough. Real impact comes when passion is paired with action.

That belief is at the heart of the Yeo & Yeo Foundation. For decades, our firm has had a culture of giving back—not just financially, but through hands-on involvement. We believe true community building requires more than writing a check. It means investing time, lending expertise, and being willing to show up, and that’s exactly what our people did this year.

As I reflect on the organizations impacted through the Foundation in 2025, I’m incredibly proud. We supported a wide range of causes, many brought forward by Yeo & Yeo team members who are personally involved with the organizations they care about. Several individuals submitted grant requests for the first time, helping extend our reach to new nonprofits and communities.

The impact we’ve made is the result of people who not only care, but choose to get involved. At its core, the Foundation exists to support that mindset—turning care into commitment and ideas into results. It’s meaningful work, and it’s been an honor to help lead the Foundation through my first full year as President.



**Jeff McCulloch**

President, Yeo & Yeo Technology  
President, Yeo & Yeo Foundation Board

**Real impact  
comes when  
passion is paired  
with action.**



# 2025 Foundation Leadership Group

## THANK YOU TO OUR 2025 FOUNDATION BOARD OF DIRECTORS

The Foundation is managed and administered by an elected Board of Directors. The Board is charged with fulfilling the mission of cultivating a culture at Yeo & Yeo that supports and encourages volunteerism and community involvement.

Board membership is open to all full-time Yeo & Yeo employees (or retired associates) who have been employed by the firm for at least three years. The board reviews employee-submitted donation requests quarterly and allocates financial resources to qualifying organizations.



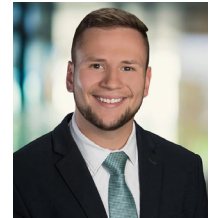
**Jeff McCulloch**  
YYTECH President  
Foundation President  
Interim Grants/Giving Chair



**Brian Dixon**  
Managing Principal  
Vice President/Fundraising  
Chair



**Jordan Hale**  
Manager  
Treasurer



**Michael Wilson II**  
Manager  
Yeo Young Professionals  
Service Chair



**Taylor Bartosiewicz**  
Marketing Associate 3  
Communications Chair



**Kyle Richardson**  
Senior Manager  
Secretary



**Michael Tribble**  
Partner Emeritus  
Founding Member



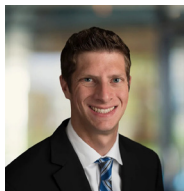
# THANK YOU TO OUR 2025 GRANT COMMITTEE OFFICE REPS

Each Yeo & Yeo office/company has a grant committee representative who receives donation requests from employees in their respective office. These representatives help facilitate their office's established review and approval process and submit the employee-directed donation requests to the Foundation Board for final approval.

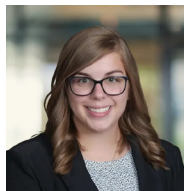
*Many thanks to our office committee representatives for their passion in supporting the Yeo & Yeo Foundation and their communities!*



Alma  
Alex Wilson  
Principal



Ann Arbor  
James Edwards III  
Senior Manager



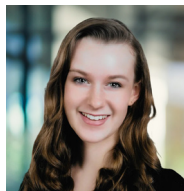
Flint  
Holly Blood  
Senior Accountant



Kalamazoo  
Chelsea Meyer  
Senior Manager



Lansing  
Amy Jaehnig  
Administrative Assistant



Midland  
Zoey Provenzano  
Manager



Saginaw  
Amy Dittenber  
Administrative Assistant



Troy  
Makena Welch  
Marketing Associate



YYHR  
Raeann Dunlop  
Senior Consultant



YYMBC  
Jennifer Gorney  
Receptionist



YYTECH  
Linda Bender  
Operations & Administration Supervisor



# The Numbers Behind Our Impact

## 2025 FINANCIALS

The Foundation supports and serves organizations that our associates across all Yeo & Yeo companies are personally involved in or passionate about. Therefore, all donation requests are submitted by Yeo & Yeo employees. When reviewing donation requests, the Grants Committee and the Foundation Board consider factors such as the mission and purpose of the requesting organization, the intended use of funds and the potential impact of the Foundation's support.

In the Foundation's sixth operational year, we gave back more than \$164,000 to 66 organizations across Michigan. Every dollar raised and donated came from the contributions of our people and the firm! Of course, financial support is only one part of the mission of the Yeo & Yeo Foundation. Community service and volunteerism is one of our core values. We are proud to have helped so many organizations in 2025.

*Thank you to our employees and leaders for supporting the Foundation and our communities.*

<b>ANNUAL CONTRIBUTIONS</b>	<i>Donations from our employees, principals and firm revenue allocation</i>
<b>\$166,617</b>	
<b>AWARDED DONATIONS</b>	<i>Employee-directed giving</i>
<b>\$164,348</b>	
<b>RECEIVING NONPROFITS</b>	<i>Organizations supported throughout Michigan and beyond</i>
<b>66</b>	

<b>Income Statement</b>	
<b>12 Months ended December 31, 2025</b>	
<b>Income</b>	
Contributions	\$166,617
Net Investment Income	<u>11,416</u>
<b>Total Income</b>	<b>\$178,033</b>
<b>Expenses</b>	
Donations	\$164,348
Other Expenses	<u>189</u>
<b>Total Expenses</b>	<b>\$164,537</b>

<i>Annual Giving</i>	2025	2024	2023	2022	2021	2020	Running Total
Annual Contributions	\$166,617	\$146,026	\$113,968	\$124,671	\$121,705	\$120,021	\$793,008
Awarded Donations	\$164,348	\$150,066	\$140,485	\$130,715	\$108,873	\$105,270	\$799,757
Organizations Served	66	60	62	56	62	58	364



# Organizations Proudly Served

## ALMA

- Barrie's House
- Dalis to the Rescue
- Life Choices of Central Michigan
- Women's Resource Center

## ANN ARBOR

- Aid in Milan
- Get To Foundation
- Holy Trinity Lutheran Church
- Huron Waterloo Pathways Initiative
- Make-A-Wish Foundation of Michigan
- SOS Community Services, Inc.

## FLINT

- Flushing Youth Tackle Football Program Inc.
- Franklin Avenue Mission
- Friends of the Alley
- Michigan Tri-City Nurse Honor Guard
- Quality Living Systems
- St. John Catholic Preschool



## KALAMAZOO

- Community Healing Centers
- Epilepsy Foundation of Michigan
- First Tee of Southwest Michigan
- Kalamazoo Animal Rescue
- Kalamazoo Country Day School
- Mattawan Lions Club Foundation
- The Gate Youth Center

## LANSING

- Capital Area Literacy Coalition - The Reading People
- Constellation Cat Café
- Potter Park Zoo
- Real Lansing Football Club
- WAI-IAM, Inc.

## MIDLAND

- Beaverton Activity Center
- Home to Stay of Midland
- Midland Community Orchestra
- Ronald McDonald House Charities Detroit

## SAGINAW

- American Cancer Society
- CAN Council
- Complete Worship & Titus Theatre
- Food Bank of Eastern Michigan
- Great Lakes Bay Animal Society
- Great Lakes Bay Health Centers
- Peace Lutheran Church & School
- Saginaw Community Food Club & Kitchen
- Saginaw United Way - Imagination Library
- Samaritan Youth Shelter
- St. Dominic Parish (youth ministry)
- St. Mary University Parish
- Valley Lutheran High School

## TROY

- American Cancer Society
- Assistance League of Southeastern Michigan
- Kids Kicking Cancer, Inc.
- Lapeer Child Advocacy Center
- Linked Hearts
- The KARENS



## YEO & YEO HR ADVISORY SOLUTIONS

- Women's Exchange of Washtenaw

## YEO & YEO MEDICAL BILLING & CONSULTING

- Aaron's Gifts From Home
- Amazing Grace Animal Rescue
- Area 9 Special Olympics
- Bay Area Community Foundation (Miracle League)
- Big Brothers, Big Sisters Great Lakes Bay
- Crohn's & Colitis Foundation of Michigan
- Do-All Inc.
- Girls on the Run Great Lakes Bay
- Saginaw County Historical Society (Castle Museum)

## YEO & YEO TECHNOLOGY

- Affordable Housing Alliance of Midland County
- American Cancer Society
- Humane Society of Midland Co.
- TRICAP
- United Way of Saginaw County

Thank you to our  
people whose  
generosity and  
support make  
our giving  
possible.





# Yeo Young Professionals 2025 Service Project

## THE ALZHEIMER'S ASSOCIATION

A portion of all Foundation donation funds support our Yeo Young Professionals in organizing a firm-wide service project. This year, the Yeo Young Professionals chose to support the Greater Michigan Chapter of the Alzheimer's Association.

Professionals across our Yeo & Yeo companies and offices participated in Walks to End Alzheimer's and FUNdraising initiatives, including a water balloon bonanza, raising more than \$3,400 for the cause. Combined with the \$9,500 allocated by the Yeo & Yeo Foundation, the firm's total contribution reached **\$13,370 in support of Alzheimer's care and research.**

"Alzheimer's has unfortunately impacted so many of our lives," said Michael Wilson II, CPA, Manager and Foundation Board Young Professionals Service Chair. "This firm-wide initiative gave us a chance to acknowledge those experiences while doing something positive together. It was incredible to see our people unite around such an important cause."



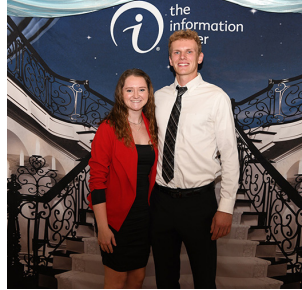
**Michael Wilson II**

Manager  
Yeo Young Professionals  
Service Chair



**“The meaning of life is to find  
your gift. The purpose of life  
is to give it away.”**

*– Pablo Picasso*





# YEO & YEO

FOUNDATION

## YEO & YEO FOUNDATION 2026 BOARD OF DIRECTORS

Jeff McCulloch, President  
Kyle Richardson, Vice President / Fundraising Chair  
Jordan Hale, Treasurer  
Brian Dixon, Secretary  
Holly Blood, Grants & Giving Chair  
Taylor Bartosiewicz, Communications Chair  
Michael Wilson II, Yeo Young Professionals / Service Chair

## GRANTS & GIVING / FUNDRAISING 2026 OFFICE COMMITTEE REPRESENTATIVES

Alma – Charlea Beetley  
Ann Arbor – James Edwards III  
Flint – Jacob Coyne  
Kalamazoo – Chelsea Meyer  
Lansing – Amy Jaehnig  
Midland – Zoey Provenzano  
Saginaw – Amy Dittenber  
Troy – Makena Welch  
YYTECH – Linda Bender  
YYMBC – Jennifer Gorney

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