



COMMUNITY
FOUNDATION

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Community Foundation Welcomes New Grantmaking Staff

LANSING, MICH. – The [Community Foundation](http://ourcommunity.org) welcomes two new staff members to its Community Investment Department: Cindy Hales, Director of Community Investment, and Tracy Russman, Community Investment Associate. Hales succeeds Pauline Pasch, who will retire in March after 17 years of service.

“Cindy’s and Tracy’s extensive experience working in and with nonprofits poises them as valuable additions to a department that fosters our relationships with nonprofits in mid-Michigan,” said Dennis Flieman, Foundation President and CEO. “They will serve as resources to our nonprofit partners, strengthening and supporting those organizations while connecting them with donors passionate about their causes.”

Hales brings over 30 years of experience in the nonprofit sector and has served as an executive director of several organizations. She has direct fundraising experience in higher education, healthcare and cultural organizations. Cindy received a doctorate in educational leadership and a master’s in public administration from Central Michigan University.

Russman has worked for nonprofits for 25 years, coordinating events, volunteers and programs for the American Red Cross, the Make-A-Wish Foundation of Michigan and Ele’s Place Lansing. She received a bachelor’s degree in communication from Western Michigan University.

The Community Foundation is passionate about creating vibrant, thriving communities throughout the Capital Region. The Foundation works with donors to meet their unique charitable goals, supports area nonprofits with grants and coaching and leads innovative projects that drive community growth. The Community Foundation (also known as the Capital Region Community Foundation) is a tax-exempt public charity that serves the charitable needs and enhances the quality of life for people in Ingham, Clinton and Eaton counties.

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