



2024 - 2025

IMPACT REPORT

INTRODUCTION

A Letter from the Executive Director

As I reflect on the past year, I'm struck by how much progress is possible when a community believes in a shared mission. This year, the AIAM Foundation took meaningful steps forward—expanding our reach, deepening partnerships, and turning ideas into action for students and small businesses across Michigan. **None of this momentum would have been possible without the trust and commitment of those who stand alongside us.**

Together, we launched new programs that introduced more students and professionals to aerospace and STEM pathways, hosted regional Aerospace After Hours gatherings that connected our mission to new communities, and created thoughtful ways for donors to celebrate the STEM and aerospace champions in their workplaces, families, and everyday lives. Alongside the continued growth of our Drone Soccer Talent Initiative and Supplier Development Workshops, these efforts reflect a year of learning, collaboration, and steady progress.

This work is especially important at a time when rising costs, rapid technological change, and evolving workforce needs are reshaping both education and industry. Aerospace and STEM careers remain a powerful source of opportunity in Michigan—offering stability, strong wages, and the chance to build meaningful futures close to home. Your support helps ensure those pathways remain accessible and inclusive for the next generation.

As you explore this year's impact report, I hope you see the collective effort behind every milestone and feel proud of the role you played in shaping it. Thank you for investing in Michigan's students, suppliers, and the future of our aerospace community.

With gratitude,

BRITTANY TELANDER
Executive Director



OUR IMPACT

Financials

The Foundation experienced an encouraging year of growth and diversification in the AIAM Foundation's funding base. **Corporate support increased, individual giving surged**—boosted by our Aerospace After Hours series—and **new government grant funding entered the mix** for the first time. As part of the Foundation's long-term sustainability strategy, leadership intends for the Association to provide decreasing levels of support over time; in 2025 **external funding sources accounted for approximately 70% of total contributions, up from 56% in 2024**, reflecting meaningful progress toward that goal. These shifts signal a more sustainable funding model supported by donors who help ensure the Association's programs can grow and endure.



30%
Association

25%
Corporate

25%
Government

15%
Individual

5%
Foundation

OUR IMPACT

Aerospace After Hours - 2025 Series

The Aerospace After Hours series was our **exclusive, board-hosted events designed to bring supporters closer to our mission**. This year's gatherings were held in Metro Detroit, Bay Harbor, and Grand Rapids, where guests engaged directly with leadership and heard stories about the importance of developing Michigan's future talent. Conversations ranged from regional workforce needs in Metro Detroit, to business owners investing in the next generation in Bay Harbor, to student demonstrations and a youth panel in Grand Rapids. The series expanded our donor community and helped support programs that reached more than **300 students** and **70 professionals** across Michigan, with plans to continue rotating these events statewide in the years ahead.



Michigan Youth Future Flight Challenge

The Michigan Youth Future Flight Challenge is a **virtual, statewide aerospace competition for students in grades 4–8**. Over four weeks, teams design a sustainable flight solution addressing one of three themes: Community, Space, or the Future. Students apply engineering, marketing, design, and business planning skills, supported by professional aerospace mentors. MYFFC students have designed drones for rural medical delivery, wildlife-mimicking aircraft for conservation, and space robots to mine meteorites for rare minerals.



TEAM RESOURCE KITS:

3D Pen
Project Notebook
Makedo Kit

Innovator's Guide
Engineering Pen

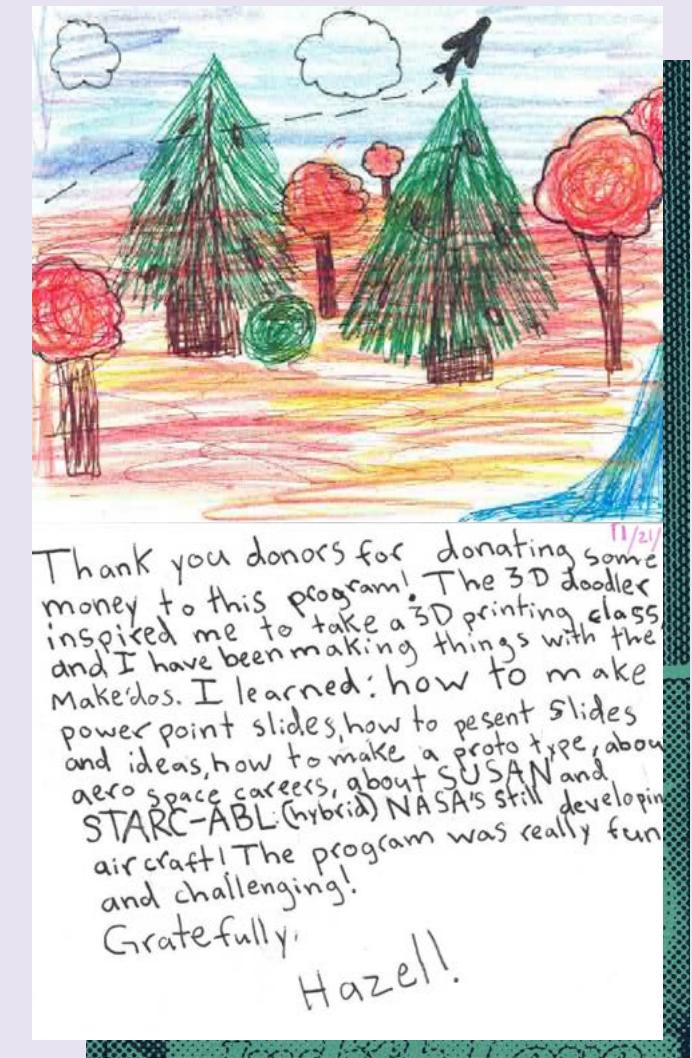
Made Possible by the Toni A. Wisne Foundation
Fully funded the 2025 program, including Team Resource Kits for every student participant.

Hazel's Story

Hazel, a member of The Condors and second-place winners of the 2025 Michigan Youth Future Flight Challenge, continued her STEM journey beyond the program by joining her MYFFC mentor, Rafaela Galera Rogano, at the Women in Aerospace & Aeronautics (WAA) annual conference.

What began as a mentor–student match during MYFFC grew into an ongoing connection—one that is giving Hazel a deeper look into aerospace careers and the representation that matters for young women in STEM.

WAIAM (Women of the Aerospace Industry Association of Michigan) sponsored a booth at the conference, which honored Sally Ride and featured women leaders sharing their paths in aerospace. **Experiences like these help students see themselves in the field and underscore the importance of mentorship in inspiring Michigan's future innovators.**



EDUCATION + TALENT DEVELOPMENT

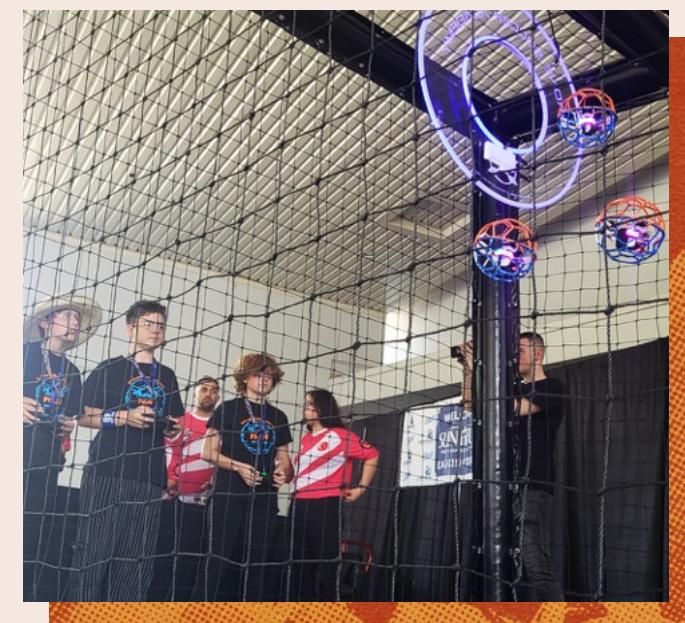
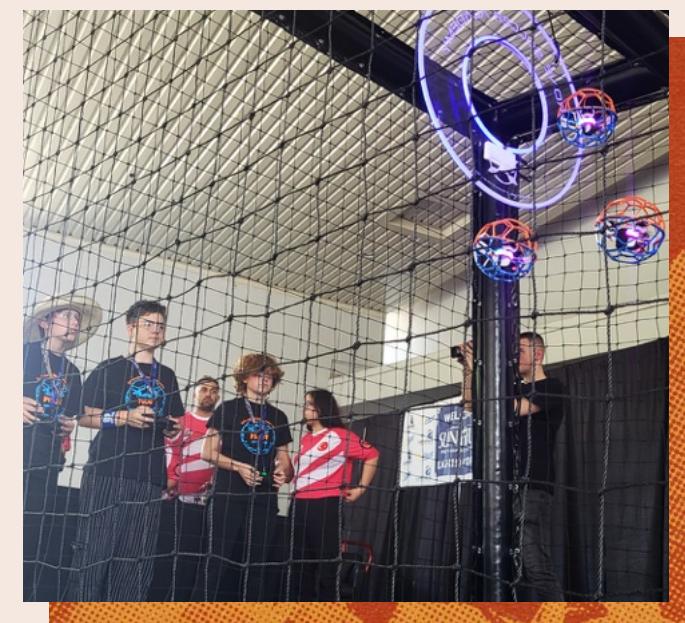
Drone Soccer Talent Initiative

AIAM made significant progress in building a statewide Drone Soccer network – one that **introduces students to flight, engineering, and Michigan's aerospace industry** in a highly engaging, hands-on way.

AIAM's stake in this work is clear:

Michigan's aerospace employers need a stronger talent pipeline, and Drone Soccer offers an early entry point. By helping schools adopt the program in a coordinated way, AIAM is building a statewide network that supports competition, mentorship, and real career pathways.

The launch of this network-building would not have been possible without the grant support from the Michigan Economic Development Corporation.



\$100,000

Grant from Michigan Economic Development Corporation



~100

Students engaged with **400** projected students by Fall 2026



includes only launched campuses not demonstration events

"I came into teaching from industry because I love hands-on learning. Drone Soccer exceeded my expectations—students were able to jump in quickly and learn that aeronautics is an accessible path for them."

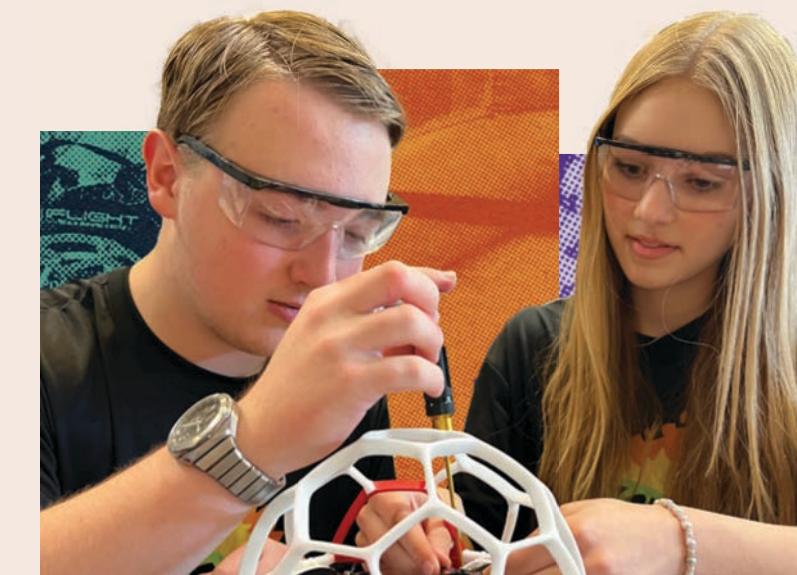
- JOSEPH FREEMAN
INDUSTRIAL ARTS TEACHER,
MANCHESTER HIGH SCHOOL



5

Campuses Launched

Hancock Central High, Tahquamenon Area School, Rapid River Public Schools, Manchester High School, Hudson Area Schools



10

Demonstration Events

Pickford Public Schools

Tahquamenon Areas Schools

Michigan Technological University
Mechanical and Aerospace Engineering Dept.

Rapid River Public Schools

Hudson Area Schools

Washtenaw ISD

Ann Arbor Public Schools

Charles Hackley Middle School
Muskegon Public Schools

Grand Rapids Tech Week Student Showcase

Triple Inc Manufacturing Day

EDUCATION + TALENT DEVELOPMENT

She Innovates, She Leads

She Innovates, She Leads exposes students to the diverse careers that power Michigan's aerospace and advanced manufacturing sectors and encourages them to imagine where their own interests might lead. In 2025, more than **150 students** experienced the program through **2 different event formats**, each offering a unique way to discover careers, engaged with **6 different professionals**, and learned how people find their paths.

Whether at a high-energy career fair booth or in a smaller presentation setting, the format shaped how students interacted with speakers, asked questions, and pictured themselves in future roles. Some learned through hands-on demonstrations that revealed the many stages of modern supply chains, while others listened to personal stories from professionals who shared how they got started and what motivates them in their work. Across these settings, students didn't just learn what jobs exist—they met the people who do them and saw what modern aerospace careers look like in the real world.

PROGRAM FORMAT	EXPERIENCE FOR STUDENTS	WHAT THEY WALK AWAY WITH
Hands-On Booth	Supply chain simulation with volunteers across job functions	"Oh—there are so many roles behind one product."
Speaker Session	Personal stories, Q&A, and real career journeys	"People like me do this work—and found their way into it."



EDUCATION + TALENT DEVELOPMENT

Fuel Up & Connect

Introduced in 2025, Fuel Up & Connect complemented AIAM's AeroOne Conference by **creating a dedicated space for students to engage directly with industry mentors** over breakfast before joining the day's professional programming. The experience offered students both personalized mentorship and a window into the larger aerospace ecosystem.

 **22 Students**

 **10 Mentors**

 **5 Schools**



SMALL BUSINESS INVESTMENT

Supplier Development Workshops

This professional development series helps Michigan suppliers understand what it takes to compete in one of the world's most demanding and opportunity-rich industries. Led by former industry executives & AIAM Board members, the workshops **offer a detailed view into the aerospace supply chain, contracting requirements, and customer expectations**, reinforced through real company case studies.

In 2025, AIAM hosted **two introductory "101" workshops** helping businesses evaluate fit, build readiness, and identify pathways to win work in the aerospace sector — strengthening Michigan's position in the national and global aerospace marketplace.

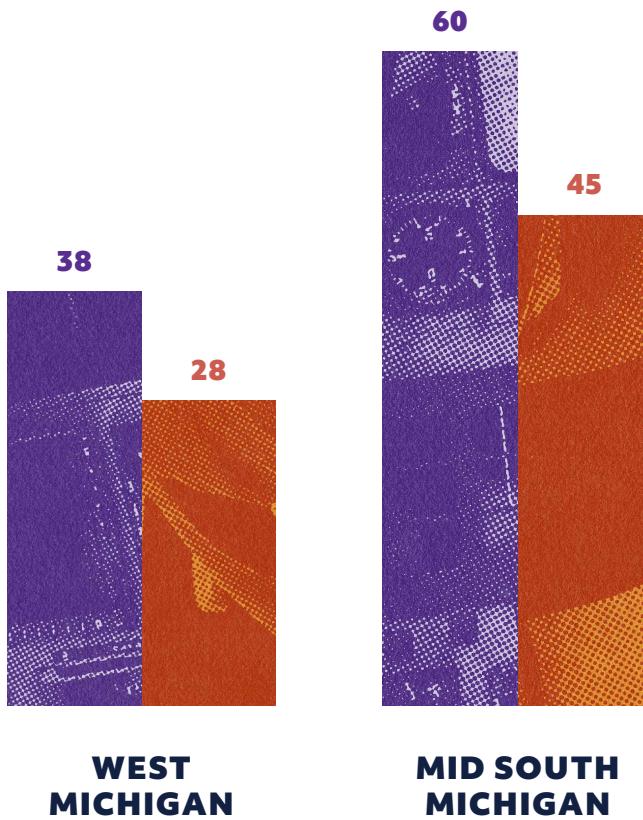


COMMUNITY GRANTS

Opening Doors for Michigan Manufacturers



● Attendees ● Companies



The Warbirds of Glory Museum's Student Apprenticeship Program

The Foundation provided a grant to purchase aluminum for students and mentors to continue restoration of the Sandbar Mitchell aircraft. This project is a key piece of the Warbirds of Glory's student apprenticeship program. The hands-on project builds technical skills and sparks interest in aerospace careers.



WARBIRDS OF GLORY MUSEUM

Higher Orbits' Go For Launch!

The Foundation sponsored Higher Orbits' Go For Launch! in Grand Rapids—a multi-day program that engages high schoolers in STEM, teamwork, and leadership through space exploration. This partnership helps build Michigan's future aerospace workforce.



SANKOFA STEM Academy

The Foundation supported STEM Greenhouse's SANKOFA STEM Academy, a five-week aerospace program for 3rd–5th graders from Grand Rapids Public Schools. With hands-on learning and a trip to the Air Zoo, it makes STEM education both accessible and inspiring.



Program Collaborators





CONTACT INFORMATION

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**SCAN
TO GIVE &
SUPPORT
OUR WORK**