



*Black Family Development, Inc.*  
*2016 Annual Report*



*Serving Children, Youth, Families and  
the Community since 1978*



## ***Our Mission***

To strengthen and enhance the lives of children, youth, and families through partnerships that support safe, nurturing, vibrant homes, schools and communities.”

## ***Our Vision***

To be the self-sufficient premier provider of comprehensive family counseling services to children, youth, and families - the pacesetter for quality, innovative services and training with national recognition.

## ***We are Committed to:***

- ~ Improving the Well-Being of Children
- ~ Improving Academic Results
- ~ Expanding Positive Youth Development
- ~ Improving Support to Families
- ~ Building Community Capacity
- ~ Improving Neighborhood Safety
- ~ Achieving Promise Neighborhoods Results



# Welcome

It is our pleasure to welcome you to Black Family Development, Inc.'s Annual Meeting, as we share the gains and progress achieved in 2016. We continue our laser focus on the organization's mission. We are advancing the mission through intentional, deliberate, and strategic strategies, as defined in our Strategic Plan. We are "strengthening and enhancing the lives of children, youth, and families through partnerships that support safe, nurturing, vibrant homes, schools and communities."

While 2016 was a great and productive year, it was not without its challenges. However, we identified challenges and embraced the opportunity to innovate program services. We seized the opportunity to strengthen our internal capacity to align with the demands of the external environment. Our supportive, adaptive, flexible, yet well-defined culture has yielded great 2016 outcomes: high staff and consumer satisfaction within the 90 percentile range; independent fiscal audits with no findings; external program audits that achieved exemplary scores; annual performance improvement goals were exceeded; and program services were expanded to meet the needs and desires of persons served.

It is widely recognized that Black Family Development, Inc. provides a range of culturally relevant, best practice programs to advance its mission. It is also recognized that the following seven (7) commitment pillars are woven throughout the service delivery system: Improving the well-being of children; Improving academic results; Expanding positive youth development; Improving support to families; Building community capacity; Improving neighborhood safety; and achieving Promise Neighborhoods results. As a result of all of the organization's performance measures, both internally and externally, we are making a difference in schools, homes, and the communities in which our consumers live.

As we reflect on the achievements and progress evident in 2016, what cannot be overlooked are the gifts, talents, commitment and passion of the staff team. Our dynamic staff team represent the greatest strength in achieving the goals of the organization and overall program improvement plans. We are thankful for our progress, our staff team, and our partnerships with each of you.



Dee Dee McKinney Odom  
Board Chair



Alice G. Thompson  
Chief Executive Officer

# Black Family Development, Inc. Philosophy of Person-Centered Care

Black Family Development, Inc. embraces a philosophy of person-centered care, which is anchored in the organization's history. The organization values consumer choice, self-determination, and the inherent rights and strengths of persons served. Embodied in this philosophy is the belief that the voice, strengths, needs, and desires of persons served should drive the person-centered planning process. We believe that persons served are the best experts of their life story and needs, and are key drivers in the planning, developing, and monitoring of services delivered and their care.

Black Family Development, Inc.'s helping professionals are supporters and facilitators of person-centered care. As in keeping with the organization's Code of Ethics, our helping professionals continuously promote service accessibility, cultural sensitivity, encouragement, and diversity, while conveying hope, dignity and respect for persons served.



# Consumer Satisfaction

I am a former Black Family Development, Inc. (BFDI) Care Management Organization (CMO) consumer. I came into the juvenile justice system in January 2014. Prior to being detained, I was having problems at home with anger and my behavior. After spending a few months in detention, I was placed in residential treatment services at Havenwyck. At first I struggled with controlling my anger and had problems following the program's rules. I'm not perfect and I made mistakes. My decisions impacted my family and my relationships with them. It was hard being away from them and I was so angry. I knew that I had to face the things that caused me to have to leave home and that getting help was the only way I could get back home.

It was hard. I didn't want to talk about my past or why I was in treatment. I didn't want to deal with my problems, but I learned to trust the people who supported me. I had my mom, my BFDI CMO Case Manager, Ebony Williams; my case manager's co-workers at BFDI, and the staff at Havenwyck. They saved my life. They pushed me to do better and to be better. I was able to improve my relationship with my mom and siblings. I learned how to cope and handle situations differently. I learned how to approach things and how not to make impulsive decisions. I was even able to graduate with a high school diploma!

I successfully completed treatment and was able to come home. I still had the support of my mom and my Case Manager, Ms. Williams. I also had my siblings and my therapist. I found a full time job quickly, and I was accepted to Wayne County Community College. In May 2017, I was terminated from the juvenile justice system. I was so happy and thankful. I'm proud to say that I will be going to Job Corps in June 2017 in Indiana to start on my path to become a certified carpenter. I know that I would not have come this far or accomplished the things that I have without my family and the support from my team at Black Family Development, Inc.

*J.M.*

# 2016 Logic Model Achieved Outcomes

## Youth and Community Development



### Program Services

- **Keys To Literacy at Osborn High School** BFDI staff trained on Aztec Software, an internet based software program, assist youth in improving their reading comprehension, spelling, grammar, and vocabulary skills.

- **Bridges On-the-Job Training Program** provides academic supports, employability skills training, and paid employment experience to youth, engaged in, or at-risk of engaging in the juvenile justice system. The program is well-aligned with existing Wayne County employment goals to fill existing vacancies.

- **Crossover Youth Practice Model**

(CYPM) BFDI became a lead stakeholder in Wayne County's implementation of the Crossover Youth Practice Model, (CYPM) In FY '16, BFDI was responsible for development, implementation, monitoring and operation of the CYPM in Wayne County. BFDI worked with systems leaders to coordinate reform efforts including serving as liaison, developing a service delivery protocol, training and evaluation materials, facilitation of training sessions, and providing technical assistance and other activities to prepare for launch of the CYPM in Wayne County.



**24 youth** were engaged in landscaping science and business development activities within the Osborn community in the Bridges On-the-Job Training Program.

- **Landscape equipment** stored and shared with youth Bridges participants, as well as Osborn residents, in collaboration with Wayne County.



**63 students** participated in the Keys to Literacy Program in 2016 raising the cumulative total to **542**. **90%** of Osborn High School youth completed the Basic Level of reading, as defined as a post-test scores. • **90%** of Osborn High School youth completed the Fundamental Level of reading, as defined as a post-test scores.

- **Crossover Youth Practice Model (CYPM) /Center for Juvenile Justice Reform-Georgetown University McCourt School of Public Policy** funded BFDI as County-wide lead coordinator of the planning and early implementation of the national model in Wayne County. The CYPM protocol was completed in December 2016 for county-wide training January 24, 2017, pilot launch February 1, 2017, and full implementation March 1, 2017.

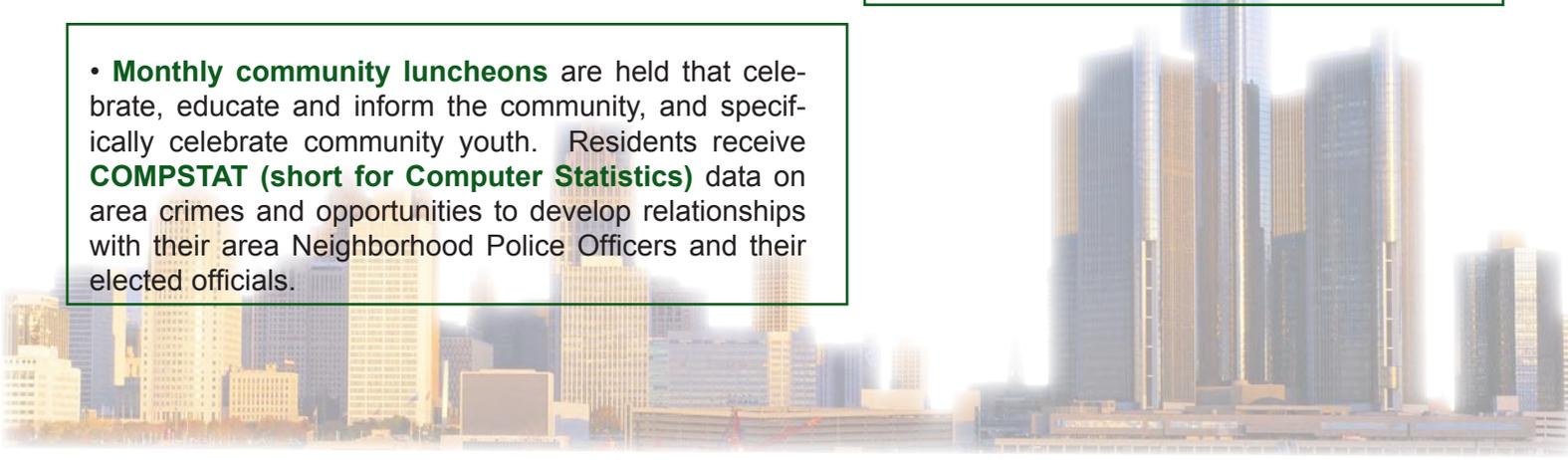


- Black Family Development, Inc. (BFDI) Networking for Change provides **over 300 block clubs in Osborn and Cody Rouge** with a strategic focus to ensure that every club is connected to neighborhood associations, youth development activities, and BFDI community luncheon celebrations.
- **Targeted collaboration** with Osborn and Cody Rouge community residents & block club presidents is generated to foster communication and policing efforts through Block Club development.



- **200 + Osborn and Cody Rouge residents** participate in monthly luncheon meetings that provide Leadership Trainings, Restorative Practices training, educational tips and updates, and block club updates given by block club members, and leaders. Youth are provided with educational and motivational material.

- **Monthly community luncheons** are held that celebrate, educate and inform the community, and specifically celebrate community youth. Residents receive **COMPSTAT (short for Computer Statistics)** data on area crimes and opportunities to develop relationships with their area Neighborhood Police Officers and their elected officials.





# 2016 Presidents' Dinner & Dr. Gerald K. Smith Humanitarian Award Presentations

Black Family Development, Inc. (BFDI) pauses every year to recognize the support received from our Board of Directors. Our Annual Presidents' Dinner is an acknowledgement of their support. Dr. Gerald K. Smith, one of BFDI's past Board Presidents, is honored posthumously through the presentation of the Dr. Gerald K. Smith Humanitarian Awards and Scholarships.



The 2016 Dr. Gerald K. Smith Humanitarian Award Recipients pictured above left to right:

- Stephen Henderson, Editorial Page Editor  
Detroit Free Press
- Alexander Nelson Luvall, Esq.  
Healthcare Consultant
- Linda Forté, (Retired)  
Senior Vice President & Chief Diversity Officer  
Business Affairs - Comerica Bank
- Penny Bailer, (Retired)  
Executive Director  
City Year Detroit
- Juliette Okotie-Eboh, PhD,  
Senior Vice President, Public Affairs  
MGM Grand Detroit
- Yvonne M. White, President  
Michigan State Conference NAACP
- David Hecker, President  
American Federation of Teachers – MI

# 2016 Presidents' Dinner

Dr. Gerald K. Smith

## Scholarship Recipients



DaVawn Thomas  
Osborn Evergreen Academy of  
Design and Alternative Energy

Ashly Jones  
Osborn Evergreen Academy of  
Design and Alternative Energy

Heidi Quintero  
Western International  
High School

Akyra Ware  
Ecorse Community  
High School

Pictured here with Alice G. Thompson, and Dr. Ann Smith.

## 2016 Presidents' Dinner Sponsors

### PLATINUM

DTE Energy  
Ford Motor Company  
MGM Grand Detroit

### GOLD

Detroit Behavioral Institute  
Fifth Third Bank  
Talmer Bank and Trust  
Alice G. Thompson

### SILVER

Comerica Bank  
Hudson Property Group, LLC  
Jane Fernanders  
Quicken Loans/Rock Ventures  
UAW-Ford National Programs Center  
Walbridge

### TABLE

AFT Michigan  
Bing Youth Institute, Inc.  
Detroit Branch NAACP  
First Independence Bank  
Global Automotive Alliance  
Greater Grace Temple  
Gregory Terrell and Company  
Hope Academy  
New Detroit, Inc.  
Alvin D. & Margo A. Smith  
St. John Providence  
The Skillman Foundation  
Thomas & Tanya Traylor  
United Healthcare Community Plan  
Wayne County Sheriff's Office  
Wayne State University School of Social Work

# 2017 Community Champion



## Metropolitan Organizing Strategy Enabling Strength (MOSES) an affiliate of the Gamaliel Foundation

Black Family Development, Inc. (BFDI) is pleased to recognize the **Metropolitan Organizing Strategy Enabling Strength (MOSES)** organization for its advocacy in furthering the cause of building community capacity and improving support to families, one of BFDI's commitments. The Mission of **MOSES** is to organize communities, develop faith-based leaders and build relationships to advocate for social justice through a group of diverse congregations. **MOSES** accomplishes this through training leaders in churches, synagogues and mosques, teaching participants how to articulate their shared values and work with their constituents to take collective action in the public arena.

**MOSES' "FIVE PILLARS OF FIRE"** Five core areas of work that continue to "light a fire" under **MOSES** leaders. These "Five Pillars of Fire" drive their organization, and represent their commitment to a better future for Detroit and the greater region. Their work is infused with a culture of racial equity and civic engagement, encouraging residents of all backgrounds and walks of life to take on active roles in the decision-making processes that affect them. These pillars are:

- **ECONOMIC DIGNITY**

**MOSES** envisions a future where all residents of metropolitan Detroit will have the right to secure, full-time employment at a living wage, under safe and equitable working conditions.

- **HEALTHY COMMUNITIES**

**MOSES** asserts every individual's right to a healthy community.

- **EDUCATION FOR ALL**

**MOSES'** goals for education in southeast Michigan mirror Nelson Mandela's wishes for the children of his country. We are tirelessly working toward a region where all children – regardless of race, national origin or socioeconomic status – have access to the same high-quality educational and career-advancing opportunities.

- **TRANSPARENCY AND ACCOUNTABILITY**

**MOSES** provides ordinary residents with the tools they need to demand transparency and accountability from their elected officials. Our trainings help residents determine their collective priorities, communicate with decision-makers, and take appropriate action to make sure their voices are heard.

- **TRANSPORTATION EQUITY** Much of **MOSES'** work is centered on transportation reform, with the goal of realizing a strong regional network of mass transit options. **MOSES** believes that with improved transportation, residents will have access to health care services, healthy food, employment, education, public forums, polling places, and other resources that many currently lack.



Kenyetta M. Campbell  
Executive Director

# 2017 Community Champion



## Cody Rouge Community Action Alliance

Black Family Development, Inc. is pleased to recognize a BFDI community partner, the **Cody Rouge Community Action Alliance**. Their mission “to revitalize and sustain a healthy community where residents have access to and promote a high quality of life” stems from an initiative of The Skillman Foundation, when Cody Rouge neighborhoods came together and developed this community goal. The **Cody Rouge Community Action Alliance (CRCAA)** serves the Cody Rouge community and is charged with promoting the goals and purposes of area residents, businesses and organizations. At the request of community members, **CRCAA** is committed to community action and the success of the Cody Rouge residents. **CRCAA** believes in assisting strong families; producing high quality education; strengthening block clubs; creating and implementing plans for safety and forming plans for economic revitalization and training among the youth and adults to ensure economic development in order to achieve its neighborhood goal. Their board of directors is comprised of residents and stakeholders.

The **Cody Rouge Community Action Alliance (CRCAA)** has a rich history. Cody Rouge has always been a community that had a plethora of organizations at work. However, when the Cody Rouge community was chosen as one of The Skillman Foundation Good Neighborhoods, it proved to be a catalyst to increase continuity and collaboration. The initiative helped the community to determine a goal that represented the interest of youth, and residents, and created a plan for sustainable economic growth for the entire Cody Rouge community.

For more than ten years, those community members worked to develop programs and policies to reach this goal. During this time, it was consistently realized that in order to effectively change the outcomes for youth, **CRCAA** needed to provide resources to help their parents and family. The creation of the **Cody Rouge Community Action Alliance** was formed in February 2009, and has since diligently sought to pursue its mission and accomplish its vision of seeing healthy, proud and educated residents thriving in a safe, resourceful, culturally connected communities.

**CRCAA** continues to build on neighborhood revitalization. In 2007, the **Cody Rouge Youth Council (CRYC)** was established consisting of youth from various organizations that engage in leadership development training, community service and job opportunities. Its community revitalization efforts also included working with the Prosper US Program, an entrepreneurial program to foster business growth in the Cody Rouge community. The Keep Cody Rouge Clean & Safe Campaign is a resident and a network of community partners to directly address blight and safety initiatives in the Cody Rouge community and a number of community engagement activities spearheaded by the **CRCAA** and the **Cody Rouge Youth Council**.

# ***Board of Directors***

## ***Officers***

Dee Dee McKinney Odom, President

Elaine Lewis, Vice President

Lysa D. Davis, Treasurer

Wayne W. Bradley, Sr., Secretary

Byna Elliott, Member-at-Large

## ***Board Members***

Eric W. Ayers, MD

Sonya Y. Nicks

Charles Beckham

Kimberly Vann

Pastor Christopher Bodley

Rosie Reebel

Dr. Ingrid Draper

Shannon D. Smith

Meagan R. Dunn

William A. Smith

Nestelynn L. Garrett

Solomon Spann, III

Kimberly Hoyle

Dr. Calvin Trent

Ryan Mack

Stefen J. Welch

Taylor L. Nelson

## ***Advisory Board***

Rev. Wendell Anthony

Patrick O. Lindsey

Joseph Cazeno, Jr.

William Ross

Linda Forté

Bishop Edgar L. Vann

Jeriel Heard

Phyllis Vroom, Ph.D.

The Hon. Teola Hunter

Walter C. Watkins, Jr.

Stephen Lewis

Madelyn Williams

## ***Executive Team***

Alice G. Thompson, Chief Executive Officer

Kenyatta Stephens, Chief Operating Officer

Jane Fernanders, Chief Financial Officer

# ***Annual Meeting Program*** ***Thursday, June 22, 2017***

## ***REGISTRATION***

Welcome ..... Alice G. Thompson, CEO  
Black Family Development, Inc.

Invocation ..... Alice G. Thompson

## ***Breakfast Served***

CEO Remarks ..... Alice G. Thompson

Business Meeting ..... Dee Dee McKinney Odom, President  
BFDI Board of Directors

Community Champion Awards ..... Alice G. Thompson  
Keisha Allen, Program Director  
Black Family Development, Inc.

## ***Presented To:***

***Metropolitan Organizing Strategy Enabling Strength (MOSES)***  
***and***  
***Cody Rouge Community Action Alliance***

Consumer Remarks ..... Samantha Perry  
Vice President, Juvenile Justice  
Black Family Development, Inc.

Staff Recognition ..... Alice G. Thompson

Closing Remarks ..... Alice G. Thompson

Benediction ..... Rev. Greg Roberts  
Wayne County Executive Office  
Senior Executive - Faith Based Director &  
Community Engagement





# 2016 Logic Model Achieved Outcomes

## Substance Abuse Services

- 154 consumers received services through the Jail Plus Program
- 45 consumers received substance abuse treatment services
- 1502 individuals received substance abuse prevention services to avert addiction.

### Program Services

Detroit Wayne Mental Health Authority (DWMHA)

- HOPE Outpatient Program serves individuals with substance abuse and/or Co-Occurring, (mental health and substance abuse) disorders and provides Outpatient, Case Management, and Co-Occurring Disorder Services.
- F.R.E.E. (Finding Resolutions Everyday through Education) is a public education and information program to prevent substance abuse/addiction, and promote healthy lifestyles.
- Jail Plus Mental Health and Substance Use Disorder Relapse Prevention Services serves individuals who are identified by the Drug and Mental Health Courts, and provides relapse prevention, group sessions and intensive case management services to court referred persons.

#### ***Drug Court/Mental Health Court Relapse Prevention Services:***

- **60% of consumers** successfully completed the program.
- **104 Relapse Prevention mental health and substance use disorder groups** were facilitated by BFDI staff
- **52 weeks** of individual case management service were provided by BFDI staff.

#### ***Substance Abuse Prevention Services:***

- **117 parents** participated in Alcohol, Tobacco, and Other Drug and prevention specific support groups.
- Prevention staff collaborated in over **20 community Substance Use prevention teams and events**
- Staff provided Strengthening Families educational programming at a partner Promise Neighborhoods agency, Youth Connection.
- **13-session Parenting and family engagement trainings** held for 5 families.

#### ***Consumer Generated Service Improvements:***

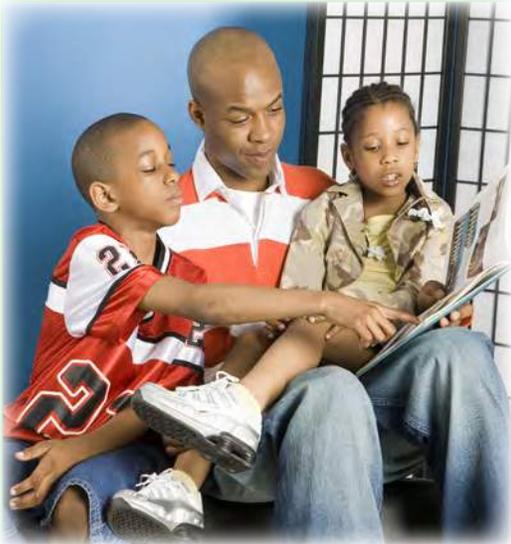
- Community stakeholder (The Youth Connection) requested Strengthening Families class. Youth and parents indicated they were happy to take part in the program, and appreciated the Prevention consultants' assistance with learning new skills, including college registration to give them positive future aspirations.



# 2016 Logic Model Achieved Outcomes

## Family Preservation

- 36 families received family preservation prevention services through the BFDI Family Connections Program.
- 1030 persons were served through BFDI's Intake Department.
- 38 recipient families received BFDI Parents As Teachers services (Program began June 2016)



### Program Services

- Family Connections (FC) United Way for Southeastern Michigan (UWSEM) Building Foundations is a community-based program that provides prevention services for families with children at risk of abuse and/or neglect.
- Intake Department, a "Help Me, Help You" program, helps direct consumers to resources, and advocacy agencies to help meet their needs.
- Parents As Teachers provides early childhood home visitation services to Wayne County expectant parents and families with children ages zero to three.

#### ***Family Preservation Intervention Services:***

- 100% of referred families were taught to use, and assisted with completing, the national Ages and Stages Questionnaire to assess their child's progress with age-appropriate developmental milestones.
  - 92% of children assessed with the Ages and Stages Questionnaire demonstrated achievement of age-appropriate milestones:
    - 86% scored in passing range for Communication
    - 96.5% scored in passing range for Gross Motor
    - 93% scored in passing range for Fine Motor
    - 90% scored in passing range for Problem Solving
    - 96.5% scored in passing range for Personal Social
  - Nearly 80% of planned visit appointments were achieved (114 out of 150) with each family monthly.
  - 24 Parent / Child Interaction Groups occurred with community families

#### ***Intake Services:***

- 20 families requested emergency assistance
- 405 housing requests/lists ***distributed to consumers in crisis upon their request***

#### ***Consumer Generated Service Improvements:***

- The Program Supervisor will increase recruitment efforts for additional Family Connections Advisory Board members to offer leadership opportunities to more Family Connections graduates.

# 2016 Logic Model Achieved Outcomes

## Juvenile Justice Services

- 292 youth and families received Case Management Services in 2016
- 104 youth received prevention juvenile justice services

### *Juvenile Justice Case Management Services for Adjudicated Youth/Families*

- **94% of juveniles** remained free of felony convictions while enrolled.
- **90% of juveniles** remained free of all crimes, including felony convictions, after 2 years in the community.

### *Juvenile Justice Treatment Services for Adjudicated Youth/Families*

- **98% of Wraparound consumers** reported service satisfaction and daily functioning improvements.
- **100% of newly placed Integrated Services Program** youth began treatment within 21 days of acceptance.
- **83% of youth served in Wraparound** participated in community resources like Community Mental Health.
- **75% of juvenile offenders with special needs** (i.e., medical, mental health, sex offenders, substance abusers) were successfully placed. Youth began treatment within 30 days of acceptance.

### *Juvenile Justice Prevention Services*

- **83% of participated youth** have remained free of the juvenile justice system.

### *Consumer Generated Service Improvements*

- **Wraparound families** continue to demonstrate and express needs that extend beyond the assessments required for Wraparound fidelity. This issue led to increased supervision to assure families were linked to needed services.
- **YAP consumers** desired group topics more relevant to current issues. The program, in turn, purchased the new Lion's Quest (A PreK-12 Social and Emotional Learning (SEL) curriculum containing updated topics.



## Program Services

• **Care Management Organization (CMO)** is a service to provide supervision and monitoring of treatment services to youth and families that are placed with the Wayne County Department of Health, Veterans, and Community Wellness.

• **Integrated Services Program (ISP)** BFDI CMO Integrated Services program is contracted to provide supervision, treatment, and case management services to youth and families assigned to the CMO.

• **Intensive Family Services (IFS)** offers intensive in-home counseling to families and youth involved in the Juvenile Justice System. Services focus on encouraging law abiding behavior and support from youth's family and community networks.

• **Wraparound Service** is a process: through person centered planning to create a support system based on a family's need and connects with resources to assist the family in achieving their goals to meet their needs.

• **Youth Assistance Program (YAP)** is a program to help youth develop healthy lifestyles, values, and self-awareness through Positive Youth Development activities, counseling, cultural-enrichment, and exposure to career options.

# 2016 Logic Model Achieved Outcomes

## Mental Health



### Program Services

- **STAGES (Supportive Techniques Assisting And Growth Empowerment Solutions):** a counseling program serving youth and their families who are facing a mental health concerns and could benefit from outpatient treatment.

- **PMTO (Parent Management Training – Oregon):** an outpatient program designed to address specific emotional, behavioral, and environmental needs of youth and families so they may function at their ideal level in all life domains.

- **System of Care:** A community-based service providing support for children and youth with or at risk of mental health challenges. The program builds partnerships with families and youth to address their needs.

- **Youth Advocate:** assists in increasing youth voice and youth involvement on policies, presence in the workplace, and planning and facilitating training within Wayne County System of Care.

- **Youth Peer Supports:** assist young people living with a serious emotional disturbance or a developmental disability by helping them to build their skills, sharing information and linking youth to resources.

- **School – Based Mental Health Prevention and Treatment Services:** provides supportive services to young people who may experience life's challenges in a way that is keeping them from being their best, and performing their best at school and in the community.

- 119 children and their families received services through the STAGES program
- 102 youth received school based treatment services
- 601 youth received school based prevention services
- 67 youth received either home base or outpatient services through the EPIC Program - Empowering Parents and Innovating (strengthening) Children

### Mental Health Treatment Services

- 99% of youth served for outpatient mental health (184 out of 186) remained at home, not placed in out-of-home care, including hospitalizations.
- 83% of school-based mental health treatment families demonstrated a CAFAS (Child And Adolescent Functional Assessment Scale) score reduction between their initial and most recent assessment

### Lead Advocate Outcomes

- Black Family Development, Inc. (BFDI) served as the Detroit Wayne Mental Health Authority (DWMHA) Regional Youth Development Lead Agency. BFDI ran the 2nd-annual R.I.C.H. Living summer youth employment/leadership opportunity, providing livable wage income, electronic equipment for school and professional mentorship to **5 youth and 2 youth Advocates.**
- Youth leadership curriculum produced by BFDI's Youth United is used State-wide as a youth development curriculum, as per DWMHA staff.

### Consumer Generated Service Improvements

- Consumer requests for “smaller groups” will foster additional educational sessions in the school-based program in 2017.
- Consumer requests for use of therapeutic tools and resources in sessions that could be used at home fostered introduction of various therapeutic tools with staff.

# Black Family Development, Inc.

Consolidated Statement of Activities  
Year Ended December 31, 2016

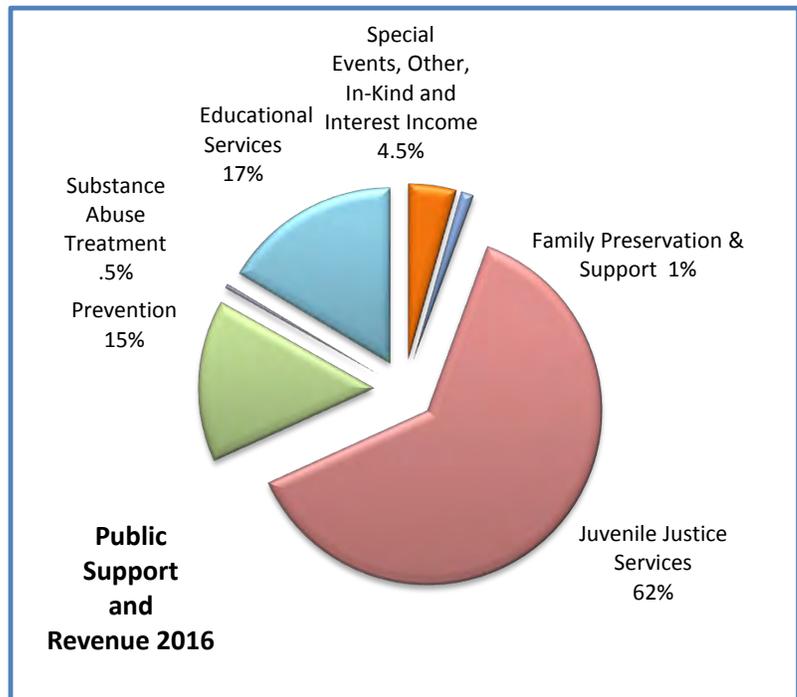
## Public Support and Revenue:

### Public Support

Special Events [Net of expenses]	\$	121,293
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### Revenue

Interest Income	\$	105
Other		82,784
In-Kind Services *		529,786
Family Preservation & Support		196,800
Juvenile Justice Services		10,496,150
Prevention		2,507,306
Substance Abuse Treatment		68,432
Educational Services		2,750,240
<b>Total Public Support &amp; Revenue</b>	<b>\$</b>	<b>16,752,896</b>



## Expenses:

### Program Services

Family Preservation & Support	195,346
Juvenile Justice Services	10,496,150
Prevention	2,507,306
Substance Abuse Treatment	68,432
Educational Services	2,750,240
<b>Total</b>	<b>\$ 16,017,474</b>

### Supporting Services

Management & General (Includes In-Kind) *	725,670
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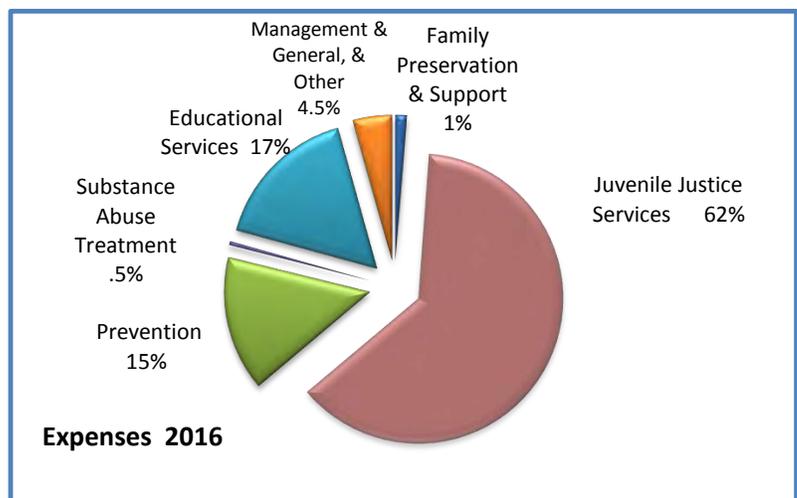
**Total Expenses** \$ 16,743,144

<sup>1</sup>Changes In Net Assets \$ 9,752

Net Assets Beginning of Year 1,258,596

### Net Assets End of Year

\$ 1,268,348



<sup>1</sup> See also notes 10, 11 and 13 in the Audited Financial Statements

For the year ended December 2016, the value of In-Kind Donations were as follows:

Donated Services \* \$ 529,786

Completed 2016 Financial Statements, were audited by:  
Gregory Terrell & Company - Certified Public Accountants  
535 Griswold - Suite 2000  
Detroit MI 48226

# Black Family Development, Inc.

## Statement of Activities - Growth Indicators for years 2005 through 2016

### Revenue

Year	Revenue <i>[in millions]</i>	Growth Rate From Previous Yr.
2005	\$ 21.1	-7.9%
2006	\$ 26.6	26.1%
2007	\$ 29.2	9.8%
2008	\$ 28.9	-1.0%
2009	\$ 26.1	-9.7%
2010	\$ 22.5	-13.8%
2011	\$ 18.7	-16.9%
2012	\$ 18.6	-0.5%
2013	\$ 17.7	-4.8%
2014	\$ 19.2	8.5%
2015	\$ 18.5	-3.6%
2016	\$ 16.7	-9.7%

\*Average Annual Growth

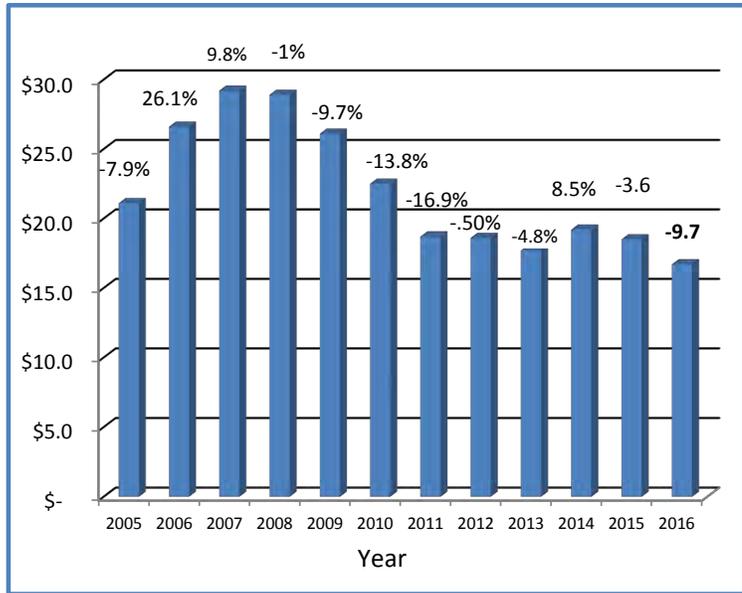
**BFDI**

2005-2016 -2%

\*Service Industry Norms 1%

\*Counseling Agencies with 200 or less staff

\*Bureau of Labor Statistics F.R.E.D. Database Table 2.3



### Consumer Population Base

Year	Total	Consumers	Families
05	15,035	9580	5456
06	14,293	8813	5480
07	12,873	8108	4765
08	9,071	6081	2990
09	7,193	4561	2632
10	5,346	3601	1745
11	13,348	10225	3123
12	10,879	8180	2699
13	8,704	6544	2160
14	8,617	6479	2138
15	7,355	5530	1825
16	7,787	5855	1932

\*Average Annual Growth

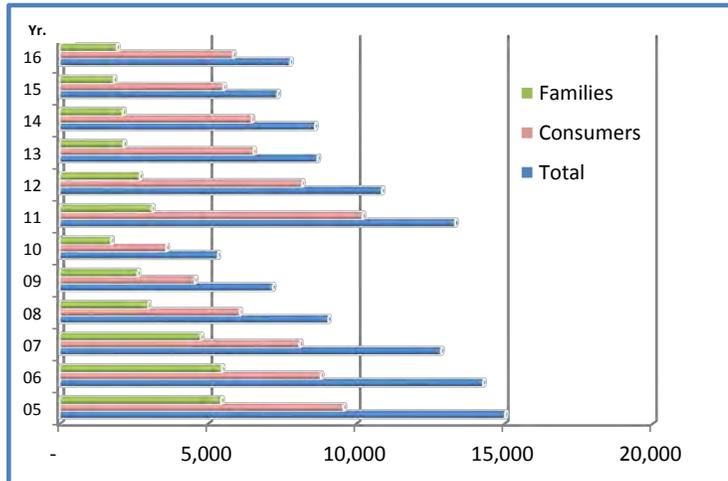
**BFDI**

2005-2016 1%

\*Service Industry Norms 1%

\*Counseling Agencies with 200 or less staff

\*Bureau of Labor Statistics F.R.E.D. Database Table 2.3



### Staff

Year	Total Staff	Direct	Admin.
05	119	97	22
06	125	103	22
07	136	110	26
08	134	108	26
09	111	94	17
10	95	75	20
11	82	68	14
12	100	83	17
13	89	72	17
14	127	106	21
15	118	100	18
16	117	99	18

\*Average Annual Growth

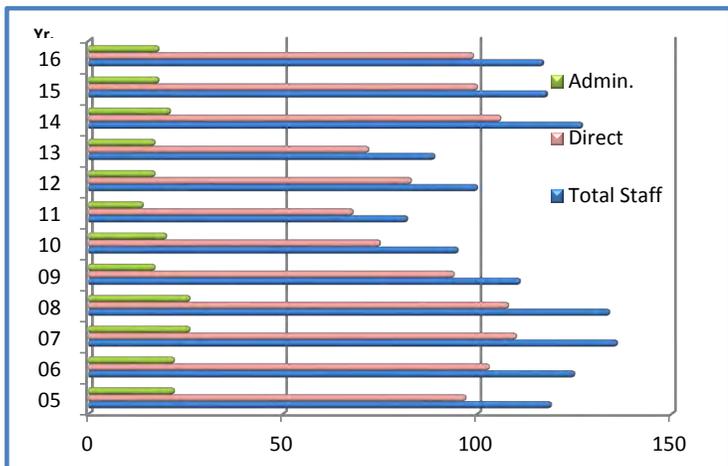
**BFDI**

2005-2016 5%

\*Service Industry Norms 1%

\*Counseling Agencies with 200 or less staff

\*Bureau of Labor Statistics F.R.E.D. Database Table 2.3



# 2016 Logic Model Achieved Outcomes

## Youth and Community Development



### • Restorative Practices:

Black Family Development, Inc. (BFDI) and the International Institute for Restorative Practices (IIRP) work together to implement programs that have proven effective in reducing violence and increasing family and community engagement.



• **1142 persons** were trained in the International Institute of Restorative Practices model; **(4,681 persons cumulatively trained to-date.)**

## Promise Neighborhoods

• **Clark Park/Osborn Promise Neighborhoods (PN) educational reform and community revitalization** to ensure The Clark Park/Osborn Promise Neighborhood Goal continues: “All children in the Detroit Clark Park/Osborn Promise Neighborhoods will have access to excellent schools, positive youth development opportunities, graduate from high school on time, and be prepared for college without the need for remediation courses. And, families will have all the support and resources they need to make their children successful in life.” This goal encompasses the commitment to:

- Strengthen and preserve families by empowering Osborn and Clark Park youth and neighborhoods
- Revitalize the Osborn and Cody Rouge community
- Provide training to increase Student literacy

### Literacy

**2016 data from a school-age pilot involving 63 students'** (32 9th graders; 31 11th graders) use of the Aztec literacy software at Osborn High School demonstrated that:

- **90% of students** increased at least one grade level in reading.

### Early Childhood program data indicates:

- **100% of students** Child Observation Record results show an increase in progress in literacy from the previous quarter.
- **100% of students** serviced had at least two new literacy goals set with target dates.
- **100% of students** achieving at least 80% of their goals within the specified target dates.

# Past Community Champion Award Recipients

2012  
MAN Network



2013  
Great Start Collaborative –  
Wayne



2013  
Mayors' Task Force for the  
Well-Being of Children  
and Families



2014  
City Year-Detroit



2014  
Teach for America Detroit



2015  
DAPCEP (Detroit Area  
Pre-College Engineering  
Program)



2015  
Detroit Employment  
Solutions Corporation



2016  
Excellent Schools Detroit



2016  
Detroit Parent Network



# ***BFDI Educational Services***

**Ronald Williams, Ph.D., Superintendent**  
**Patricia Davis, Principal**

Kellie Bennett

Lisa Blackwell

LaVonna Brown

Sonya Brown

Kathy Buttrom

Rhonda Calloway

Frank Cyars

Melvin Davis

Renice Glaspie

Kimistri Hall

Llana Holt

Colin Horn

Debbie Jackson

Susan Kelsey-Brewton

Renethia Lloyd

Charlene Moore

Yulonda Moore

Lynn Morgan-Bernard

Melaniese Nicholson

Anthony Osborne

Tina Poe

Shawta Polk

April Preston

Alana Purnell

Shanta Purnell

Mary Robinson

Stephanie Schultz

Ebony Shaw

Muriel Smith

Denise Thomas

Phillip Ververis

Rebecca Worth



## **Hope Academy Mission:**

**“To provide a positive nurturing and collaborative educational environment where we ensure the intellectual, social, and physical development of every student.”**



# Black Family Development, Inc. Staff



Alice G. Thompson  
Chief Executive Officer



Kenyatta Stephens  
Chief Operating Officer



Jane Fernanders  
Chief Financial Officer

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Paula Armstrong  
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Sharon Hughes  
Velda Hunter  
Rashida Johnson  
Marian Jones  
Starnita Jones  
Theresa Kendrick  
Furqan Khaldun  
Wendy Lawlah  
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Sharon McFolley

Gayle Metcalf  
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Terrence Murray  
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Vivian Porter  
Keisha Render  
Ruth Shelby  
Sonya Shelman  
LaTonya Shelton, Ph.D.  
Hernando Sierra  
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Margo Smith  
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## YOUTH

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## **Gratefully Acknowledges the Support of our Funding Sources**

Black United Fund  
DTE Energy Foundation  
Detroit Public Schools  
Detroit Wayne Mental Health Authority  
Educational Achievement Authority  
Everybody Ready, Inc.  
Ford Motor Company Fund  
Hudson Property Group  
Impact Detroit  
International Institute for Restorative Practices  
LISC-HUD  
MGM Grand Detroit  
The Kresge Foundation  
The Miami Foundation  
The Skillman Foundation  
United Way for Southeastern Michigan  
W.K. Kellogg Foundation  
Wayne County Health, Veterans and Community Wellness  
Wayne Regional Educational Service Agency (RESA)  
YMCA

## ***Save The Date***

***Thursday, October 26, 2017***

***6:00 p.m. Reception ~ 7:00 p.m. Dinner***

***Annual Presidents' Dinner and***

***Dr. Gerald K. Smith Humanitarian Award Presentations***

***MGM Grand Detroit***