

1 **ORAL HISTORY OF:** Michael Maddin
2 **INTERVIEWED BY:** Wendy Rose-Bice
3 **DATE OF INTERVIEW:** Monday, June 20, 2005
4 **LOCATION OF INTERVIEW:** Jewish Federation
5 **SUBJECT MATTER:** Jewish life, family history,
6 community life

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8 **MS. ROSE-BICE:** This is Wendy Bice. I am conducting
9 an oral history interview with Michael Maddin on June 20th,
10 2005, at Jewish Federation.

11 Mr. Maddin, do we have your permission to use your
12 words and thoughts in the future for educational and
13 historical research and documentation?

14 **MR. MADDIN:** Yes, you do.

15 **MS. ROSE-BICE:** Thank you. Your career as a
16 community leader and as a mentor to many is inspiring and the
17 purpose of this oral history project, as you know, is to try
18 to capture memories of where we've been as a community and
19 where you've been as an individual and where we're going into
20 the future. So I want to step back a moment and just get some
21 detail. Can you tell me when and where you were born?

22 **MR. MADDIN:** I was born in Detroit, May 18, 1940.
23 My mother of blessed memory was very worried about the
24 impending war and was going to wait until after the war to
25 have her children, her family, which would have been a long

1 time since we're still at war. So thankfully my father and
2 mother went ahead and began their family and I was their first
3 child.

4 **MS. ROSE-BICE:** Of how many?

5 **MR. MADDIN:** Of three.

6 **MS. ROSE-BICE:** And who are they?

7 **MR. MADDIN:** I have a brother Richard and a sister
8 Roselyn. My brother is two and a half years younger and my
9 sister is seven years younger.

10 **MS. ROSE-BICE:** Was your father in the service?

11 **MR. MADDIN:** My father was not in the service. He
12 married a little later in life, at 39. During World War II my
13 father was involved with several draft related organizations,
14 but he did not serve directly because of his age at the time.

15 **MS. ROSE-BICE:** Your father was Milton?

16 **MR. MADDIN:** Milton, who had been active in the
17 community in various ways prior to that.

18 **MS. ROSE-BICE:** Your mother?

19 **MR. MADDIN:** Esther Lowenberg.

20 **MS. ROSE-BICE:** Were they both born in Detroit?

21 **MR. MADDIN:** My father was born in San Francisco,
22 the youngest of four. His siblings were all born in Paris,
23 France. My grandfather on my father's side, Maurice Maddin,
24 was a tailor in Istanbul, Turkey, and went to Paris to further
25 his tailoring trade where he met my grandmother. They were

1 married and moved to San Francisco, then Kalamazoo, and then
2 to Detroit. We have Turkish and French on one side. The
3 other side of that equation is German. My grandfather, Robert
4 Lowenberg, who was active at Shaarey Zedek, ended his business
5 career and became superintendent of the cemetery. My
6 grandmother, who I never knew, passed away as a young lady
7 after she gave birth to two children. My mother Esther and
8 her sister Frances ^{FMSILVER} ~~Frances Silver~~. My grandfather
9 remarried.

10 **MS. ROSE-BICE:** As a child your grandparents were
11 here in Detroit?

12 **MR. MADDIN:** My grandparents were all in the Detroit
13 area and we had vivid memories of Pesach seders, but
14 everything from crawling around under the table to various
15 holidays in particular. Being the oldest, I remember when
16 they passed on, parents are now gone, so I am the oldest of
17 our family.

18 **MS. ROSE-BICE:** What was your dad's profession?

19 **MR. MADDIN:** My father was an attorney. I call it
20 my privilege to practice with him for 18 years. He's now been
21 gone since 1984. We were a small firm until we merged with
22 another little firm which has now become clearly mid-sized,
23 which is nice. I have a son who joined us so we have third
24 generation in the profession. Of our four children, one
25 decided that he was willing to become an attorney.

1 **MS. ROSE-BICE:** Which one is that?

2 **MR. MADDIN:** That's my number three, Marty. He's 28
3 and he's recently moved from Chicago, which is another rarity
4 but we're very blessed. We have three of our four children
5 here in Detroit, one in Seattle.

6 **MS. ROSE-BICE:** Your father was very active in the
7 community. I know he was involved with the Tamarack Hills
8 Authority. What were some of his other organizations that he
9 spent time with?

10 **MR. MADDIN:** It was really remarkable. Parents of
11 that generation, my father in particular, his parents had died
12 during World War I from the flu epidemic so he really grew up
13 without parents for much of his later teens. They didn't talk
14 about the war or a lot of things that I wish they had, but
15 nonetheless bestowed on us various traits that have given us
16 whatever traits we have today that have caused us to become
17 involved and active and caring.

18 But my father was involved with Tamarack Hills
19 Authority, which is the agency that really bought the camp
20 property for Fresh Air Society. Especially the camp which we
21 now know as Ortonville Camp Maas and that was the assembly of
22 the property. He was involved with Fresh Air and actually was
23 the president in 1953 if I remember the year. So it was very
24 logical for me to become involved with Fresh Air when I became
25 a young adult and was looking for things to do. I'm glad I

1 did, because I'm involved as recently as before I left for
2 this interview to talk to the current president of Fresh Air
3 about a project that he would like me to help with. I find
4 that camping and Jewish camping and the informal aspect of
5 camping and Jewish experience is a very positive and effective
6 way to instill the good values in children and parents. The
7 Bubby-Zaydde Camp, the Family Camp, as Donna and I have tried
8 to help with some endowment for the program aspects of it,
9 have really found it to be useful for families to spend time
10 in the outdoors with their children and families. It's a
11 unique experience. We've always been outdoors people.

12 **MS. ROSE-BICE:** While you're on the subject of
13 family camp, did you help create the family camp program?

14 **MR. MADDIN:** I don't really claim credit for
15 anything, but in reality Donna and I were a young couple and I
16 was on the Young Leadership Cabinet or the UJA at the time.
17 We were looking to do a program and I was very anxious to do
18 it in such a way as our children could be involved. I
19 presented that idea and everybody said that would be great if
20 we could have some sort of an activity that included our
21 children, because these are young adults, very active trying
22 to establish their careers or professions and liked the idea.

23 Well, where would we have such a thing and over what
24 period of time? So I believe it was 1973 and then 1975 we had
25 two retreats at Butzel. I was first met with the traditional

1 approach, "No, Butzel's never had young children." What would
2 happen would stand after the event occurred and I convinced
3 them that we would take a great responsibility, that we were
4 careful, that we would be careful, we would supervise our
5 children in addition to whatever staffing they provided. We
6 wound up having two weekend retreats under the auspices of the
7 UJA Young Leadership Cabinet.

8 But nonetheless, if you were to look at the list of
9 people that were there, and I certainly don't remember every
10 one, but many of the people who were in those two early camp
11 sessions, if you will, became more active in the community.
12 Names like Jackier and Frankel are among many that clearly are
13 those type of people.

14 And really remarkably I just spent over the last six
15 months with one of my sons, who's an artist, about 10, 12
16 hours of time going through old 8 mm movies and 35 mm slides
17 which we just had converted some of them to DVD, and found
18 pictures of those 1973 or 1975^{ish}, I don't know which one
19 because I didn't take the time to figure that out. Really
20 well done. Plus I found the files of the organization I did
21 for those two family camp experiences. So it became clear to
22 me that it actually happened even all these years later. And
23 it became the beginning of the opportunity to do family
24 camping in the way that now we're trying to do it.

25 **MS. ROSE-BICE:** It's an amazing program. Let me go

1 back in time. Where did you grow up, what part of town?

2 **MR. MADDIN:** I grew up on Broad Street, which I call
3 one of the old neighborhoods. Broad Street and Glendale. The
4 address was 12733 Broad Street. Nice little boulevard street
5 that had homes that were just a hair bigger than the ones on
6 the side streets. So instead of a 40 foot lot we were on a 50
7 foot lot which today sounds very small to most people who live
8 out in the suburbs. It was a very nice home. It was a real
9 stretch for my parents at the time to buy it in 1939-40 when
10 they bought the home. We grew up there. I went to
11 Winterhalter Elementary, Durfee Junior High and then Central
12 for a year, and I finished at McKenzie. The area was starting
13 to change and become less safe, but I finished my high school
14 at McKenzie.

15 **MS. ROSE-BICE:** Did you move?

16 **MR. MADDIN:** My parents moved as I became a senior
17 but that would have been four schools in four years which I
18 wasn't comfortable with and I was allowed to finish at
19 McKenzie. Then I went on to the University of Michigan.
20 Central was one year and McKenzie was two of the three years
21 of high school. Durfee was at that point ninth grade.

22 **MS. ROSE-BICE:** So when you went to McKenzie, your
23 family hadn't moved at that point?

24 **MR. MADDIN:** Not until my senior year, my last year.

25 **MS. ROSE-BICE:** So what year did you graduate high

1 school?

2 **MR. MADDIN:** 1958.

3 **MS. ROSE-BICE:** It was just starting to change.

4 Describe some family life in your home. Were you
5 Conservative?

6 **MR. MADDIN:** My father grew up basically having no
7 parents. 1914 when he was 12 his father died. In 1918 his
8 mother died so he was 16 then. So effectively he had to fend
9 for himself. He had an older sister, an aunt, but there was
10 no real strong relationship. She would help when she could
11 but he basically was on his own. So he grew up not only alone
12 but as a Depression Era young attorney. He struggled and
13 developed his attitudes. He was fairly conservative, very
14 bright and very good at what he did.

15 My mother on the other hand, was a little sweeter.
16 She grew up in Detroit. My father grew up in Detroit as well.
17 When they got married, they got married at Shaarey Zedek
18 because that's where my mother belonged. My father basically
19 was a temple person but really there was no strong connection
20 there. So he became connected to Shaarey Zedek because of my
21 mother's family. That's where we grew up religiously. I
22 still belong there. My brother and sister belong elsewhere.
23 Our children are just at that age where they're going to make
24 their decisions. My daughter and son-in-law and
25 granddaughter, they belong to Shaarey Zedek. We're

1 comfortable for the time being.

2 **MS. ROSE-BICE:** So was your family fairly observant
3 then?

4 **MR. MADDIN:** They were not until sometime during
5 World War II. They kept kosher but I don't recall that
6 specifically. Religion was part of life but not something
7 that ran our lives. That's the way we grew up. Frankly I was
8 comfortable with that. If I challenged something and I
9 couldn't get an answer that I was comfortable with, I chose to
10 believe my own beliefs. As you get older you develop your own
11 sensitivity toward religion and what's important about it and
12 how it helps certainly through life cycle events up and down
13 and deaths and marriages and bar mitzvahas. When it was
14 important, I became vocal about something, and when it wasn't,
15 I left it.

16 An example would be our daughter Melissa. All of
17 our four children went to Hillel Day School for a period of
18 time. When Melissa was about to be bas mitzvahed, it was not
19 approved at Shaarey Zedek to have a bas mitzvah on a Saturday
20 morning. You could have a Friday evening. So I think 25 or
21 26 of us who were members, we just felt that was wrong. Young
22 women ought to have the same privilege as a young man,
23 recognizing all the halachic issues and answers that didn't
24 make any sense. We wrote a letter at the time to Rabbi Groner
25 and basically said why are these other institutions allowing

1 it, and frankly if you can't give us a satisfactory answer
2 some of us for sure are going to find another spot where we
3 can go. Long story short is they came around and allowed it,
4 which I'm glad because I think it's the right answer. Because
5 of that there's enough flexibility in that Conservative mode
6 to have kept us going. That's good.

7 **MS. ROSE-BICE:** So was she one of the first young
8 women to be bas mitzvahed?

9 **MR. MADDIN:** Yes. She certainly wasn't the first,
10 but I know Larry Jackier, he was part of that group and a
11 bunch of other people who would be identifiable. I know there
12 were problems with dates and how many dates you can have, but
13 I'd rather have two people or three on Shabat morning and let
14 everybody have the same opportunity. Since then they've done
15 it, so I feel good about that.

16 **MS. ROSE-BICE:** Broad Street was a fairly Jewish
17 area?

18 **MR. MADDIN:** Yes, in the old days that whole area
19 had a strong Jewish -- you couldn't go more than a house or
20 two without there being another family. Gradually that
21 shifted as the movement went north. We were late in moving.
22 They moved to Parkside, which is between Six and Seven Mile
23 Road, when I was going into my senior year. That move didn't
24 mean anything to me because I was at McKenzie for a year,
25 graduated and then went away to Michigan. We lived there and

1 that was a home when I wasn't at school. Ultimately they
2 moved into a condo.

3 **MS. ROSE-BICE:** Who are some of your peers in your
4 high school years?

5 **MR. MADDIN:** Because I went to McKenzie and my
6 graduating class had 496 graduating seniors, there were six of
7 us identified as Jewish. That's a major change had I been at
8 Mumford. The Mumford crowd I became acquainted with more at
9 Michigan because a lot of them went on to Michigan or through
10 other means, fraternity, law school, whatever. Not during my
11 high school years. That was fine with me. I was a bit
12 unusual in a sense that a lot of my interests were far
13 different than others. I was interested in sports and that
14 was the same, but I was also interested in mechanical things,
15 classic and old cars, boating, water sports, a lot of things
16 that many of the people I knew at that stage were either not
17 interested or less interested.

18 **MS. ROSE-BICE:** You went to Michigan and what did
19 you study there?

20 **MR. MADDIN:** My major was history in under grad. I
21 was always interested in history. Themes of my history
22 connection as a college student served me well in my adult
23 career as well as some of the things I've done for the
24 community. As you know from our connection with each other at
25 Fresh Air and some of the historical things that I've saved or

1 are interested in what happened and not repeating, and looking
2 at ways to make things better and what did we do in the past
3 to deal with it. Plus the centennial.

4 **MS. ROSE-BICE:** Your wife is Donna. What was her
5 maiden name?

6 **MR. MADDIN:** Donna Hartman.

7 **MS. ROSE-BICE:** Where was she raised?

8 **MR. MADDIN:** She grew up in Oak Park. Her parents
9 moved there from an apartment before there were streets in
10 most of Oak Park. They were really early pioneers in the Oak
11 Park scene. Her mother Helga, who's still alive, basically
12 escaped Germany in 1938. She just got out. She was a sole
13 child. Her parents owned a little department store in a town
14 called Kershen, just outside of Frankfurt. They moved here
15 basically with what they could carry. Their life started anew
16 with the language problem and everything.

17 My father-in-law was a salesman. He sold costume
18 jewelry. They had a modest life. She had two brothers, one
19 older, one younger. One brother lives in New Jersey the other
20 lives here and runs a little business. She grew up having to
21 work from the time she was 13 in order to help support and
22 actually pay for her own way to get through college.

23 **MS. ROSE-BICE:** Did you meet at college?

24 **MR. MADDIN:** I was in my last few weeks of law
25 school when we met. We have a lot of fun talking about ^{how} she

1 kept me from studying the last three hours before my last exam
2 in law school. I think I got a C+ on that course. She
3 finished after we got married.

4 **MS. ROSE-BICE:** What was her study?

5 **MR. MADDIN:** She became a teacher, physical
6 education and dance. Her first assignment was at Northeastern
7 High School, which was tough even then. She was teaching
8 dance to primarily Afro-American young girls. She developed
9 relationships with them. She taught for a number of years
10 until we wound up with four children. She became very busy.
11 We worked hard, but it was enough to be able to have her stay
12 at home with the kids and help raise them. She did a terrific
13 job and she deserves most of the credit for that. She now is
14 teaching at Hillel, cooking, part time just to keep her finger
15 in it. She loves it. Kids love cooking even the boys.

16 **MS. ROSE-BICE:** That's a great way to connect with
17 kids.

18 **MR. MADDIN:** And now it's almost all geared to
19 Jewish food and holidays from Shabat to --

20 **MS. ROSE-BICE:** Does she use some of her mother's
21 recipes?

22 **MR. MADDIN:** Not really. Her mother's Germanic
23 background was very dictatorial and opinionated and basically
24 wouldn't allow her daughter in the kitchen, which is all the
25 more remarkable. She never taught her because she wasn't

1 allowed to be in the kitchen. She's become not only an
2 excellent cook but she enjoys doing good things with food in a
3 healthy way.

4 **MS. ROSE-BICE:** Your dad went to Camp Tamarack or
5 Fresh Air Society as a youth, which you found out after his
6 death.

7 **MR. MADDIN:** I found out after his passing that he
8 was actually a camper. I think there might be a picture which
9 we identified him from other pictures about the same time of
10 his age in 1910 when he was eight years old. Really
11 remarkable. When he was young, he was involved with Boy
12 Scouts and other things which led him to outdoor activities.
13 Nowhere to the extent that Donna and I have become. We love
14 being outdoors, hiking and biking and just walking, even going
15 up in the mountains. Most of that I don't remember from my
16 parents, especially my mother.

17 But my father was involved with Tamarack Hills
18 Authority and then he became president of Fresh Air Society in
19 1953. So he obviously was interested in camping but oddly
20 enough none of us kids went to camp. There was kind of a
21 dichotomy between whether they felt it was right for us to go
22 to camp. They always rented a modest cottage and we used to
23 have our summers in that atmosphere, which I grew up and
24 really loved and it wasn't like I was missing anything because
25 I enjoyed what we did. When I got older in my teens, I

1 started working on jobs from those places that we rented. I'm
2 very happy with my background. When our children were young,
3 we used to take them camping all the time. Camping our way,
4 it wasn't like formal camping. Three out of our four children
5 went to Tamarack, but the other wanted a different kind of
6 program where he could have activities all programmed for him.
7 Tamarack was kind of a bunk kind of an approach. There's good
8 to be said about both.

9 **MS. ROSE-BICE:** Was Donna a camper?

10 **MR. MADDIN:** Donna went to camp I think once or
11 twice, but her parents couldn't really afford it or didn't
12 prioritize it so she only went a few times.

13 **MS. ROSE-BICE:** What are your earliest memories of
14 how and when you began your involvement as a communal leader?

15 **MR. MADDIN:** It's pretty vivid. Until the Six Day
16 War broke out I was interested but not really involved. When
17 the Six Day War broke out, I received more than one call
18 basically asking if I would participate in some communal fund-
19 raising because nobody knew on day one of that war whether or
20 not it would be as successful as it was, but nonetheless it
21 was very exciting for me. It was, of course I want to be part
22 of this and I want to help in any way I can. I remember
23 vividly in a few days because it was after the six days ended,
24 it was pretty obvious that Israel had succeeded in doing in
25 that war at least what it hadn't been able to do in other

1 wars. And so I was really taken up by the number of people
2 that showed up, what we were able to do, learning from it and
3 becoming interested more in what it all meant. At the same
4 time I was a young attorney and I had to really work hard at
5 getting started. I was also newly married, finished my active
6 duty from being in the service, so I had the rest of six years
7 of military duty at summer camps and one weekend a month. I
8 was very busy from day one. But the community became
9 something I embraced and wanted to participate to the extent I
10 could.

11 From there I became involved in the Junior Division,
12 now Young Adult Division, and I guess I must have done enough
13 good things that whoever was part of the nominating process at
14 the time nominated me to become president in 1971 of the Young
15 Adult Division. I tried to do what I thought was important to
16 move the agenda along and my philosophy with all the
17 experience I've had is that it's a sacred trust to take what
18 you receive and if you can carry it through the year or two or
19 three and leave it in certainly no worse condition and
20 possibly better, then you've done a good job. That was the
21 approach.

22 I was president and probably among the things that I
23 carried forward ever since then is that young people deserve
24 an opportunity to grow and learn and become seen, and if
25 they're good, to move forward into new positions. So I

1 strongly believed in young people having an opportunity to sit
2 on boards of agencies, to be on committees of Federation or
3 Foundation, and there was a lot of resistance unfortunately,
4 mostly because it hadn't been done, just like family camping,
5 and mostly because what could they add, why should they be
6 here. Let them grow and learn. Well, how are you going to do
7 that without being part of it?

8 So part of the process that occurred that I'm very
9 pleased with is that we developed a program that put young
10 people, two at a time. Some agencies wouldn't accept two, but
11 the program was two or more. We would look for young adults
12 who were interested in those areas. We sent out forms, asking
13 them what do you like, what do you think you like, what would
14 be interesting to you. Then at first they basically were to
15 be sight unseen. You can come, but you can't vote, but at
16 least they would be there to learn.

17 Gradually that moved into what's the problem, if
18 you've got 36 seats on a board or 72 seats, two people will
19 never make a difference. In most boards after investigation
20 we found out the average attendance was X versus Y and having
21 a couple people that were young and interested might create
22 for the agency an opportunity to have young people who would
23 turn into really good board members and even possibly donors,
24 even possibly leaders in terms of helping with different
25 committees. I think it's been proven. I think once that

1 program got started, everybody realized that it was good.

2 **MS. ROSE-BICE:** Did you have a mentor?

3 **MR. MADDIN:** I can't say that I did, no. My parents
4 were always supportive and in their own ways were glad I took
5 on some of these tasks and they were proud of it. But truly
6 they didn't give me advice about what I should do. Maybe
7 that's part of their wanting me to be independent, which is
8 the way we've raised our children, which probably is good in
9 many respects.

10 Secondly, I think the mentor if you can use it as a
11 collective word, is the Young Leadership Cabinet. There were
12 some really good young people, almost all of whom have gone on
13 to be leaders in the community. Connie Giles, Joel Tauber,
14 Stanley Frankel, Larry Jackier, a lot of names I could give
15 you. I'm sure I'd omit somebody I shouldn't, especially
16 people I'm close to. I was part of that Young Leadership
17 Cabinet for five years and on the executive committee
18 nationally for one. Then I had some eye surgery and said you
19 know, that's enough, I can't do this.

20 I think that being around that atmosphere, the Young
21 Leadership Cabinet, I know it's been better and not as good at
22 times since then, but it was fairly high powered. The
23 national structure was really good. The programs were
24 national with local activities as well. We would go to a
25 retreat at least once a year. There was song, dance, there

1 was solicitation, training. You came back really feeling
2 invigorated and came back feeling like you could do anything.
3 It wasn't geared to an agency or Jewish Federation of
4 Metropolitan Detroit or any, it was geared to Israel and Young
5 Leadership Cabinet UJA. But how important communal
6 involvement is. You keep recementing it.

7 **MS. ROSE-BICE:** That was in the '70s?

8 **MR. MADDIN:** Yeah. At that point I became involved
9 with Fresh Air. I was on the board. In 1981 I believe I co-
10 led Hadracha. We took a group to Israel. In fact a very nice
11 compliment I just ran into Howard Tapper. We were sitting at
12 the Weitzman luncheon last Friday and he came up to me after
13 and just reminded me, that's when he got started. It's nice
14 to know. He said it was a great experience, a great mission.
15 In some small way I was helpful in getting him to be active.

16 We had a group that went to Israel. At that time we
17 did some maybe crazy a little bit but it was possible to do so
18 I went and made sure we did, we went into southern Lebanon
19 across through the good fence. There was some danger except
20 the IDF approved the trip and we went and we saw remnants of
21 war all over. We went in and out and there was a lot of
22 activity on the bus as to whether we should or not. Anybody
23 who doesn't want to go, don't go. We're going to go for those
24 who want to go. Everybody that went was very happy we did.
25 It really gave us a lot to see and talk about. The rest of it

1 was a typical Hadracha experience with camaraderie, a lot of
2 movement around to see things, lot of questions. It wasn't
3 like you have to listen and accept what we say, you challenge
4 it. We saw absorption, we saw immigration, we saw the various
5 agencies at work, we saw schools, old folks homes, and we saw
6 people who came from something but escaped from wherever they
7 escaped, grateful to be in Israel. I think it really helped
8 everyone understand the beauty of Israel and how important it
9 is to all of us, not just Jews but the world. Even today, the
10 more things happen, the more it's the same in history, the
11 connection between history.

12 **MS. ROSE-BICE:** When was your first trip to Israel?

13 **MR. MADDIN:** Donna and I went in 1971. We were such
14 a young couple that we were literally not allowed back on a
15 bus one day because they didn't realize we were part of that
16 group. Obviously that was an eye-opening experience. We went
17 to the Suez Canal at the time, which today would not be an
18 open trip. It was when the Sinai was part of Israel after the
19 war. Obviously in 1971, being president of the Junior
20 Division, was all part of what kept me fueled. The kerosene
21 lamp was lit.

22 **MS. ROSE-BICE:** When you received your Butzel Award
23 in 2003, you structured your speech around the theme of
24 embrace change but maintain tradition. I was taken with that.
25 You talked about how this philosophy led you through some

1 difficult times and difficult decisions. Can you give some
2 examples of how this philosophy guided the decisions that you
3 made in your leadership roles?

4 **MR. MADDIN:** Well, the embrace change is because if
5 you don't allow young people to be involved where there's been
6 a procedure that's basically held them back, if you don't take
7 a look at your budgeting on a zero based basis as opposed to
8 saying last year we spent X, therefore we should give
9 everybody two or three or four percent more, you've totally
10 failed to understand that everything can be reviewed from
11 scratch and that's the change. You should embrace that
12 because the only way you get better is to reinvent yourself
13 and reinvent the community, the organization, the agency, the
14 Federation, the Foundation. Reinvent, reinvent because you'll
15 be better.

16 To maintain means not to destroy the fabric of what
17 got us here. People might argue from a halachic standpoint
18 religiously, but I think that our tradition is wonderful. If
19 you take the time to understand it at any level, even just
20 touch it, it's remarkable. The Jews have survived these
21 thousands of years. If you've been to Masada, every time I
22 go, it renews my faith, renews my interest. Just in the paper
23 recently there was an article about a seed that was from
24 Masada that they were able to get to grow again. Whether you
25 believe in miracles or not, it really is kind of a miracle if

1 you buy seeds from a seed catalog they might not germinate a
2 year later or two.

3 How we survived through all these years and how we
4 have caused ourselves and our families to grow and be strong
5 and to deal with anti-Semitism and to deal with all the
6 pressures is really remarkable, and I think there's something
7 special about it. I think the changing is more because of
8 what's around you but the maintain means to preserve the core.
9 It's like don't throw the baby out with the bath water. It's
10 perhaps too simplistic approach to it, but we must keep
11 remembering what we're saving and what we're preserving and
12 why. But don't be afraid to adapt to the differences. It's a
13 philosophy I've lived with in everything. Challenge it, make
14 it better but don't destroy it.

15 **MS. ROSE-BICE:** What are some examples of where you
16 as a leader were able to use your philosophy and teach that
17 philosophy to others and implement change?

18 **MR. MADDIN:** I think a real core example would be as
19 I was growing up and I was involved in Campaign and chair of
20 this and part of that, I really kept thinking, I talk to
21 people and they're upset with something. I couldn't get my
22 parent into the home, I couldn't get my child into camp,
23 whatever. One of my favorite expressions is every time I've
24 had a position and somebody would complain to me, I'd say you
25 know I don't remember seeing you at one of the committee

1 meetings. I'd love to have you participate and perhaps some
2 of your ideas would be really useful. It usually quieted
3 people down quickly.

4 A concrete example for me was 1991 through 1995 I
5 was chairman of the Federated Endowment Fund. Well, that
6 whole purpose of the fund was to raise endowments. In 1984
7 when I was president of Fresh Air I was the first president to
8 sign onto the commitment of endowment and helping agencies
9 grow. There was a lot of friction. The campaign side of that
10 event was upset because they didn't want money to be taken
11 from campaign to go to endowment. The agencies were concerned
12 because they would lose control, if they ever had it, for the
13 endowment monies that they were able to raise or people were
14 willing to give them. I said, that's crazy. There's so much
15 money out there and so many opportunities to raise it. How
16 about the concept that says there are just some people out
17 there that are more interested in an endowment type of gift
18 than a campaign gift. So if you say to them the only way
19 we'll take an endowment dollar from you is if you make a
20 campaign gift and you lose both; that's silly.

21 So why don't we look at an approach that says let's
22 talk about the primacy of the campaign, let's talk about how
23 without those dollars the community will not be able to
24 function, and that without those dollars people that you know,
25 if not your own family, will not have an opportunity to be

1 helped by Hebrew Free Loan, kid to camp, opportunity to go to
2 the Center, Jewish Vocational Service, Jewish Family Service,
3 emotional problems, all the other things that happen that
4 we've taken care of for all these years. But at the same time
5 let's look at the opportunity.

6 Well, the endowment has grown just tremendously. I
7 think a lot of the things that I thought of -- I don't mean
8 they're my thoughts alone, but I think that they realized to
9 the point where and I tried very hard to add staff during my
10 four and a half years. It was very tough to do. They didn't
11 believe that there should be the expenditure for staff. Had
12 we done it, I think we would be in better shape today.

13 There are people who have made decisions to give
14 things to the community and the community had to decide
15 whether they even wanted them -- an art gallery, a tennis
16 court -- to the community. Well, the fact is, find a way to
17 take it if you possible can. If it makes no sense, then see
18 if the family would be willing to adapt it into something more
19 workable. I think the community has realized this and Detroit
20 now has become one of the premier communities. It is in every
21 way but in terms of endowment we're now \$300-to-\$400 million
22 of endowment money, and as a result of that there's a lot of
23 things we're able to do with the interest that comes off those
24 endowment funds. Agencies that have endowments are able to do
25 a lot.

1 **MS. ROSE-BICE:** What are some of the other very
2 poignant memories you have in your leadership career?

3 **MR. MADDIN:** More of a culminating kind of thing.
4 When I was chairman of the Federated Endowment Fund and that
5 was one stage of what I did. When I got finished with that,
6 it sort of flowed into becoming president of the United Jewish
7 Foundation. I found that to be very rewarding. Detroit's
8 unique. There's only a few communities that have a Foundation
9 and a Federation separate. It's like having a senate in the
10 house. There is a little bit of benefit to having the money
11 separate from the organization that doles it out. It makes it
12 just a little bit harder to get to if it's wrong to release it
13 and not so hard if it's a good cause. Our Federation and our
14 Foundation call themselves partners but the United Jewish
15 Charities was founded in 1899. Federation wasn't founded
16 until 1926. That says it all there.

17 I think the Federation does a wonderful job and I
18 think that the tugs between the organizations really were
19 unnecessary for those that felt they had to be there. It's
20 now become more of a partnership. Meetings are joint, which I
21 totally support. That was going on as a concept while I was
22 finishing my term. I support it because I think there's no
23 reason to have intelligent people go to multiple meetings. On
24 the other hand, that organization also gave an opportunity for
25 good people to have another organization they could connect

1 to.

2 One of the things that I felt strongly about when I
3 became president is what else can we do than just hold assets
4 and manage them and release money. We started with some
5 initiatives. One of the concepts was to make insurance an
6 avenue by which people could leave money to the community. It
7 was something not embraced historically because it wasn't
8 money. In reality now we have a lot of insurance policies.
9 It gave younger people an opportunity to participate in the
10 community, and yes, if you bought at age 27 a \$100,000
11 insurance policy you could pay a few hundred dollars a year
12 but you could also say that I've made a commitment to leave
13 \$100,000. It's been proven over and over again that people
14 who have done this have become involved in different ways.
15 Many of them have increased the insurance, many have given
16 hard gifts so to speak, and the legacy. All sorts of things
17 that have grown out of it are now partially based upon
18 insurance. Second to die, and lot of ways you can leave a lot
19 of money to the community, have a deductible premium and also
20 be able to be up with people who have committed to higher
21 amounts.

22 There are a lot of young people in our community
23 that will do well, but not great. They have no factories that
24 produce widgets that then can make them very rich people,
25 especially manufacturing. ^{EJEAY} ~~any~~ community across the country is

1 dealing with manufacturing differently. As a professional you
2 may make a good living but you're not going to be come very
3 wealthy. What's the best way for the future? Endowment
4 activity through the means that I've just said is just one way
5 to do that.

6 You asked me a question and I think I've only
7 skirted it. The centennial for me was kind of a little bit of
8 a crowning thing because based upon my interest in history,
9 based upon the fact that there was going to be a little
10 celebration of some sort for the 100th year of the United
11 Jewish Charities, now the United Jewish Foundation, I think
12 the community originally thought of it as we'll have one
13 little event and it will just happen. When they asked me to
14 do it I literally took a day and went to Milwaukee and studied
15 what they did for their 150th anniversary, and then decided it
16 would be great if we could have eight or ten different events,
17 some centered for young, young adult, older, an exhibit, a
18 dance or music session. Bring all the different elements
19 together and as part of that process to bring people together
20 that might not otherwise be together. In looking back on it,
21 it was a tremendous amount of work. I was blessed with Dale
22 Rubin as my staff and we got along terrifically. A core group
23 of people especially Carolyn Greenberg was my co-chair. We
24 had another co-chair that wasn't as active but that's okay.

25 The core for me about the events is we had a Menorah

1 exhibit at Somerset. It gave us an opportunity for a venue
2 for those who fancy menorahs. We had a jazz evening at the
3 Gem Theater. I had our workers meeting at the Gem Theater
4 just to give them a view of downtown Detroit which is where it
5 all started including the Federation building which is no
6 longer. We tried to pick different venues. We ended at the
7 Center in Oak Park which is a very fitting way to bring this
8 whole picture together. It worked well. We had a concert at
9 Orchestra Hall. I think we had 1900 people.

10 The whole series of events kept feeding on each
11 other to celebrate, renew, have people connect to the Jewish
12 community, there is a Federation, a Foundation, here's all the
13 good things that happen. We had an exhibit at the Center
14 which was a major effort. I have vivid memories of taking my
15 mother there who just loved it. We saw pictures from the
16 '20s, '30s and '40s and she identified every era and
17 recognized faces in those pictures and told stories about
18 them, which was an experience that I never had with my mother
19 quite that way. She was not only pleased, I found a picture
20 of my mother's eighth grade Hutchins Intermediate School
21 graduation where we identified some people, and I sent it to
22 everyone we could identify. These kinds of experience charge
23 me. This one particular person sent me a note how grateful
24 she was. She was in her late 80s. If you give somebody
25 happiness, a smile and they can connect, it's just all part of

1 the we, and what we do and why we do it. It wasn't asking for
2 money.

3 I still feel the same way. I think there's a lot of
4 good things that need to be done. I'm currently involved in
5 the Jewish Fund, what's left of Sinai having been sold and
6 giving those dollars out not only a mitzvah, but it's an
7 opportunity that would never have been there but for the fact
8 that the fund got created. \$2-\$3 million a year is doled out,
9 vast majority of it goes to the Jewish community.

10 There are agencies that are desperately in trouble
11 right now, JFS for example. I had a phone conversation this
12 morning and a meeting on Wednesday morning to basically find a
13 way to give them more money because so many families who you
14 wouldn't think but because they lost their job or were cut
15 back, they basically can't take care of their real needs.
16 We're talking about serious needs, not luxury. There was an
17 article about Hebrew Free Loan, the work it's doing and how
18 many people are in need of those kinds of dollars. I'm sure
19 you read the article.

20 The point I make is that these are real needs and
21 when I have friends or acquaintances or people I might solicit
22 tell me that it's just a gimmick to get money and everything,
23 they just don't understand. I consider it part of my job to
24 try and convince them if I can how important it is. If we
25 don't do it, nobody else will. A lot of places out there can

1 be tugging on your coattails for money. You have to be
2 careful.

3 **MS. ROSE-BICE:** How would you describe your
4 leadership style?

5 **MR. MADDIN:** I think I like to engage people in the
6 topic and the task and develop a consensus. If that's a
7 style, I think I'm more of -- I don't mind making decisions,
8 but I do like to get group involvement and consensus because I
9 believe that that would get people more involved than if I
10 made a decision and say let's do this. So where I'm involved
11 in a leadership capacity, I will discuss a topic, I will
12 present the materials, I will ask for input and then try and
13 guide it to a conclusion which I feel is effective.

14 **MS. ROSE-BICE:** Do you have middle-of-the-night
15 visions of all these creative ideas you get? When does your
16 thinking come to you?

17 **MR. MADDIN:** It comes at different times. I could
18 be anywhere. Maybe it's because I'm older, I tend to get up a
19 couple times in the night, and if I do, and I have something
20 that I need to think about or that comes to my mind, I'll
21 often think of it. I had some surgery five years ago and I
22 walk now every morning probably six, seven days a week, so
23 it's real regular, about a three to four mile walk in the
24 morning. Could be dark in the winter, could be light, often
25 with Donna or other times alone or somebody else. It really

1 gives me a chance to clean the cobwebs and do a lot of
2 thinking. Whether it's simple as Father's Day or personal to
3 the community that I'm working on or thoughts how I want to
4 present something.

5 When I got the Butzel award, it was real interesting
6 because I had a lot of people ask me for the right reason, do
7 you want me to review your comments, can I help you write
8 them. I said, no, I'm doing just fine. It was because I
9 wanted them to be purely me. I did do them entirely on my
10 own. I didn't share them with anybody until after I delivered
11 them and then they wanted a copy in which I was happy to give
12 them. That one time I felt strongly that I wanted to deliver
13 my message. It was a wonderful event and opportunity, but the
14 best part of it for me was my four children were here
15 including my son who lives in Seattle. They were there not so
16 much to celebrate that I got the award, but just that we were
17 together as a family. That's always been important to me.
18 Yet we're all independent and everybody's got something to do.

19 **MS. ROSE-BICE:** Are your children following in your
20 footsteps?

21 **MR. MADDIN:** It's a great question because we've
22 taught them to be independent, which means they should do
23 whatever they think is right as long as they are good people.
24 I'm comfortable that we raised four good people and that they
25 will in due course develop their interests and ability to

1 become communal in their own ways. Yes, but it's going to
2 take them longer because it's a much different world. Israel
3 is not the daily serious thing. Yes, the bombings, and I send
4 them things all the time and I'll try and talk to them.
5 They're coming along at different stages.

6 **MS. ROSE-BICE:** Did we get all their names?

7 **MR. MADDIN:** My daughter is Melissa and her husband
8 is Brian Weisberger. Melissa is a school teacher. She has
9 taught the Holocaust program at various times in a school
10 district that's not Jewish, St. Clair Shores. When she was at
11 Western in college, she actually had a job teaching sixth
12 grade Sunday school three days a week, Tuesday, Thursday and
13 Sunday at Congregation ^{Beth} Moses, which really helped her build
14 on her already strong background. We have a granddaughter
15 Miah. Brian is a financial analyst.

16 My son Mark is basically an artist. He went to
17 Kendall College of Art Design. He basically is doing free
18 lance related work.

19 My third is Marty. He went to Michigan and then
20 onto the University of Wisconsin Law School. He's a graduate
21 attorney, licensed in Wisconsin, Illinois and Michigan. He'll
22 probably be the one that follows in some measure a pattern
23 that I did. He's an attorney, he thinks alike, he's here,
24 he's got lots of friends. They all went to Hillel at some
25 period of time. Marty in addition to that was active at

1 Hillel. He's personally friendly with Michael Brooks in Ann
2 Arbor. He was active when he was in law school, University of
3 Wisconsin. He went on Birthright, and now that he's back he's
4 really spending time settling and getting started in a career.
5 But he'll become involved.

6 My son Matt is an engineer. He works for Microsoft
7 in Seattle. He understands where he came from but that's
8 going to be a longer process.

9 **MS. ROSE-BICE:** In your Butzel speech you brought up
10 tikun olem. I wondered if you can think of the time you began
11 to truly understand the meaning of tikun olem.

12 **MR. MADDIN:** I probably understood it just because
13 they're words and you understand what the words say. But I
14 think what you're really asking me is when did I start to feel
15 it. I think I felt it really from the Young Leadership
16 Cabinet point on the Israel experiences, the various trips
17 we've taken to Israel, the missions or whatever, and seeing
18 how the community functions. It's part of our heritage. We
19 as Jews are to repair the world. Our kids were driven with
20 the notion to do the right thing, do good things, care.

21 One of my favorite expressions to them as they were
22 growing up, "did you make a difference today?" It wasn't just
23 to do good things, did you make a difference, did you help
24 somebody else, did you do your work, whatever it might be.
25 They got tired of me saying it, but I think after hearing it

1 over and over and talking about it -- I didn't come home and
2 talk about what I did so much, but we always had dinner
3 together as a family, no matter how hard it was, unless I
4 absolutely couldn't or somebody couldn't. Donna and I made a
5 priority to say that every day there was no excuse, you be at
6 dinner, even if it was later than when the kids' friends ate.
7 As recently as last year one of my older children used to say
8 -- I used to complain but I understand it now. That was the
9 one time, whether it be 20 minutes or an hour, you'd sit down,
10 everybody would have their chance to say about how lousy the
11 teacher was or why this grade was something else, whatever it
12 is. World events, what happened on the street, the newspaper,
13 we would talk about it.

14 And we would follow up. Donna and I went to
15 virtually every parent/teacher conference, every session at
16 school for all of our kids, which is a big commitment. Where
17 we couldn't both go, one of us went. Our kids knew it and
18 we'd talk about it. As a result they had a hill to climb,
19 both at school and with us if they didn't perform. On the
20 other hand if they had a problem we always tried to help them.
21 That all fit into making a day work.

22 A busy person can always be given one more thing, a
23 person who isn't busy probably can't take anything on because
24 they don't think they can. Life is much more exciting and
25 full when you're busy and it's much more exciting and full if

1 you can help make the world better. If you believe that and
2 do that, I think we each do our share, it will be a better
3 place. I don't do it for the religious aspect of why we do
4 it, although I understand that. I do it because it's part of
5 me. I grew up with it and I think my children in each of
6 their own ways will do it, even if it's as simple as helping
7 somebody with a problem. My son helping somebody with a
8 computer problem, it's all part of the same thing. It grows
9 out of it. Being selfish is not helping, not caring, not
10 trying to find out what the problem is.

11 **MS. ROSE-BICE:** That's nice. I'm curious to know
12 your thoughts on the geographic changes in the Jewish
13 community. We went through the early ghetto environment on
14 Hastings Street to where you grew up and Central High School
15 where everyone lived within a block of each other, to today
16 we're much more spread out. How do you think as you watch
17 young leaders grow, how has the diaspora affected leadership
18 development?

19 **MR. MADDIN:** I think people become leaders for all
20 sorts of reasons. Some is because they understand it and they
21 want to be part of it. Some it's social, some it's business,
22 some it's in and out. I think I'd rather take people for
23 whatever they are and try and encourage them to be something
24 more in tune with what's needed.

25 With that said, we were a ghetto because we weren't

1 accepted. We were a ghetto because the only way we could
2 function is if we worked together. Today in America it's very
3 assimilated. We're totally free to take almost any job, to
4 take almost any opportunity. If you look at the boards of
5 directors of most of the secular community charities or even
6 non-Jewish charities run by other religions, you will find
7 Jewish presence throughout. I think Jews have a talent.
8 They're more studious, generally. I don't mean that there
9 aren't very bright other people but they seem to be liberal,
10 ones that reach out.

11 United Negro College Fund is a perfect example.
12 Tremendous amount of money raised comes from Jewish people.

13 I'm not concerned that the diaspora has grown. I'm
14 not concerned that the neighborhoods have changed. I think
15 the problem is that assimilation is a major problem and I
16 think that in order for us to maintain our Jewishness, there
17 has to be a core that's always lit, the center of the volcano,
18 so to speak. I think it's still there. You can look to the
19 Orthodox, you can look to areas where there's a vibrant Jewish
20 community, and certainly Detroit is a vibrant Jewish
21 community. Any number of people who visit Detroit and say
22 they cannot believe this community. It isn't because we're
23 all going to shul or temple every week or that we keep kosher
24 or we study with a rabbi. Those are all wonderful things if
25 you're interested in them. I think that the synagogue and

1 temple have been by the rabbis considered the center of their
2 existence but they're not the center for everybody.

3 My center, good or bad, became the community and the
4 Foundation and Federation as a method by which I could express
5 myself and do what I felt I wanted and could do. To this day
6 I feel that whatever those contributions were, and really they
7 are tiny in the scheme of history, but whatever contributions
8 I made I feel good about the time that I spent and I don't
9 have any regrets about it. I chose to use that model for that
10 vehicle to help improve it.

11 **MS. ROSE-BICE:** What would you say the critical
12 issues our community faces today are?

13 **MR. MADDIN:** As always there's not enough money to
14 pay for all the services that are needed. I think probably
15 education on the one hand, the youth, and education really
16 throughout is a very important segment. But I think probably
17 the most important is aging and I think that all the
18 statistics indicate that people are living longer and
19 therefore whether it's Social Security on the secular side or
20 in a Jewish community or Lutheran or any other community where
21 there's a concern about the elderly, there's going to be
22 people living longer and the average age of the people at the
23 home keeps going up, up, up. Years ago it might have been in
24 the 70s now it's 80s, Alzheimer's and other diseases that
25 weren't particularly known 50 years ago or prominent today are

1 very important because people have lived through that. My
2 mother passed away and was 89 years old. Last couple of years
3 weren't good, but she was taken care of and I guess that's
4 important. But there's more people and less people to take
5 care of them. So between less people in terms of numbers and
6 less people committed causes us to have a huge problem.

7 Being creative with the money we have, getting
8 people engaged in the process, understanding it, I think are
9 also important problems. Just raising dollars is a small part
10 of it that comes from all these other good things.

11 **MS. ROSE-BICE:** What organizations are you involved
12 with at this time?

13 **MR. MADDIN:** I'm still involved with Fresh Air
14 because when you're on the board you're on it for life. I sit
15 on the Federation Foundation board Executive Committee because
16 I guess you have that privilege at least part of it is because
17 you're a past president. I'm not sure that the Federation is
18 the same, but anyway I'm on that executive committee. The
19 Jewish Fund, I spent a fair amount of time working on that.
20 I'm involved in the audit committee, the nominating committee.
21 I'm chair of the social welfare groups. That's the group
22 that's really doling out the largest sum of money so that sub
23 committee, if you will, reviews everything and then presents
24 it to the board for consideration. We're dealing with some
25 really important issues to the community now.

1 In terms of other organizations, I basically have
2 cut back on some of that. I had a hard time saying no for a
3 lot of years. Now it's important to pick and choose and say
4 no. Be careful and still be involved. Certainly campaign
5 calls, done a few projects. The Neighborhood Project, I was
6 involved in a committee that really looked at it carefully
7 when we needed more money, and then we sunsetted them because
8 they basically had done their job. There are only so many
9 families and so many homes that would be available. What's
10 left to be done can be done by the community.

11 I'm going to be involved in this family camping
12 situation now that they've made a decision not to operate the
13 Mullett Lake property, the Grand Resort. And I know that they
14 folded a portion of it into the Butzel program. We really
15 need as a community to find creative ways to keep families
16 involved together in the community exercise. That's something
17 I've always felt strongly about.

18 **MS. ROSE-BICE:** A lot of your time and talent.

19 **MR. MADDIN:** It's a program that Donna and I feel
20 strongly about. I think that families are under more stress
21 today than any other time in a long time because of the
22 economy, the need to raise your children and do it right. And
23 to be Jewish in the middle of all that is a strain. A lot of
24 people have over extended themselves and that's a different
25 issue. But I'm talking about people who really need -- Donna

1 and I went to three shabat dinners. We visited Grand Resort.
2 To have people come up to us and we were never promoted as
3 creating the program, we were just somebody coming up to
4 visit. If we were identified we were helpful with the
5 program, which is fine, I didn't want any recognition from it.
6 But listening to people talk about how grateful they were that
7 the community had a program such as this. Examples of people
8 saying, we have never been on a trip with our children. In
9 one case there were two autistic children and so it was very
10 hard for them to go anywhere. They said it's the first time
11 we've ever been able to be away together for a week and
12 literally have some connection with these children and other
13 children. It makes you feel good.

14 So I'm saying to myself, it's like so many other
15 agencies or non-agencies that provide a service in our
16 community. Until it hits you or until you see it or it
17 affects you in your personal life, it's hard to express. So
18 exposing people to some of these things is helpful. I
19 personally believe that people who are involved in community,
20 people who give back, and there's a lot of ways to do that.
21 You can do it if you don't have a lot of money but have a
22 little bit of time. It could be as simple as Meals on Wheels,
23 helping with a campaign, simple as housing somebody during the
24 Maccabees Games or it could be a mentor to somebody. You
25 could do a little something. I feel you'll be better for it.

1 It's not what you gave it's what you get out of it. Kind of
2 makes you want to do it.

3 So talk about big problems, I think money is a
4 problem, aging is a problem and I think keeping people
5 interested in the process. That's part of our job as leaders
6 to try and keep people involved and to tell them why it's
7 important. I hope to be able to do that for many more years.

8 **MS. ROSE-BICE:** Me, too. That's it. I've gone
9 through my questions. Is there anything you want to add?

10 **MR. MADDIN:** No, I think I've said everything I want
11 to say. I would say to you that it's important to have a
12 supportive spouse and a family that at least understands why
13 you do it. But the spouse part is difficult because when
14 you're running a career and you're doing community work and
15 you're doing whatever else you're doing, that's more time
16 away. And you know I'm blessed. It wasn't always easy. A
17 typical woman taking care of four children in my case, you
18 know, I'm not there for certain of the activities but you make
19 up for it in other ways hopefully. And having a supportive
20 spouse, which is an understanding spouse, is very helpful.

21 I think today no different than I feel about young
22 people and having worked hard to give them opportunities I
23 think women today, just like they take all kinds of jobs and
24 professions, they absolutely have come into their own in terms
25 of the community whether it's tasks, whether it's leadership

1 roles, whether it's organizations that are geared to women
2 like the Women's Division and the Women's Endowment now is
3 something that I support because it makes it possible for
4 other people who might not otherwise been involved to become
5 involved and do it in a way that satisfies them. Not that
6 satisfies me or some other leader, it satisfies their need and
7 they're happy doing it, that's good, it's all good work.

8 Women today tend to have more independent means
9 because they're working and so they're less dependent on the
10 old route which meant that they might not have had money or
11 was doled to them or whatever happened. So I think I
12 understand that it's a positive that's happening. That
13 adaptation is part of what maybe makes our community special
14 because this isn't true all over the country.

15 **MS. ROSE-BICE:** Detroit is definitely unique in a
16 most stellar way for the philanthropy and leadership.

17 **MR. MADDIN:** The only other thing maybe I would say,
18 I'm kind of in awe when I received this Butzel Award. I
19 looked at the list of people that was sent to me and I really
20 don't understand why I'm on this list because I didn't do it
21 to gain anything, had no clue in my wildest dreams that I
22 would be given an award for anything. But when I looked at
23 some of the people who received it, I'm talking about people
24 who have tremendous means, some people who did some really
25 fabulous important things, and then the only reason I came to

1 peace with it is because the process had it happen, and I
2 decided I must have made my own mark in what I did. That was
3 also reassuring. I had a number of people come up to me,
4 especially staff, which was very heart warming to say how
5 pleased they were that I received this award. It's because I
6 was approachable, I was one of them, I was able to communicate
7 with them. That's how I consider myself, somebody that I know
8 I'm humble, I know that I don't accept the praise of the award
9 very easily. That's me. I mean it is what it is. As I look
10 at the people that have received it or may receive it in the
11 future, I hope that the models they establish are models that
12 people would look up to. That's a lot more than giving money.

13 **MS. ROSE-BICE:** And I think you clearly defined in
14 your Butzel speech and today those models. That will be a
15 helpful message as we go forward.

16 Thank you.

17 **MR. MADDIN:** Thank you.